



College Community

FROM THE PRINCIPAL

It is an absolute pleasure to share with you the second Annual Report for Ngarra Christian College. As I personally reflect on the journey that we have been on since the gift of opening Ngarra at the beginning of 2023, I am reminded of God's faithfulness and goodness. Psalm 100:5 says, *"For the Lord is good, and his faithful love endures forever; his faithfulness, through all generations."* Hasn't God shown us the depths of his faithfulness as we've been on this rewarding and wonderful journey with families already?

It has been such a joy to see how God has been at work in our staff, families, and students this year. At Ngarra, our faith is centred on the personal, powerful and promise-keeping God we serve. He is the maker, the creator and the only One who can deliver us. In 2024, we saw the College grow from two to three classes, allowing for extra capacity to grow additional students in their academic knowledge, social and emotional skills, and most importantly, their personal relationships with their Saviour. It was fitting that in 2024, our College community have been focusing on Faith: The Better Story.

We want every student at Ngarra to know that their value isn't determined by achievement, but by the unchanging truth that they are deeply loved by God. Deuteronomy 7:9 says, *"Know therefore that the LORD your God is God; He is the faithful God, keeping His covenant of love to a thousand generations of those who love Him and keep His commandments."* The Better Story means that education is not just about acquiring knowledge, but growing in wisdom and acceptance of God's unending love.

As Ngarra Christian College completed its second year of operation, it has been wonderful to see the growth allowed by God's provision for our students. The individualised nature of learning, tailored support for student needs and unique opportunities such as Equine Therapy has been both heart-warming and rewarding as we've seen students thrive.

In faith, we continue moving forward. As we look ahead, our faith challenges us to dream and plan not merely based on what we can see or control, but with a faith-filled vision that trusts in God's promises and purposes. Ongoing work with the DA to Hills Shire Council, planning our Box Hill Campus and stepping forward in faith is one way we can add to The Better Story. Will the Box Hill Campus also include a second Ngarra Christian College? Please join us in praying about that.

Our 2024 Annual Report seeks to capture all that matters at Ngarra Christian College: the relationships, the curriculum, the activities, the staff, the parents and the students. It all matters and each person's contribution makes a powerful difference in the lives of our young people.

I trust that you will enjoy reading through this report and will feel encouraged as you see God at work in transforming the lives of our young people.

Felicity Marlow

Principal



FROM THE COLLEGE CHAIRMAN

It is my privilege to present the Board Chair's report for 2024 — a year marked by continued growth, a deepening of our mission, and God's faithful provision for our learning community.

As a Board, we are constantly reminded that our responsibility is not only one of governance and stewardship, but also of spiritual leadership — ensuring the College remains firmly anchored in the truth of God's Word. This year, we have seen the fruit of that commitment, with students thriving academically, socially, and spiritually in an environment that unashamedly centres on Jesus Christ. It is this foundation that propels our students forward with strength of purpose, clarity of identity, and a spirit of selfless love.

Key milestones in 2024 included the expansion of learning pathways within both Ngarra and broader learning community, the maturing of our leadership and staff development programs, and significant progress towards the development of our new Gables campus. Each of these steps reflects our commitment to thoughtful innovation and growth, while remaining true to our vision of nurturing students of godly character who are equipped to engage the world with courage and conviction. We are especially thankful for the faithful leadership of our Principal and Executive Team, whose Christ-centred vision continues to foster a culture of excellence and care. We also deeply appreciate the dedication of our teaching and support staff, who embody the College's values in their daily service. As a parent of three students, I'm personally moved by the way our teachers form deep, caring relationships with our children — relationships that are foundational to their learning and growth.

On behalf of the Board, I want to thank our broader College community — parents, carers, alumni, and supporters — for your prayerful partnership throughout the year. Your trust and encouragement sustain the momentum of our shared mission. We never take for granted the privilege of partnering with you in the formation of your children.

As we look to 2025 and beyond, we do so with a sense of expectancy. While there will always be headwinds to navigate, we remain confident in God's faithfulness and believe He is leading us into a new season of opportunity. As a Board, we are committed to stewarding the College's future with humility, wisdom, and faith.

We continue to pray for God's kindness and favour over you and your family.

Hugh Thomson
Board Chairman



FROM THE COLLEGE PARENTS

It is a joy reflecting on 2024; a year when the College community once again came together to achieve great moments in the lives of our children, the parents and staff. It was a year full of firsts, new friends, fun together as we served and so many smiles.

Some of the highlights of this year can be summed up with some numbers and names:

- Clean Up Australia Day saw hundreds of people from Norwest walked around Riverstone and Schofields, cleaning up our patch of Australia
- Four local professional photographers partnered with the P&F to provide families in our community with the chance to have family portraits done for Mother's Day. Over 80 families took up this opportunity
- There were six events where the Parents and Friends Association (P&F) organised food for students, staff and parents of Norwest. These included the Celebration Morning Tea, where many parents baked and bought things for us to enjoy together, Hot Cross Bun Day, Sausage Sizzle after the Secondary Colour Run, and the New Families Picnic Afternoon, which is always a great way to welcome the new cohort of parents and students who will begin their journey at Norwest in the new year
- Approximately 950 meals were prepped, packed and distributed at Know Your Norwest in Term 1
- Around 1000 ice blocks were given to students after they completed Cross Country

In addition to these huge numbers, we also had the chance to:

- Order personalised plates and mugs made for the dads of our College
- Run TWO Colour Run Days for the first time, due to poor weather
- Held our first ever Bush Dance – which we're hoping will evolve into a Winter Festival in 2025 and give the community a chance for everyone to come together, enjoy time together, have great music, fun activities, delicious food and make precious memories together again
- Hear from Patricia Weerakoon at a parent seminar on helping our children be safe in a hyper-sexualised online world
- Contribute seed funding to see School Lego kits bought which we cannot wait to see put into use

Every opportunity to work together to love and serve the people of this College has been 100% time well spent!

This College is a special place, and I have been encouraged to see how joyfully all the staff, students and parents have become involved in the events we've done together. Let me finish by encouraging you to continue to put your hand up to get involved as we enter the new year in 2025.

Katie Smith

President, Parents & Friends Association



FROM THE HEAD OF NGARRA CHRISTIAN COLLEGE

In 2023, Ngarra Christian College commenced with two classes catering to students from Kindergarten to Year 5, and in 2024 grew to 3 classes from Kindergarten to Year 6. The Ngarra community is characterised by the motto 'Together With You', as parents, teachers, and students partner in creating a learning community that seeks to love God and love others. Students received individual support tailored to their learning needs while participating in a variety of meaningful opportunities for learning and personal growth, both within the Ngarra community and as part of the wider NWCC community. Watching our first Year 6 cohort celebrate the end of their Primary years and graduate was a particular highlight and we prayed every blessing for these students as they form the first Ngarra Secondary class in 2025.

Curriculum

Each classroom consisted of students with a range of diverse learning needs. Students were supported and extended to provide the right level of challenge in the curriculum, maximising their individual academic growth over the year. Flexible grouping and programs that accounted for students' unique sensory and social/emotional needs were key to meeting the needs of each child. Students progressed towards individual academic and BPL related goals with adjustments in place to assist them in learning to their potential.

The Peacewise program was introduced in Personal Development and Health (PDH) programs to support students' social development. Healthy Harold visits covered a range of PDH topics including Cybersafety.

Each class attended a weekly library lesson with students eagerly borrowing books and enjoying reading. Ngarra students excelled in the Premier's Reading Challenge this year with 46% completing the challenge.

For those students where testing is a suitable method of assessment, progress was beyond initial expectations. All students tested (50% of Ngarra students) achieved Reading and Mathematics scores that were in or above the average range for their chronological age (vs Australian school students). While numerical scores are not the focus of learning in Ngarra, these results are very encouraging and a testament to the dedication of teaching staff and students.

The appointment of a leader in the Ngarra Primary Curriculum area, Mrs Anita Terry, provided further focus on embedding quality teaching and learning programs across our growing number of classes.

Camps

Students in Years 3, 4, 5 & 6 were able to participate in NWCC camps, building friendships with peers while challenging themselves to step out of their comfort zones. Adjustments were made for students as required, to enable them to make the most of being away on camp. Students returned with memories of the connections they made with Norwest and Ngarra peers and stories of personal achievements.

Excursions

Excursions were a highlight of the year:

Rouse Hill Regional Park – Students from Year 3 – Year 6 participated in an Art and History excursion where they created art while also learning about the early history of the area.

Gymnastics – Students participated in a four-week Gymnastics program to complement the Sport/PE program. Students participated in a range of fundamental gymnastic movement skills using specialist equipment. The program was adjusted to meet the individual needs of Ngarra students and feedback from staff and students was very positive about this learning experience.

The Shine Shed – As part of the Physical Education program, students visited an all abilities play space. The visits enabled students to challenge themselves on a variety of equipment including climbing walls and the flying fox.

Little Fishes Swim School – Swimming lessons were popular with all students working in small groups with instructors who specialise in working with children with additional needs.



Treetops – Ngarra Year 6 students enjoyed this special excursion to mark the end of their Primary years. Students participated in high ropes or low ropes courses, challenging themselves to overcome fears and step out of their comfort zones. The courses provide the opportunity for peer encouragement and the development of interpersonal skills in a fun outdoor setting. Ngarra staff were particularly encouraged by Treetops staff noticing how positive and encouraging students were towards each other.

Equine Therapy - Select students participated in the Equine Therapy program at RDA Tall Timbers at Gables. They worked with RDA staff and horses in a term-long, weekly program which was tailored to meet their needs and worked to stretch physical skills such as balance and posture, hand/eye coordination and fine and gross motor skills while working with their horse and developing language, communication, self-esteem and confidence. Many students have participated in other programs at RDA after completing Equine Therapy through the College.

Christian Development

Students participated in NWCC Infants and Primary Chapel, Ngarra Biblical Studies lessons and daily class devotions. Each week, delighted Ngarra students had a special visit from a guest staff member to read a story, pray with students and answer their many questions about faith and life.

In 2024, our new College Chaplain, Mr Jay Holdsworth, joined the Ngarra team to enrich a Christian Development program tailored to our unique environment and give our students the opportunity to connect personally with a chaplain.

Music and Art

Ngarra students benefitted from the expertise of specialist Creative Arts teachers conducting Music and Art programs through the year. Specialist teachers were greeted with enthusiastic welcomes from students and their lessons were a highlight again this year.

Sport

Teachers combined classes for a variety of sport lessons, including volleyball, modified football and gymnastics. Students practised gross motor skills and developed in their ability to collaborate in active play.

Involvement in NWCC Athletics, Cross Country and Swimming Carnivals provided an opportunity for students to participate in sporting events with peers across the College.

Summary

Ngarra Christian College, in its second year, extended its impact on students, families, staff, and the wider Norwest community. Many thanks to the staff of Ngarra and Norwest for their dedication to growing this unique and highly sought after place for our precious students to learn. We look forward to the start of our Ngarra Secondary journey in 2025 and the many new families who will join Ngarra as we continue to grow.

Michelle Wilson

Head of Ngarra Christian College



COMMUNITY SATISFACTION

In the 2024 academic year, Ngarra Christian College community consisted of 25 students in our Kindergarten to Year 6 cohorts. The gender ratio was almost even with 48% of students being female and 52% of students being male. 88% of students are known to regularly attend a Christian church.

Students attending Ngarra come from diverse localities. The student catchment for Ngarra extends from Kurrajong Heights to Stanhope Gardens, Beaumont Hills and out to Cattai, with our largest concentration of students coming from Riverstone, Kellyville, Rouse Hill, and Box Hill.

Teacher Satisfaction

Norwest Christian College is a great place to work.

- 100% agree
- 0% neutral
- 0% disagree

Teaching staff also responded as follows:

I expect that the measures in place in my area at the moment will lift academic outcomes over time.

- 75% agree
- 25% neutral
- 0% disagree

The College's daily activity works towards the fulfilment of its vision and mission.

- 100% agree
- 0% neutral
- 0% disagree



College Strategic Priorities

IMPROVEMENT TARGETS AND STRATEGIC PLAN UPDATE

2024 was another great year of the Norwest and Ngarra Christian College's "The Next Chapter" Strategic Plan, which defines what the College intends to achieve by the end of 2025, with respect to the College's Vision and Mission. The Semester 2, 2024 Strategic Plan update is available as an Appendix here.

College Staff

STAFFING COMPOSITION

In 2024, the College employed 13 individuals with full and part time roles, and engaged 2 casual staff, none of whom were Indigenous Australians.

Of the 13 employees:

- 6 were teachers;
- 6 were employed in non-teaching roles; and,
- 1 held formal position of leadership.

STAFF ATTENDANCE

The attendance of College staff was high at 89%.

EDUCATOR RETENTION

6 of the 6 teaching staff from 2023 returned in 2024, representing a retention rate of 100%.

EDUCATOR QUALIFICATIONS AND ACCREDITATION

All teaching staff comply with NESB guidelines for teacher graduate qualifications from a higher education institution within Australia or overseas (as recognised within the National Office of Overseas Skills Recognition Guidelines). In addition, all teaching staff are accredited with the NSW Educational Standards Authority (NESB). Support is available for any teacher who is applying to receive proficient accreditation.

The College closely monitored changes to professional development requirements and ensures that staff are informed through whole educator and sectional briefings, of any implications to accreditation requirements. The College is also continuing to support staff through providing information about accessing relevant and meaningful professional learning, which contributes to the 100 hours required each 5 years.



STAFF PROFESSIONAL LEARNING

Throughout 2024, all staff had the opportunity to participate in whole-school professional learning events, engage with international thought leaders in Christian education, and develop personalised professional learning goals. In alignment with the College's Professional Learning Policy, each staff member was required to create, maintain, and implement a Professional Learning Plan. These plans, reviewed throughout the year in collaboration with supervisors, guided staff in setting and working toward two specific professional learning goals, including actionable steps for achieving them. Strategic initiatives developed in the current Strategic Plan also inform individual goal setting.

The 2024 College value focus centred on the Faith quadrant of the Building Purposeful Lives framework. This theme was introduced at the One Purpose Conference in January, where all staff participated in a full day of professional development on Faith: A Better Story. Karl Faase led the training, drawing from the Faith Runs Deep series, which explored the stories that shape our values, narratives, and identities. Mid-year, staff reconvened for the Passengers to Pilots Conference, where they were inspired by keynote speaker Professor David Smith, a globally recognised thought leader in Christian education.

EDUCATOR'S PROFESSIONAL LEARNING

In 2024, Teaching Staff at Ngarra used Learning Hubs professional learning time to deepen their understanding of context and to create space for collegial planning process. Context specific training around Crisis Prevention Intervention also took place with two members of staff being trained as trainers. This will enable all staff to be given refresher training each year and to ensure new staff to Ngarra are also trained.

In the mid-year Professional Learning Week, James Nottingham, creator of *The Learning Pit*, delivered a full day of professional learning focused on fostering challenge and providing effective, timely feedback. This was followed by a series of collaborative meetings centred around his latest book, *Teach Brilliantly*.

In addition to in-house training, staff participated in a variety of external professional development courses offered by AIS, CSA, STNSW, IPSHA, and other professional associations. With the rollout of the NSW Curriculum Reform, Teachers were required to become familiar with the changes and revise programs to align with the new syllabus requirements. Many staff members underwent intensive, subject-specific training through NESA and AIS to meet these demands.

New teaching staff across, Ngarra, completed the year-long *Building Purposeful Lives (BPL)* induction program. This program gradually introduces foundational principles of the BPL framework into teaching practice and is supported by BPL Learning Champions through instructional coaching, lesson observations, and professional feedback conversations. Several staff members completed *Teaching for Discipleship*, a six-month professional learning journey into Christian education, guided by Donovan Graham's book *Teaching Redemptively* and supported by resources from The Excellence Centre.



College Students

ATTENDANCE

Infants		Primary	
Cohort	Average Attendance	Cohort	Average Attendance
Kindergarten	95%	Year 3	87%
Year 1	78%	Year 4	90%
Year 2	86%	Year 5	90%
		Year 6	87%
Infants	85%	Primary	88%
Overall Attendance	87%		

College Achievements

NAPLAN

The National Assessment Program – Literacy and Numeracy is part of a suite of data available to the College used to gauge the types of skills that are essential for children and young people to progress through their school years. These tests cover skills in reading, writing, spelling, grammar, punctuation, and numeracy, providing the College with a valuable 'snapshot' of student performance across these learning domains on a given day of the year.

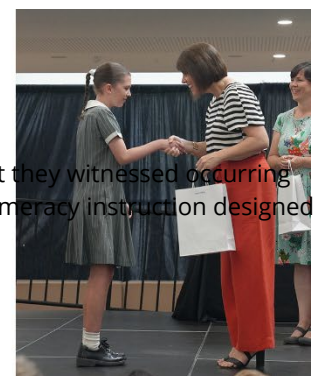
PARTICIPATION

In 2024, 71% of Ngarra Year 3 and 5 students participated in the NAPLAN tests.

RESULTS

The percentages of participants who achieved a result in the "Strong" range for their year group were:

- Numeracy: 40%
- Reading: 80%
- Writing: 50%
- Spelling: 80%
- Grammar & Punctuation: 40%



A large number of Ngarra parents provided glowing feedback about the academic growth that they witnessed occurring with their child over their first year in Ngarra. Students received individualised literacy and numeracy instruction designed

to maximise their growth by providing a “just right” level of challenge, with a high level of staff support to enable students to achieve to the best of their ability.

Our first award recipients took the stage at the end of year Celebrate Norwest event. The Principal’s Powerful Learner, Chairman’s Fruit of the Spirit, Academic Effort and Ngarra Sportsperson Awards were among those presented as a snapshot of the incredible achievements of every member of our first Ngarra cohort.

College Facilities

In 2024 the Ngarra playground was improved with the addition of synthetic grass and the installation of new fencing. Three existing Norwest secondary classrooms in E Block were refreshed including new carpet, internal painting and new wet play areas in anticipation of their use by Ngarra in 2025. The end of 2024 saw the expansion of Ngarra into these rooms which included the establishment of a new Staff room and lunch area, a Year 7 room and breakout room. New furniture and appliances were installed in these spaces. The existing staffroom was converted into a Kindergarten classroom including the addition of a new covered entry and ramp providing direct access to the playground. Minor modifications were made to the reception area including the provision of a new first aid area.



College Policies

POLICY REVIEW

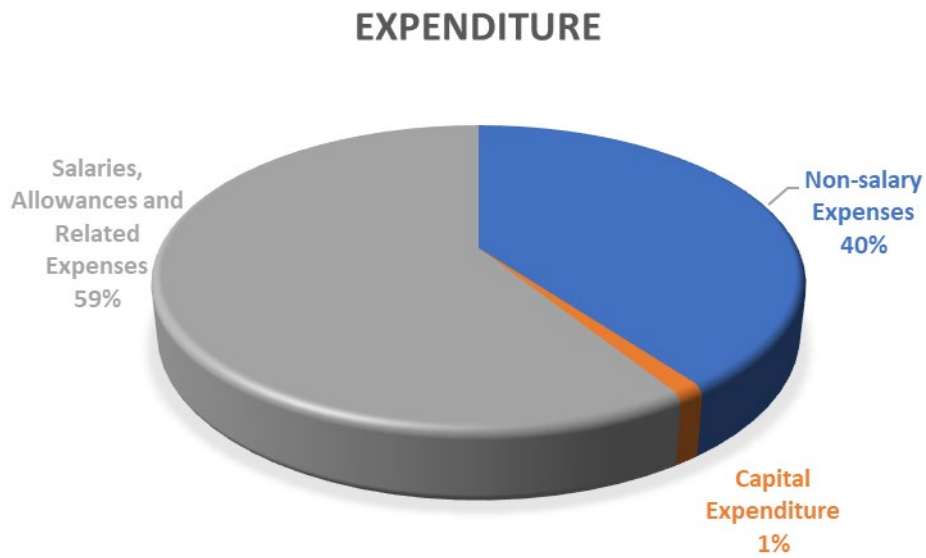
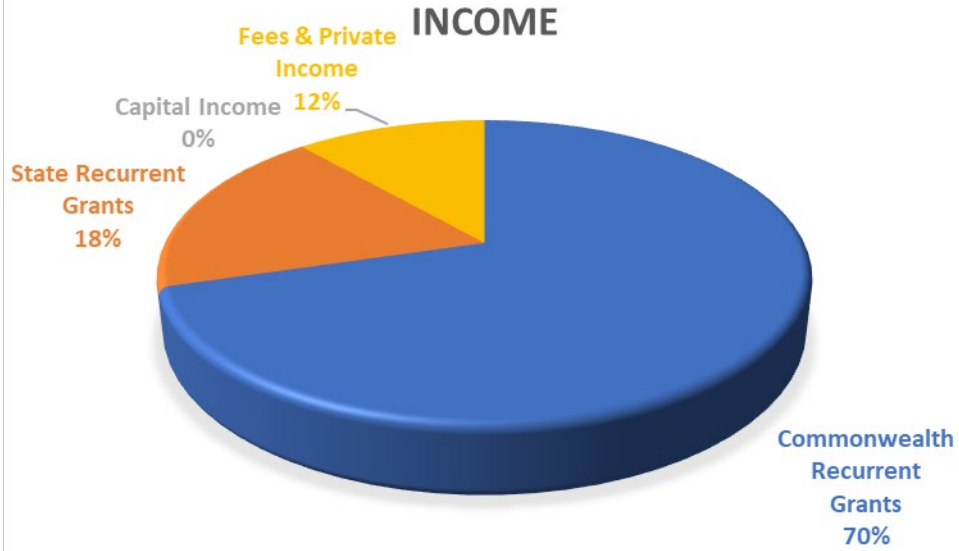
The below table highlights the relevant Policy changes updated throughout 2023.

	Changes	Location	Access
Enrolment Policy	This policy was last reviewed in 2022	Compliance Team, Canvas	Staff access via Canvas
	The next review will be in 2027		
Safe and Supportive Environment			
Student Welfare Management	The Child Protection Policy was last reviewed in 2022	Compliance Team, Canvas, Website	Staff access via Canvas, Public access via website
	The next review will be in 2027		
Student Behaviour Management	This policy will be reviewed in 2027	Compliance Team, Canvas	Staff access via Canvas, Public access via website
Student Attendance	This policy was last reviewed in 2022	Compliance Team, Canvas	Staff access via Canvas
	The next review will be in 2027		
Bullying and Harassment	This policy will be reviewed in 2027	Compliance Team, Canvas, Website	Staff access via Canvas, Public access via website
Complaints and Appeals	This policy was last reviewed in 2022 The next review will be in 2027	Compliance Team, Canvas, Website	Staff access via Canvas, Public access of policy via website
Natural Justice and Procedural Fairness			
Respect and Responsibility			
Code of Conduct	This policy was last reviewed in 2022	Compliance Team, Canvas, Website	Staff access via Canvas, Public access via website
	The next review will be in 2025		
Community Service	The Volunteer Policy will be reviewed in 2025	Compliance Team, Canvas	Staff access via Canvas
Curriculum	Minor amendments made to the Academic Assessment and Academic Reporting policy and guidelines	Compliance Team, Canvas	Staff access via Canvas



College Financial Summary

FINANCIAL SUMMARY GRAPHS



the next chapter

Strategic Plan 2021-2025

JULY 2024 QIP UPDATE



Initiative PURPOSE LED Induction Program

Felicity Marlow

GOAL:

All staff understand the centrality of BPL to the College.

IN PROGRESS: Documentation of professional learning that is central to building staff capacity to deliver BPL is currently being produced. The purpose of these documents is to ensure consistency around professional learning so that now and into the future educators regularly engage with key themes and pedagogies that drive the authentic delivery of BPL.

COMPLETED: A 12-month BPL Induction scope and sequence for teachers who are new to Norwest.

NEXT STEPS: Develop a series of videos to publish on social media that define the centrality of the 4 values; faith, virtue, wisdom and service, at the centre of the BPL framework.

Initiative FLEXIBLE FACILITIES and Support

Mark Elkington

GOAL:

Develop facilities that support innovation and excellence in learning and teaching.

IN PROGRESS: Building works which include new general and specialist classrooms, a new rooftop basketball court and outdoor undercover area, cafe, hospitality kitchen, clean tech spaces and Learning Enrichment/Counselling hub are currently underway. Construction of these spaces is scheduled to be completed by February 2025. Advice is being sought for Landscape Master Planning.

NEXT STEPS: Renovation of the ELC playground space and renovation of existing demountables to be included as Ngarra classrooms.



Initiative REPORTING & Progression Reimagined

Dee Fulcher

GOAL:

Setting up systems and programs to capture and track all aspects of learning progress.

IN PROGRESS: In ELC we are introducing Dial 4 Assessment by Pearsons as part of triangulating data for Kindy readiness.

COMPLETED: Across K-12 we have introduced a new comprehensive system for accessing IP data through the College's new Power BI platform. This system allows teachers to easily visualise the adjustment that they need to make for the students within their class.

*Love the Lord your God with all your heart, with all your soul,
with all your mind and love your neighbour as yourself. Matthew 22:37-39*



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CHRISTIAN COLLEGE
STRENGTH OF PURPOSE



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Initiative
POWERFUL
Learning Communities

Nicole Smith

GOAL:

Forging strong mutually beneficial relationships with like-minded schools through sharing BPL-based assets and creating forums

COMPLETED: Norwest have hosted 6 visiting schools across the first three terms of 2024. Schools engaged with information presented by various staff on Building Purposeful Lives Framework, Learning Enrichment, Complex case management, High ability and Gifted Education, Wellbeing, teacher professional coaching and development. Our mid-year Passengers to Pilots conference was the apex of 4 Network of Powerful Learning Community meetings this year with the hosting of James Nottingham.



Initiative
PURPOSE
Full Life

Colin Wood

GOAL:

Students feel known and cared for by College staff

COMPLETED: Child Safe Standards 'Self-Assessment Report' completed by ELC, Primary and Secondary leadership teams. Investigation of common issues for school-wide response as well as specific areas of the College developing their own action plans.

GOAL: Use unique gifts in service with an attitude of thankfulness.

COMPLETED: Second Fiji Mission (19 students/staff up from 14) successfully completed. Feedback to the College has been encouraging and more staff appear interested in future trips.

Initiative
SPORTING
Opportunities

Peter Christie

GOAL:

Provide opportunities for students to flourish and develop excellence in Sport by increasing competitive sport options that support a culture of excellence.

COMPLETED: The College joined the HZSA in 2021. Initially we offered Soccer, Futsal, Netball, Basketball, and Touch Football but have since added Volleyball, Cricket, Table Tennis and Badminton. The uptake of participants has been pleasing with a much stronger focus on Excellence evident in a number of our teams winning Grand finals over the years. In 2023 we held our Inaugural Sports and Music Awards night. This event was well received by the community. Awards were offered across all sport teams for MVP as well as the Norwest Team Spirit Award.

NEXT STEPS: Throughout 2025, we will be looking into the provision of new sports uniform strips and the development of a College mascot.



Initiative
SETTING THE
Standard for
Academic Excellence

Linda Hogan

GOAL:

Stabilising ranking to be in the top 200, expanding the range of NAPLAN achieving 'Strong' and 'Exceeding'.

IN PROGRESS: Growing conversations with Year 12 students, Pre and Post Trials to level up their study techniques and help them to maintain their discipline and perseverance. Liaising with Careers Counsellor to help Year 12 grow a vision for their purposeful life and how their results glorify God in the process. Clarifying the role and vision of the Head of High Ability and Gifted Learning to embrace the Kaplan model of differentiation to increase pace and challenge of learning in the classroom. Investigating the logistics of the CAT-4 testing instrument for identification.

COMPLETED: NAPLAN exams and results that outline the improvement of both Literacy and Numeracy of all year groups across the college

NEXT STEPS: Launching the new vision for HAGE in the college and upskilling all teachers to understanding their role in lifting the pace and challenge for students in the classroom. HSC Results

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