

2023 Annual Report.



RPCS
REGENTS PARK
CHRISTIAN SCHOOL

Introduction

Regents Park Christian School is a K-12 school in the Cumberland LGA. The school opened in 1976, pioneering the development of Christian Community Schooling in Australia, and is a ministry of Heartbeat Church, Regents Park, affiliated with the Baptist Association of NSW/ACT.

A strong asset is the quality and diversity of our student body, reflecting our values of honour, stewardship and community. In 2023 there were approximately 697 students enrolled in the school.

Regents Park Christian School aims to provide quality education which supports the values and beliefs of our predominantly Christian families. We aim to help our students become educated citizens who are equipped to make a difference in society. Our students develop a wholistic view of life through an understanding of what it means to 'Grow Up into Christ.'

Our teachers strive to produce top-level programs and classroom environments where each child will experience a high-quality Christian education and discover their potential. We intentionally maintain small classes to provide individual care that promotes the well-being of all students because we believe that each student is unique, and created by God for a purpose.

The school's Strategic Plan (2021 – 2023) is in its final stages of implementation. It is guiding the establishment of a clear path into the future that best addresses the needs of the school and provides a vision to follow.

School Board

Christian Community School Limited is governed by a Board of Directors who are responsible for ensuring that policies are in place to govern and operate the school and to satisfy its legal obligations, manage risk, provide strategic guidance to management and monitor performance. The School Board is comprised of elected church members plus other members who may be nominated by the Board.

School Contact Details

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Board Chair Report

As we reflect on 2023, we can only give praise and thanks for the faithful and loving God who has guided and abundantly blessed our school community. We have much to be thankful for and still much more to pray for!

Our best wishes go to our 2023 Year 12 as they embark on the next exciting stage of their life. They go with our blessing and prayers and with the knowledge that they have a deeper appreciation of God's purpose in their lives and are better equipped to discover their potential and, in so doing, serve our Lord Jesus Christ. We pray that desire will continue throughout their lives. We congratulate them on their results with 11 distinguished achievements across Band 6 and E4 results. We welcome new students, parents and families into our school community and look to how you will enrich our community as we educate and nurture your children.

Our strategic plan with its focus on Christian Education, Teaching & Learning, Well-being, Organisation & Systems, Building & Facilities and Community completed its third year and provided a well-grounded framework for the implementation of strategies to prepare our students with purpose and position our school for growth whilst maintaining its leadership in Christian education. We will continue this 'future thinking' approach with the development of a new strategic plan commencing in 2024.

The preparation of the Development Application for the new integrated administration, student and teacher facilities centre progressed with the aim for it to be lodged in 2024. The Board and School Executive believe that this building program is of the highest priority but as you can appreciate, with the current economic environment of high interest rates and ever-increasing construction costs, much planning and prayer is required.

During the year our inaugural Parents and Friends Association was formed. To the President, Emma Limnos, we thank you for stepping up to the leadership role as we also thank Vice President, Annette Arjonilla, Secretary, Nikki Hokin and Treasurer, Erlina Tjin. It is such an encouragement to have a group of parents who are proactively supporting, connecting and educating parents all within the framework of encouraging each other to grow in Christ. Thank you for your commitment, energy and great ideas. To all our parents I thank you for your support of the school and for entrusting us to educate and nurture your children.

We thank God for the dedicated staff, teaching and non-teaching, for their dedication to the success of our school in the way they enrich our school community and for the way they model Christ. You are a blessing to us all. To our Principal, Les Barnard, we thank you for your love of Christ, your love of the students and the school community and your deep desire to see all grow to know Christ is an encouragement to all. A special thanks to the Leadership Team consisting of Trisha Denholm (Head of Secondary), Esther Lawson (Head of Primary) and Cristian Tobar (General Manager). Your dedication, professionalism and willingness to go beyond in the service of Christ is greatly appreciated.

To my Deputy Chair, Judith Payne, Treasurer, Jude Simion and fellow directors Pastor Trent Callus, Paul Oreshkin and Hina Tokelau, a big thank you for your support, the giving of your time and wise counsel and for your desire to see this ministry succeed. A special mention is made of Paul Oreshkin who during the year stood down as Chair. On behalf of the Board and the School Community, thank you for your service and prayerful guidance of the Board during a difficult period. Thank you for your preparedness to stay as a director. Your gifts are greatly appreciated.

To all the school community may "The Lord bless you and protect you. The Lord make his face shine on you and be gracious to you. The Lord lift up his face to you and grant you peace" Numbers 6:23-26

Mark Napper
Chairman

Principal's Report

2023 for me saw the achievement of 30 years of joyful service at Regents Park Christian School, including 5 years as principal. I am thankful for the exceptional staff team, and particularly the school executive team, Cristian Tobar, Esther Lawson and Trisha Denholm. We are blessed to have the strong support of the School Board and Heartbeat Church.

It is fitting that our theme for 2023 was 'Joy'. The Apostle Paul's prayer for the young church in Rome has stirred our hearts and become a prayer for ourselves, our staff, our students and families.



“ May the God of hope fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit

ROMANS 15:13 (THE MESSAGE)

A key phrase arising from our 2021 – 2023 strategic planning journey was "Positioned for growth." As we embarked on the final phase of the journey, leaning on God's strength, wisdom and courage, we saw growth in many key areas across the school community, including further increase in student enrolments.

Wellbeing was a major focus area for 2023, with large scale investment in Whole School Wellbeing including staff development, AISNSW consultancy and the establishment of a Wellbeing Action Team and an Employee Assistance Program for staff.

A significant innovation in our organisation and systems was the change of our School Management System to TASS and its implementation and integration with Schoolbox. I congratulate our staff team for the enormous effort invested in this very successful project that will continue to benefit the school for many years to come.

The planning towards our next building project progressed to its final stages, with preparations for the submission of a development application to Council. 2023 also saw the installation of solar panels on the hall roof and the initial stages of significant upgrades to the interior of the Secondary building.

Teaching and learning, including an intentional Christian focus is always our highest priority. In 2023 our staff professional development included a wide variety of opportunities and the further development of our Instructional Coaching program. The Christian focus in all aspects of school life and curriculum included a highly successful Secondary Camp, further development of Christian Studies programs and Primary and Secondary Chapels. All Secondary students participated in a Student Spiritual Life Survey conducted by NCLS Research, which will provide valuable feedback and data to inform the future planning for our Christian education programs.

Finally, we had exciting developments in the strategic focus area of Community. Our Tribal Council was launched, giving opportunities for students to grow in leadership and for all students to have a voice in the school community. In addition, the Parents and Friends Council was formed, and has proved to be a vibrant, innovative and supportive team, engaging and connecting families across the school community. I thank God for another year of great success, as Regents Park Christian School continues to move forward in the joy of the Lord and for His mighty Kingdom.

Les Barnard
Principal

Parents and Friends Association President's Report

I am pleased to present my President's report covering our achievements in this foundation year where we were able to serve the Lord in the RPCS community and see God's hand upon the journey and the results.

I'd like to sincerely thank our committee members who took on executive roles: Annette Arjonilla, Nikki Hokin and Erlina Tjin. Your dedication, support and valuable contribution to ensure we started the association well is greatly appreciated. It has made the role of President a wonderful experience when working with such a committed team.

Among the many activities over the past year, the P&F has been blessed to achieve:

- Our main goal, which was to build a parent community coming out of COVID, to bridge the gap between families, students, staff and school and be a parent voice.
- Conducted an in-depth online survey of current parents to identify key ways to engage parents, understand their main concerns and values, gather ideas and general feedback. 70 responses were received.
- Implemented year and whole Secondary WhatsApp groups as a channel of immediate communication.
- Creation and monitoring of Facebook Uniform buy, swap, sell & giveaway page.
- Implemented hybrid meetings for each term and parent information sessions to assist with increasing participation and engagement.
- Supported best practices for Uniform management and Lost Property
- Conducted Parent Information session for Kindy Orientation.
- Co-ordination of parent helper volunteers for: Lego clubs, wrapping Mother's Day Gifts, covering schoolbooks, carnivals and excursions.
- Lobbied local council to address unsafe tree roots on Kingsland Road.
- Supplied afternoon tea for staff meeting, held parent morning tea.
- Administered a Parent Cyber Safety Information Session.
- Carols Event: sales of glow sticks, light up candles, drinks, ice blocks & ice creams.
- Identified the need for more transparency with parents which resulted in the school calendar being regularly updated.

We gratefully acknowledge the support received by our School Principal; Mr. Les Barnard, Head of Primary; Miss Esther Lawson and Head of Secondary; Mrs. Trisha Denholm throughout the year.

I would like to acknowledge the dedication and contribution of our kind-hearted P&F members and volunteers that have helped lay the foundations for our association. We are grateful for the sacrifice these volunteers made to serve our community and hope they will continue to be a blessing for the whole school community.

We look forward to serving the Lord, increasing our membership, and further building on our community foundations established over the past year.

Thank you.

Emma Limnos
P&F President

Characteristics of the Student Body

In 2023, the school had approximately 84% of students coming from a non-English speaking background. The predominant language is Korean followed by Chinese, Tongan, Burmese, Spanish, Indonesian and Vietnamese.

We are a regional school and students are from a broad cross-section of communities in South Western Sydney.

Respect and Responsibility

The understanding, development, modelling and nurturing of respect and responsibility are key elements of our ministry at RPCS.

GROW

Christ-centred learning community. While approaching Behaviour Management and Discipline from a Christian perspective, GROW draws extensively from Positive Behaviour for Learning (PBL) developed by the NSW Department of Education.

GROW adheres to a learning cycle of Prevention, Pre-Correction, Positive Interaction and Recognition, Restoration and Use of Data.

The GROW program at RPCS calls staff and students to uphold three key values of the school: Honour, Community and Stewardship.

We Give Honour. Giving honour means that staff and students demonstrate respect and regard for each other and the school as a whole. Thoughtful actions towards people and property are demonstrated.

We Build Community. Building community means that everyone experiences a physical and social environment that is safe. Physical safety means that property and equipment is being used and maintained appropriately and hazards are minimised and avoided. Social safety means that care is taken to protect each individual's intrinsic self-worth in all settings.

We Practise Stewardship. Practising stewardship is demonstrated when staff and students care for their talents and gifts. There is a recognition that God has entrusted His resources to administer for His glory.

Expectations for behaviour are embedded within each value and stated in a positive way. Students are taught that as they adhere to the expectation, they uphold that value. For example, when students move safely, they build Community. We desire RPCS to be a school learning community that is safe, welcoming, respectful and engaging. We understand that to achieve these desired behaviours, staff must be proactive with all facets of GROW and be explicit in their teaching of these expectations.

Priority Areas for Improvement 2024

Guided by the results of the Perspectives Surveys administered by AISNSW in 2020 and 2022, the Strategic Plan for 2021 – 2024 is well underway and has had significant impact during 2023.

In 2024 we will embark on a new journey of school improvement, guided by the Christian Schools Australia "Architecture School Improvement Tool."

The CSA School Improvement Tool will involve staff and student input, a school improvement team and external guidance. It will focus on the following areas:

CULTURE, COMMUNITY, FORMATION, CURRICULUM, PEDAGOGY, LEADERSHIP

Student Outcomes and Results

2023 NAPLAN Literacy and Numeracy Tests: Years 3, 5, 7 & 9

The school is a multicultural community which has, on average, greater than 84% of our students with a language background other than English. The school is not academically selective, with its core ministry being to serve Christian families in the wider community. The policy of the School Board is that we seek to provide Christian education for families from diverse financial and economic backgrounds.

For 2023, in all NAPLAN tests, RPCS students' average results were close to or above the national average. In 13 out of 20 NAPLAN tests, our students' average results were above or well above the national average.

The table below shows the average student results at Regents Park Christian School for 2023 NAPLAN tests.

The cell colour shows how this school's results compare to those of students with all Australian students.

Given that we are a comprehensive school with a large Year 7 intake, these results reflect the success of our effective individualised support.

Please note in 2023 NAPLAN testing moved from May to March and the NAPLAN scale was reset. This means you can't compare NAPLAN achievement prior to 2023 to that from 2023 onwards.

2023	READING	WRITING	SPELLING	GRAMMAR	NUMERACY
YEAR 3	449	455	472	475	453
YEAR 5	521	524	533	542	536
YEAR 7	538	538	547	543	561
YEAR 9	562	571	584	560	587

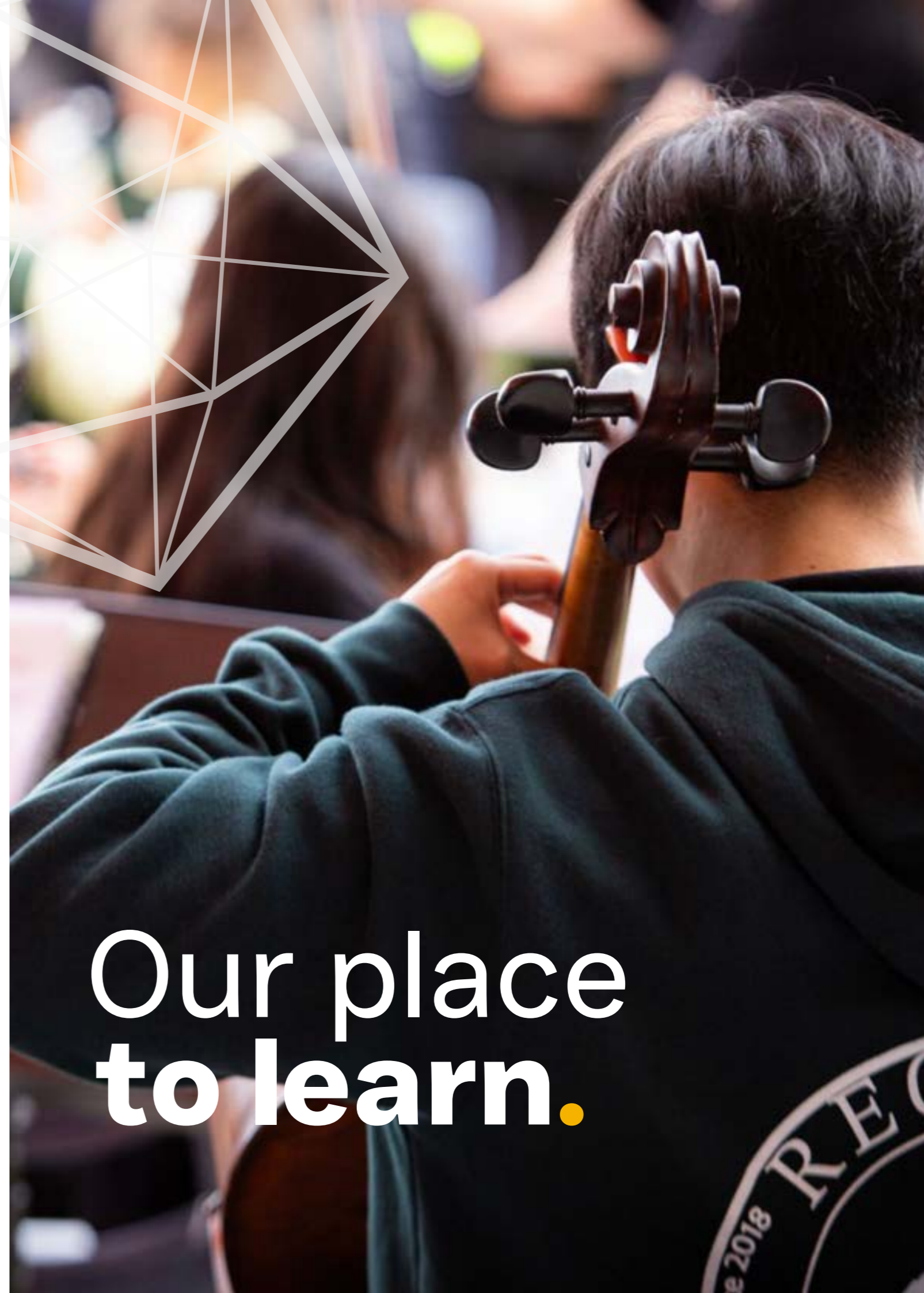
Selected school's average when compared to all Australian students

Well above
 Above
 Close to

NAPLAN participation for this school is 97%

NAPLAN participation for all Australian students is 95%

The most recent information is available at myschool.edu.au.



Our place to learn.

Granting of Records of School Achievement (RoSA)

Stage 5 Grades (Year 10)

The tables below show the grades (as a percentage) submitted to NESA for our Stage 5, ROSA (Year 10) students in 2023.

YR 10 ENGLISH				
A	B	C	D	E
4	33	28	30	5
YR 10 MATHEMATICS				
A	B	C	D	E
20	16	36	26	2
YR 10 SCIENCE				
A	B	C	D	E
7	11	39	38	5
YR 10 PDHPE				
A	B	C	D	E
0	30	61	9	0
YR 10 AUSTRALIAN HISTORY				
A	B	C	D	E
16	29	36	15	4
YR 10 AUSTRALIAN GEOGRAPHY				
A	B	C	D	E
11	24	36	29	0

2023: 55 Year 10 students were granted their RoSA.



Granting of Records of School Achievement (RoSA)

Stage 6 Grades (Year 11)

The table below shows the grades (as a percentage) submitted to NESA for our Stage 6, ROSA (Year 11) students in 2023.

A	B	C	D	E
YR 11 ENGLISH ADVANCED				
36	21	43	0	0
YR 11 ENGLISH STANDARD				
0	3	76	21	0
YR 11 ENGLISH STUDIES				
25	25	25	25	0
YR 11 ENGLISH EXTENSION 1				
63	12	25	0	0
YR 11 MATHEMATICS ADVANCED 2				
14	38	19	24	5
YR 11 MATHEMATICS EXTENSION 1				
9	27	37	27	0
YR 11 MATHEMATICS STANDARD 2				
0	19	52	13	16
YR 11 BIOLOGY				
11	22	11	50	6
YR 11 PDHPE				
0	13	40	47	0
YR 11 ANCIENT HISTORY				
5	24	48	23	0
YR 11 CHEMISTRY				
0	25	38	12	25
YR 11 PHYSICS				
14	14	43	0	29
YR 11 BUSINESS STUDIES				
5	9	59	18	9
YR 11 LEGAL STUDIES				
34	40	13	13	0
YR 11 DESIGN AND TECHNOLOGY				
25	25	40	10	0

A	B	C	D	E
YR 11 MUSIC				
13	12	63	12	0
YR 11 VISUAL ARTS				
34	33	22	11	0
YR 11 ECONOMICS				
13	38	12	25	12



Higher School Certificate

RPCS students achieved 11 distinguished achievements in the 2023 HSC (Band 6 and E4 results). Given the smaller-than-usual cohort, these achievements resulted in a markedly improved success rate for this cohort.

Comparative Results – Higher School Certificate 2021-2023

The table below shows the percentage of students (by subject) from 2021-2023 who scored within bands 4-6.

NOTE: English Extension subjects are % of E4 & E3 scores and Mathematics Extension subjects are % of E4, E3 & E2 scores.

SUBJECT	2021		2022		2023	
	RPCS	STATE	RPCS	STATE	RPCS	STATE
ANCIENT HISTORY	70	63	71	64	25	61
BIOLOGY	25	63	25	53	71	72
BUSINESS STUDIES	54	62	44	65	44	64
CHEMISTRY	50	70	17	64	75	86
DESIGN & TECHNOLOGY	70	83	42	82	22	78
ECONOMICS			63	76	55	77
ENGLISH (STANDARD)	59	58	56	56	67	60
ENGLISH (ADVANCED)	100	95	86	93	100	95
ENGLISH EXTENSION 1					100	94
ENGLISH EXTENSION 2					100	86
LEGAL STUDIES	90	68	67	66	90	69
MATHEMATICS EXTENSION 1					100	96
MATHEMATICS EXTENSION 2					100	99
MATHEMATICS ADVANCED			33	76	78	75
MUSIC 1	100	65	100	89	100	90
VISUAL ARTS	100	90	75	92	80	91

Senior Secondary Outcomes and Post-School Destinations

Year 12 2023 post-school destinations were as follows:

- 22 students to University or other tertiary educational institution
- 9 students entered the workforce or chose to do a Gap Year

From Year 12 2023:

- 19% studied a VET course
- 93% received their Higher School Certificate

Retention Rates of Year 10 to Year 12

Of the 55 Year 10 students enrolled at RPCS in 2021:

- 2 students moved to another school to complete their RoSA.
- 2 students moved schools due to family who relocated.
- 31 students completed the HSC at Regents Park Christian School in 2023.

Student numbers are based on the Stage 5 candidates (2021/2022) who sat for the 2023 HSC.

“ It’s in Christ that we find out who we are and what we are living for. Long before we first heard of Christ and got our hopes up, He had his eye on us, had designs on us for glorious living, part of the overall purpose He is working out in everything and everyone.

Ephesians 1:11-12



Teacher Accreditation and Workforce Composition

To further support and enhance the quality of teaching, new teachers undergo a comprehensive mentoring and induction program. A number of staff have also undertaken further study including participation in Master of Education programs.

Professional development is an important aspect of education and the staff is given opportunity and encouragement to participate in a vast array of in-service courses, both in the areas of Christian thinking and specific teaching expertise. A number of teachers also participated in Higher School Certificate marking.

Professional development courses averaged approximately 20 days per teacher in 2023. The cost per teacher for professional development was approximately \$751 (this costing does not include indirect costs associated with professional development, e.g. casual relief teachers).

The teacher attendance rate for 2023 was 94%. This rate does not include parental leave or in-service days and equates to an average of 11 days absent per teacher per year.

The school is led by the Executive team (Principal, General Manager, Head of Primary and Head of Secondary). The Executive team is supported by Deans of Students, Stage Coordinators in Primary, KLA Coordinators in Secondary, Instructional Coaches, Diverse Learning Coordinator and Leader of Christian Development. The number of teaching staff was equivalent to 52.4 (FTE).

The school is blessed to have a team of qualified and dedicated Christian teachers. Of our 64 teachers, all have teaching qualifications from a higher education institution within Australia or as recognised with the National Office of Overseas Skills Recognition. All teaching staff meet NESARA requirements for teacher qualifications.

As at the end of 2023, this staff comprised:

	NUMBER
Conditionally Accredited	5
Provisionally Accredited	3
Proficient Teachers	56

The average length of employment per teacher is currently 6.3 years, with the average step of employment being Step 13 (8 or more years of teaching experience). Our staff retention rate for 2022-23 was 87.5%.

	NUMBER	FTE
Teaching Staff	64	52.4
Non-Teaching Staff	36	25.9
Indigenous Staff	0	0



Our place
to belong.

Student Attendance

The student attendance rate across the whole school was 84.7% for 2023.

Following the easing of COVID travel restrictions, we have seen an increase in the number of families who felt the need to visit elderly or ill relatives overseas in their country of origin. This has often impacted student attendance during term time.

Student attendance rates for each grade were as follows:



Management of Non-Attendance

The class teacher/stage coordinator (Primary) and Deans (Secondary) are responsible for identifying patterns of absence and absence concerns in their respective year groups. These patterns/concerns are to be raised in weekly Stage meetings (Primary) and brought to fortnightly Coordinator meetings (Primary)/ fortnightly Deans meetings (Secondary).

An explanation from the parent/guardian is required for every absence from school. This includes partial absences, except where the student arrives late, but before 9am.

Absence notes are to be submitted upon the student's return to school, either in hard copy or via the TASS parent portal.

Where absence notes are not supplied within 3 days of the return to school, the following process will apply:

The Dean (Secondary) or class teacher (Primary) is to contact the parent via phone/email requesting explanation of the absence. This explanation is forwarded via email to Student Services for filing.

If the Dean/teacher is unable to contact or receive a response from the parent, this will be reported to the Head of Primary /Head of Secondary, who will endeavour to contact the parent. An explanation, when obtained, is to be forwarded via email to Student Services for filing.

If, after 7 days, no explanation is received from the parent, the absence must be recorded as A (unexplained/unjustified). A reason for the absence will still be sought, and this reason will be recorded in the student file. Primary teachers raise attendance concerns with the Stage Coordinator. Ongoing concerns will be referred to Head of Primary. In Secondary, attendance concerns will be raised in fortnightly Deans meetings.



“ For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.

Ephesians 2:10

School Policies

The following school policies are publicly available on the RPCS website

- [Enrolment Policy](#)
- [Child Protection Policy](#)
- [Student Wellbeing Policy](#)
- [Anti-Bullying Policy](#)
- [Discipline Policy](#)
- [Grievance and Complaints Handling Policy](#)

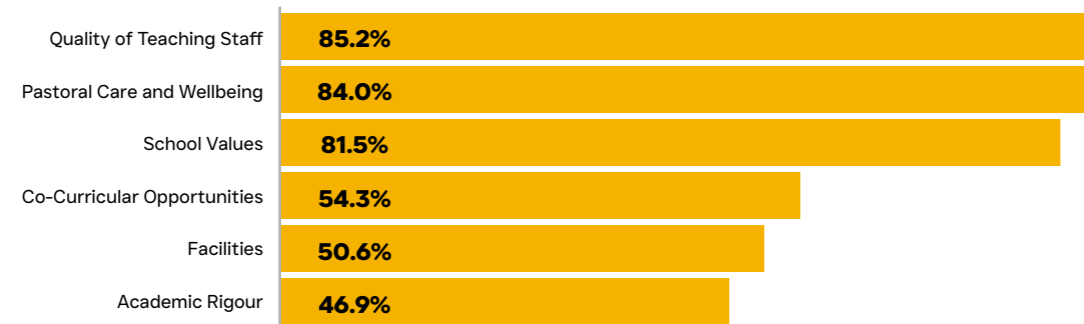


Stakeholder Satisfaction

Increasing enrolments, mostly resulting from personal recommendation by existing families, together with high staff retention rates are indications of positive staff, student and parent satisfaction.

Parents

In August 2023, The Parents and Friends Association surveyed parents to gain feedback across a number of areas of school life. One section of the survey asked parents to indicate the relative importance to them of certain aspects of the school ministry. The following data shows the proportion of parents who gave each aspect a top rating of 5 out of 5.

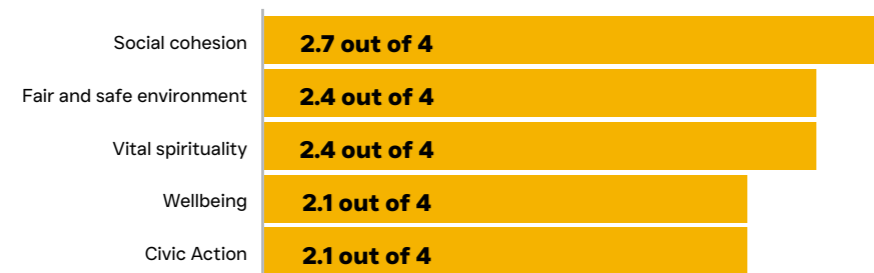


Students

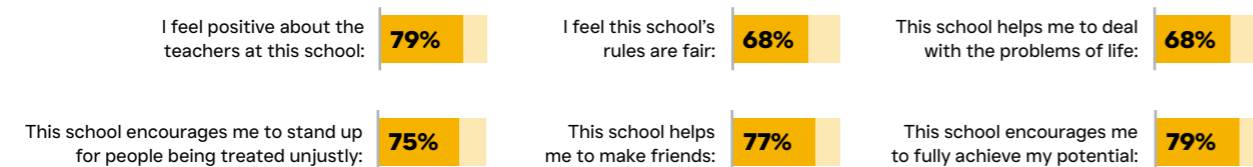
In July 2023, all Secondary students had the opportunity to participate in an anonymous Student Spiritual Life Survey run by NCLS research.

As part of that survey, students responded to 17 questions to evaluate whether the school fosters flourishing across 5 areas.

The overall evaluation was 2.4 out of 4. Individual evaluation scores were:



Some key results were:



Staff

One strong indicator of staff satisfaction is staff retention, particularly in this season of critical staff shortages across all school sectors. As previously noted, the average length of employment per teacher at RPCS is currently 6.3 years, with the average step of employment being Step 13 (8 or more years teaching experience). Our staff retention rate for 2022-23 was 87.5%. The teacher attendance rate for 2023 was 94%.

In a recent survey of secondary teachers, feedback was requested on the recent Instructional Coaches initiative. In this survey, 93% of respondents indicated that the presence of instructional coaches in their classroom and their feedback on specific areas of their teaching practice has been positive for them.

As part of our School Improvement Program, volunteer staff and randomly chosen student groups were interviewed by a visiting team, who then gave the following positive feedback together with a number of recommendations.

- A distinctive Christian ethos is clearly evident across every aspect of the Regents Park Christian School community and is actively apparent across both staff and students.
- There is a thriving Christian community demonstrated by authenticity of relationship between staff, leadership and students.
- The leadership of the principal, his visibility, caring nature, and authentic modelling of his faith is apparent.
- There is a strong sense of unity across the staff and a commitment to the school, reported by both staff and students.
- The implementation and efficacy of the instructional coaching model is acknowledged and celebrated.
- The school values, and associated tribes structure, are visible and well understood.

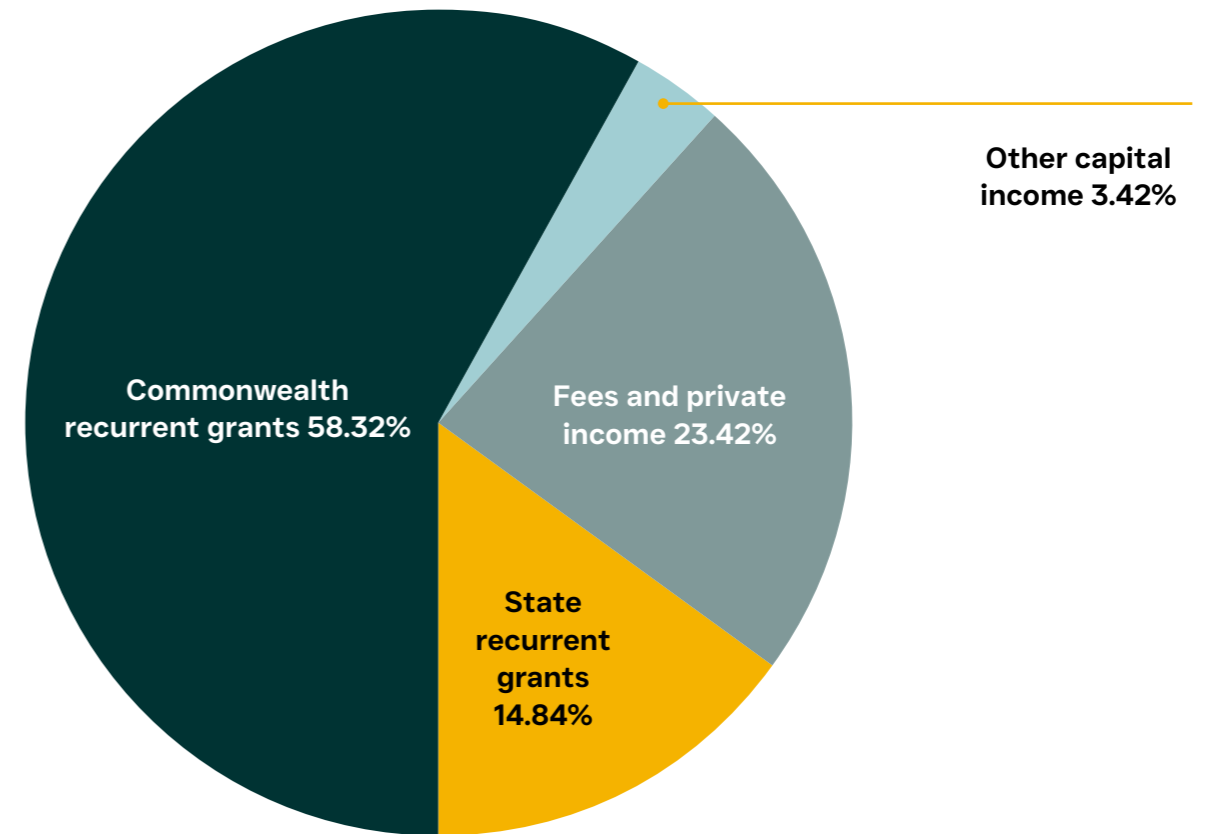




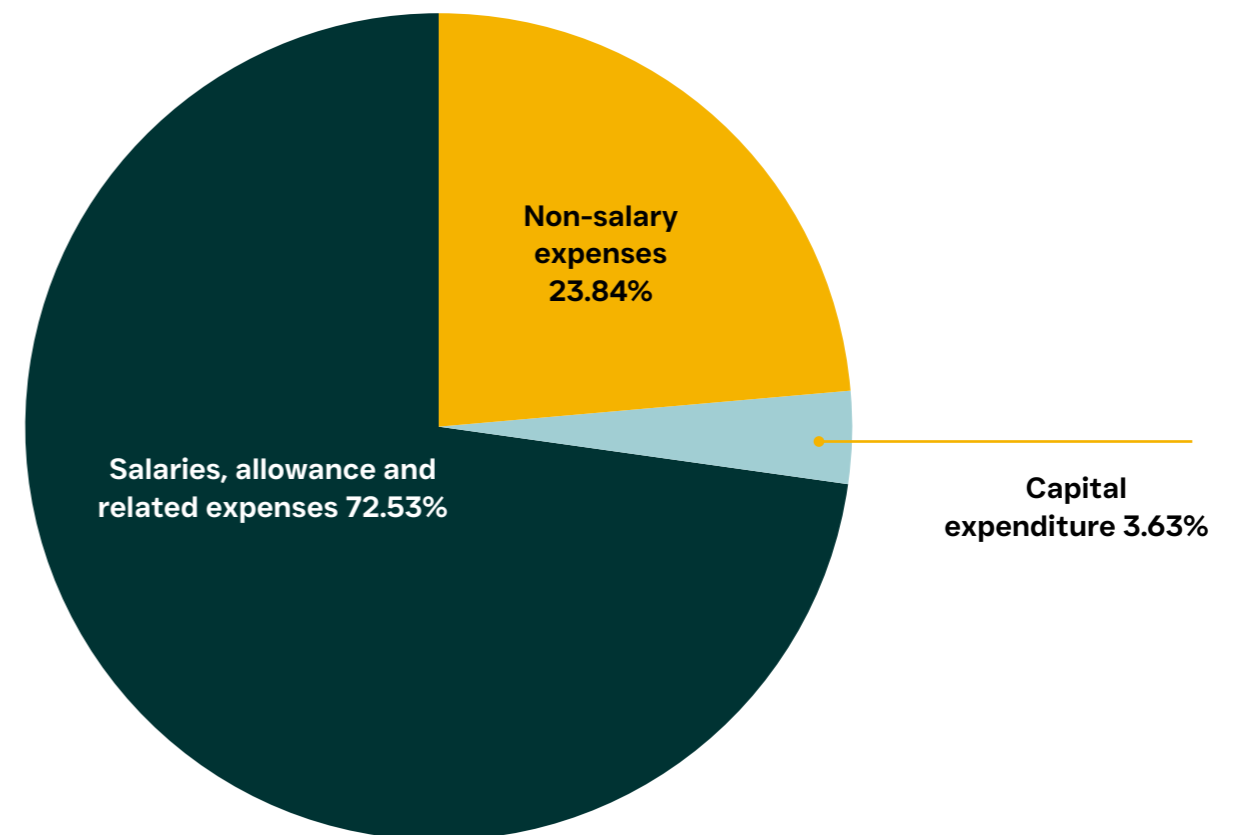
Our place
to flourish.

Summary Financial Information

2023 Income (by %)



2023 Expenditure (by %)



Our place
to grow.

RPCS
REGENTS PARK
CHRISTIAN SCHOOL

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