

# BETHEL CHRISTIAN SCHOOL ANNUAL SCHOOL REPORT



2022

Christian Education – The key to your child's future

Bethel Christian School  
Principal: Dr. Alese Plichta  
106 – 114 Mount Druitt Road, Mt Druitt  
NSW 2770, Australia  
Ph. +61 2 9625 4949  
Website: [www.bethel.nsw.edu.au](http://www.bethel.nsw.edu.au)  
E-MAIL: [enquiries@bethel.nsw.edu.au](mailto:enquiries@bethel.nsw.edu.au)  
A.B.N. 11 001 794 396  
CRICOS: 00540E

# 2022 Annual School Report

BETHEL CHRISTIAN SCHOOL

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## MESSAGES FROM KEY BODIES:

### Principal – Mrs Alese Plichta

I would like to start my address this year by acknowledging Pastor Rudy Tan, who has been a champion of Bethel Christian School for a significant amount of time. Sadly, Pastor Rudy passed away after a considerable period of fighting long-term illness late in 2022. We honour Pastor Rudy and his wife Marion for their dedication and support of the Bethel Christian School community.

I continue to appreciate the privilege it is to serve the community of this beautiful school, Bethel Christian School. I am humbled by the honour that is given to me by my students, parents, staff, board and wider community members. The team at BCS are outstanding in the diligence and care that they demonstrate towards the school community. The students make it easy for me to turn up each day to fulfil my responsibilities here at the school. I am so delighted that many return with their own young children, which not only makes me aware of my age, but also makes me so grateful for community.

Bethel Christian School started a building project, following a very drawn-out planning period, with the demolition of two buildings and preparation for the breaking ground scheduled for January 2023. We greatly anticipate finalisation of this project with the new Primary Block, two libraries and undercover cola space for learning and play. The architect impression of the new building is below.

Please continue to pray for our staff, students and their families, as well as the community we are serving. Some areas to commit to praying are:

- Giving thanks for the opportunity to continue to support and care for one another
- Giving thanks for the members of our community who work so diligently
- Asking God for direction and guidance with each decision relating to the building project
- Continued wisdom for the staff and board in providing a quality learning environment.



## Board Chair – Mrs Netta Collins

Bethel Christian School continues to pursue excellence in education for all students enrolled at the school. Dr Plichta demonstrated outstanding leadership in 2022, supporting the students in reconnecting with one another after two years of disruption from the COVID-19 pandemic. This was demonstrated by an increase in student engagement with community activities and a strengthening of student relationships with the teachers. Bethel Christian School continues to show excellence in the Pastoral care of the students.

The Board is delighted that Stage One of the building project has commenced. We are looking forward to the completion of this stage at the end of this year, with the new building coming into use at the beginning of 2024. The new facilities will be a great asset to the school, providing high-quality learning spaces for the students.

Bethel Christian School has shown continued stability in its staffing, with some highly experienced teachers joining the team over the last 12 months. These additions to the team at Bethel benefit both the staff and students of the school.



## Board Representative – Mr Siva Datti

As Bethel Christian School continues to grow, the School Board's strong focus remained to govern the school in a strategic direction. It has been a great delight for the board to see positive school and parent connection that continued to develop and grow throughout the year. We have also been eager with anticipation awaiting the commencement of the new building and the potential that it brings.

We are very grateful for the leadership of our Principal, Dr. Alese Plichta. On behalf of Bethel School Board, I would like to extend my appreciation to the leadership team, teachers, and staff as they continue to serve the school community by providing excellent learning opportunities and Christian education for the students.

As a member of the Board of Directors, I'm very thankful for the opportunity to serve in this area of ministry. We thank God for His faithfulness throughout the year and pray for God's blessing upon the Bethel Christian School community.

## Coordinator – Mrs Angela Dade

The 2022 academic year at Bethel Christian School has been a year of change and progress facilitated by the investment of staff and interest of students. We eagerly awaited our new building and students were excited to get to play on the grass space while plans were being finalised. The 2022 school year continued to support the learning outcomes and values required in the Human Society and Environment curriculum area in a variety of ways. Term 1 concluded with our annual ANZAC ceremony. The ceremony included speeches, poem recitations, The Last Post and a minute's silence. Once again, teachers involved students in a variety of activities designed to meet learning outcomes in the Human Society and Environment area in the lead up to this assembly. Implementation of the Australian History Curriculum continued with students from Stage 3 and Year 4 attending a camp at The Bathurst Goldfields. They participated in a number of lessons and hands-on activities exploring the Goldrush period and how that shaped the history and forming of our nation.

High School attended their Biannual camp at Katoomba where they were provided with opportunities to build and develop their skills and friendships, took part in a bonfire, making smores, sharing stories and participating in Praise and Worship. Students also worked together in teams as part of an amazing race activity, to gain points and compete to be the number one team, Congratulations Year Ten!

A number of classes also took part in excursions and incursions. One highlight was for the Stage 2 students, who enjoyed a successful and informative excursion to the Australian Museum and the Kindergarten to Year 2 students had much fun learning about Australian Farm animals visiting Golden Ridge Animal Farm in Dural.

To celebrate tolerance and acceptance for diversity, the school celebrated Harmony Day on the 21<sup>st</sup> March. Gathering in the school's hall, students showcased traditional costumes and items, representative of their family's background. The highlight of the day were the student performances reflective of the cultural diversity of the school. On the same note of cultural diversity, the school hosted a Korean Cultural Day on the 1<sup>st</sup> August, with a group of 20 Korean members together with the Director of the Sydney Korean Centre attended the school.

The implementation of the NSW Literacy and Numeracy Action Plan (LNAP) was finalised this year under the guidance of AIS competent educators. The school's participation was rewarded with access to the latest research-based education and facilitation to implement explicit lessons and well-developed units of work. The remarkable academic growth was a testimony to the dedication of all the teachers in the Primary department and the executive involved in delivering the program with consistency and accuracy. Supporting the idea of fostering a love for literature and books, the school held a Book Week event. During the week attendance to the book fair in the library was lively and encouraging. The highlight of the week was in September which included a costume parade reflective of a favourite character with awards and book presentations being much loved by the students.

Student participation in external sport competitions remained consistent and I was very proud of our student's performance in Swimming, Athletics and Cross Country. Student representation from Bethel was also seen at zone, area and state levels with admirable results. In 2022 the school offered professional football training and cricket clinics to ensure the students are equipped to compete comfortably with peers from other schools. The clubs offered by teachers during lunch times, including soccer/netball, reading, chess, library, fitness, knitting and homework, were a

valuable extracurricular platform offering students connection and the possibility to follow and extend their interests. Within the school, there was a strong emphasis on student engagement through technology with the use of iPads and Chromebooks and acquiring new computers to supplement the delivery of quality learning and teaching programs. In Term 4, during the Primary Presentation Day, students from Kindergarten to Year 6 participated in an admirable musical performance titled "Christmas in Reverse" which eventuated in much appreciation from the large parent audience. With the continuing efforts of our teaching staff and the direction and support of an invested leadership team, Bethel Christian School can continue to provide excellent education and valuable Christian guidance to its students.

## Student Representatives

As the school captains of 2022 we would like to take this opportunity to thank you our friends, family and teachers for helping us celebrate this year and our Bethel peers and friends for helping us make it memorable.

In Galatians 6:9 it says, "And let us not grow weary of doing good, for in due season we will reap, if we do not give up." After two long and ongoing years of covid, we had to adjust our courses of action in many aspects. We've had to separate from each other and undertake remote learning, we've had to isolate ourselves from social contact. However, this was the year that we finally returned to our regular way of life, we completed a full year of school without any breaks or disruptions, and as a result of this, had many more opportunities to make this year lively and fun.

Let's recall some fun events that we had this year which have made our school year a success. We had many opportunities to dress up this year including pyjama day, crazy sock day, crazy hair day and Kindergarten's 100 days of school. We were also privileged to have a visit from Keesja Gofers a water polo Olympian, Pastor Max Watson and other guest speakers including the Environmentors. On Valentine's Day, students had the opportunity to dress up and surprise their friends with flowers.

A return to community meant that we had the opportunity to come together to celebrate and take part in whole school events. Our first Harmony Week was a real highlight and exciting time for everyone. During Harmony Week students were encouraged to perform cultural pieces at a whole school concert and share their cultural traditions through games afternoons. Concert Night in Term Three was a huge success, with the hall packed with families and students past and present, as students performed a range of musical and dance items. These moments highlighted the value of these opportunities to our school, not only to students but also to our families and friends who were able to support by watching performances, attending graduations and chapel services and cheering from the sidelines.

Sportsmanship was displayed by our students as they competed in a variety of sporting activities at the Athletics Carnival and Cross Country. The return of camps was also an exciting opportunity for students to develop friendships and to have fun with their friends. High School most recently held camp at Katoomba, where students went rock climbing, participated in an 'amazing race', played many group games & activities, and sat around to eat plenty of food while Years Four to Six got to explore some of Australia's history in Bathurst. Lots of activities were involved and most importantly, making memories and demonstrating fellowship with one another.

We would like to whole-heartedly thank everyone for all the fun memories that have been made this year and guarantee that many more will be made in the next. As we progress into further studies and in our walk with God, we pray that His wisdom and guidance follow us and bring light to our path. As it says in Numbers chapter 6 - "May the Lord bless us and keep us, make His face shine upon us, be gracious to us. May He lift up his countenance upon us and give us peace." God bless you all, and we wait with hope and positivity for next year.

### Parent Representative

My daughter has attended Bethel Christian School since 2021. The staff are kind and caring, and demonstrate these attributes through their support and guidance, wanting the best for my daughter as an individual as well ensuring she's reaching her full learning potential. The school offers the students the opportunity to utilise the facilities and resources to engage in and expand on their learning, these include a library, outdoor gymnasium, sports hall and technology including computers and iPads. Bethel Christian School provides and supports a Christian education, which enables students to learn and grow through Biblical values. My daughter enjoys weekly chapel, where she is able to expand on these values through praise and worship and the weekly message. My daughter thoroughly enjoys attending Bethel Christian School, she has developed a positive relationship with her peers and the staff and looks forward to attending each day.



## INTRODUCTION AND OVERVIEW 2022:

Bethel Christian School is a co-educational school, offering education Kindergarten through to Year Twelve. The school is committed to providing comprehensive academic, physical and spiritual education. Established in 1979, the school continues to strive for excellence in providing a Christian community dedicated to serving the Mt Druitt area and beyond. The school is proud of its multicultural student population as they celebrate the diversity amongst its community members. The school was established to provide students with a Christian education, designed to serve them for the whole of life. Bethel Christian School fosters a family atmosphere and strives to promote a Christ-centred culture within the community through having committed Christian teachers and staff modelling Christ to the students, parents and beyond. All subjects are taught from a Biblical Christian perspective and include weekly Chapel services and daily devotions. The school is registered with NESAs and is a member of the Association of Independent Schools NSW. It is registered and accredited to provide NSW Higher School Certificate courses to students and to provide private overseas courses through CRICOS. This annual report provides parents and the wider school community with a fair, accurate and informative snapshot of the various aspects of the school throughout 2022. I certify that the information in this report is the result of rigorous school self-evaluation process and is a balanced and genuine account of the school's achievements and areas for development for the future.

### School Vision

To see young men and women and their families brought into a full relationship with the Lord Jesus Christ.

### School Mission

To educate young men and women within a Christian environment, so that they can realise their God-given academic, social, physical and spiritual potential.

### School Motto

'Sanctified in spirit, soul and body.' 1 Thessalonians 5:23

### School Pledge

'I will with God's help, obey him in all things, follow him and be an example to those about me. I will live pure, speak truth, right wrong and follow my King, the Lord Jesus Christ. I promise to be faithful and loyal to God, His people, my Church and my Country. I promise to be a witness for God by sharing the Good News of Jesus Christ. This is my pledge.'



## Review of 2022

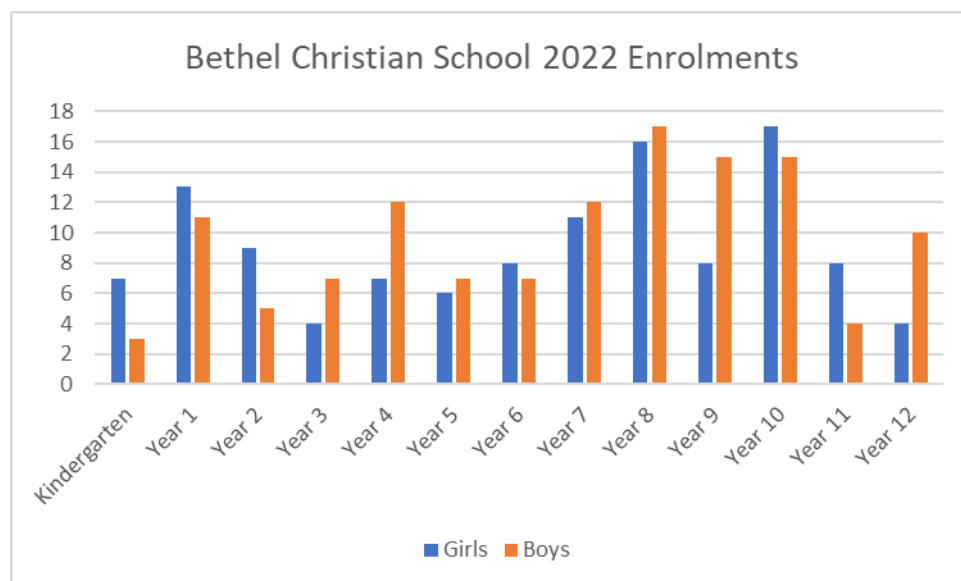
2022 has been a great year to be back full time at school within the community at Bethel Christian School. It was a continued honour for the staff to serve the community of students and families with the school. Dr. Alese Plichta continued to serve as the School Principal, with Miss Michelle Sweeney as Deputy Principal. Intensive learning was a focus based on previous years influenced by COVID-19. The school continued to work through an 83c Investigation in relation to Governance and Management. We farewelled Mrs Martha Ireland, Mr Cherfiled Metilla, Mrs Amy Athanasios from the staff community. Plans for the building project were delayed, however, demolition has now been completed and contracts have been signed between the building company and the school, with the breaking of ground scheduled for early 2023. We look towards an exciting 2023, with a completed building project, which will provide a new primary block and two library learning spaces, as well as learning support facilities.

## Student Population

During 2022 the student population as of the August Census was 246. It is a requirement that the reporting of information for all students be consistent with privacy and personal information policies. During 2022 average student attendance for the school year over the whole school was 84%. Attendance data was influenced by the policy of students being encouraged to stay at home when unwell in any way, including a period of non-attendance with any COVID-19 symptoms. The breakdown by class in relation to non-attendance, is indicated below:

K	1	2	3	4	5	6	7	8	9	10	11	12
0.16	0.14	0.18	0.16	0.11	0.12	0.13	0.16	0.16	0.18	0.19	0.28	0.17

When a student is absent, they must provide a note of explanation, which is satisfactory. If a student is absent for three days consecutively, a staff member will contact the parent in order to ascertain the reason for the absence. The class sizes as of August 2022 are indicated by the graph below:



## Student Destinations

The destinations of the Year Ten students:

Bethel	Public HS	Private HS	Catholic HS	TAFE	Trade Centre	Other
46%	36%	6%	3%	3%	0%	6%

The destinations of the Year Eleven students:

Bethel	Public HS	Private HS	Catholic HS	TAFE	Workplace	Other
75%	8%	0%	0%	0%	17%	0%

The destinations of the Year Twelve students:

Bethel	TAFE	University	Workplace	Private collage	Trade Centre	Other
0%	29%	21%	43%	0%	0%	7%

## Staff Population

All of the teaching staff of Bethel Christian School met the Professional requirements for teaching in NSW schools as category (i) teachers. During 2022, out of the 19 teachers, 12 were New Scheme Teachers, accredited through NESAs, with two accredited in 2022. Three teachers are currently working towards accreditation. One staff member accessed Maternity Leave and two staff members accessed long service leave. All staff had access to entitlements such as sick leave. In 2022 the average rate of daily staff attendance was 98% (excluding the long service leave & maternity leave mentioned previously). The staff at Bethel Christian School represent many multicultural backgrounds (including Indigenous Australia), which enhances the school's multicultural student population diversity. They are all fully qualified to teach in NSW and have a range of different qualifications.

Position	Head Count	Qualification	Head Count
Principal	1	Diploma	0
Deputy Principal	1	Bachelor	19
Coordinators	4	Masters	2
Teachers	19	Doctorate	1
Teacher's Assistants	4	Other Post-Graduate	0
Chaplain	1		22
Business Manager	1		
Principal's Executive Assistant	Vacant		
Secretary	1		
Office Support Staff	2		
	34		

## PRIORITY AREAS OF DEVELOPMENT

### Previous Priority Areas for 2021

- LNAP extended with AISNSW
  - An additional year extension has been provided for participants in the LNAP program.
- Review of spelling K-6 and mathematics programs, and scope and sequence
  - Postponed to 2023 due to COVID-19 and remote learning
- Development of program to encourage vocabulary development in students
  - Postponed to 2023 due to COVID-19 and remote learning
- Continued implementation of Discipline Policy, with focus on kindergarten to year 4
  - Postponed to 2022 due to COVID-19 and remote learning
- Working towards building project to expand school facilities (including application for BGA)
  - Continuing with delay

### Current Priority Areas for 2022

- Extension of LNAP project with AISNSW
  - LNAP has now been finalised for Bethel Christian School. Bethel is grateful for the opportunity to have learnt from being part of this program
  - COVID-19 Intensive Learning Support also provided significant support for literacy and numeracy goals for individual students during 2022
- Review of English and Mathematics K-2 scope and sequence
  - A new KLA statement, with scope and sequence, was developed to be implemented from the commencement of 2023
- Continued implementation of Discipline Policy, with focus on kindergarten to year 4
  - Strategies were trialled, with the Policy and Procedures to be finalised based on data and results in 2023
- Working towards building project to expand school facilities (including application for BGA)
  - The demolition DA was submitted and completed in 2022
  - The contract with the Building Company, Steve Watts, was signed, with ground breaking scheduled for January 2023

### Forecast of Priority Areas for 2023

- Finalisation of Stage One of the Master Plan building project
- Review of English and Mathematics 3-10 scope and sequence, with KLA statement
- Review of Language scope and sequence, with KLA statement (Stage 4)
- Review QIP for OOSH
- Inspection for Accreditation and Registration
- Inspection for CRICOS
- Work towards implementing a preparatory program in 2024

## BETHEL CHRISTIAN SCHOOL CURRICULUM

- K-12 Programs
- Literacy and Numeracy Support Programs (including EAL/D)
- COVID-Intensive Learning Program
- Extra-Curricular, were limited due to COVID-19
  - Excursions
    - Bathurst Camp
    - Katoomba Camp
    - Korean Cultural Centre
    - Golden Ridge Animal Farm
    - AMF Bowling
    - Wingara Student Leadership Event
    - Cancer Symposium Excursion Westmead
    - Recording Studio Excursion
  - Incursions
    - Public Speaking Competition
    - Korean Cultural Day
    - NSW Olympics Unleashed
    - Environmentors
    - Busways Bus Safety
    - White Card Course
- Sporting Events
  - CIS Rugby League
  - CSSA Touch Football
  - AICES Rugby Union
  - Basketball Gala Day
  - Small School Metro Cup
  - Athletics Clinics
  - Tennis Clinics
- Stage 5 Electives
  - Visual Arts
  - Music
  - Information Software Technology
  - Drama
- Stage 6 Electives
  - English Standard
  - English Studies
  - Mathematics
  - Mathematics Standard 1
  - Mathematics Standard 2
  - Studies of Religion II
  - Food Technology
  - Business Studies
  - PDHPE
  - Visual Arts
- Rugby League Clinics
- Athletics Carnivals school, Zone and State
- Cross Country Carnivals school, Zone and State
- Swimming
- Commerce
- Physical Activity and Sports Studies
- Food technology
- Visual Design
- Legal Studies
- Drama
- Community and Family Studies
- Music I
- Biology
- Ancient History
- Sport, Lifestyle and Recreation
- Construction Certificate III (TAFE)

### **Learning and Teaching**

Bethel Christian School is committed to providing quality Christ-centred education through learning and teaching. All NESA requirements are being met as the school seeks to implement best practice of meeting the needs of all students enrolled. In addition to the Key Learning Areas prescribed by NESA and ACARA, the students are provided with Christian Education through Devotions, Bible lessons and a weekly Chapel service.

### **Assessment and Reporting**

The teachers at Bethel Christian School continued to dialogue about assessment and reporting as the school strived to develop consistent teacher judgment for transparency about student outcomes for parents. The reporting system returned to its ordinary system (pre-COVID-19), with adjustments to include the NSW version of Australian curriculum for new syllabus outcomes. Formal reporting was completed twice through the year at the half yearly and yearly point.

### **Catering for Individuals**

Bethel Christian School is committed to catering for students' individual needs in High School and Primary. Students in both High School and Primary School received remedial support through the Learning Support teachers. In Primary, a variety of strategies were utilised to cater for the individual needs of students, including Multilit and MiniLit programs, in-class remedial support, small group support and some out of class support for students in literacy and numeracy. COVID-Intensive Learning Support was also a key feature of 2022, to support students whose learning was directly impacted by remote learning.

### **Excursions and Incursions**

Bethel Christian School is committed to expanding the learning environment of the students enrolled through participation in excursions and incursions, however, this was made more difficult during 2022 with the restrictions of COVID-19. During 2022 a restricted number of incursions and excursions were conducted to enhance the learning of all students.

### **Respect and Responsibility**

Bethel Christian School is committed to the development of respect and responsibility for all members of the school community. This is mainly driven through the implementation of the merit system, and through explicit teaching on the areas within the Chapel program. Four behavioural objectives were integrated into the Discipline Policy and used within the diary system to track positive and negative behaviour amongst students in the community. The four expectations included: I am where I am supposed to be, I respect myself, others and authority, I care for others in my community and beyond, and I am ready to learn and participate. The school's code of conduct also targets these areas to promote their significance within the school community.

## PROFESSIONAL DEVELOPMENT AND PROFESSIONAL LEARNING

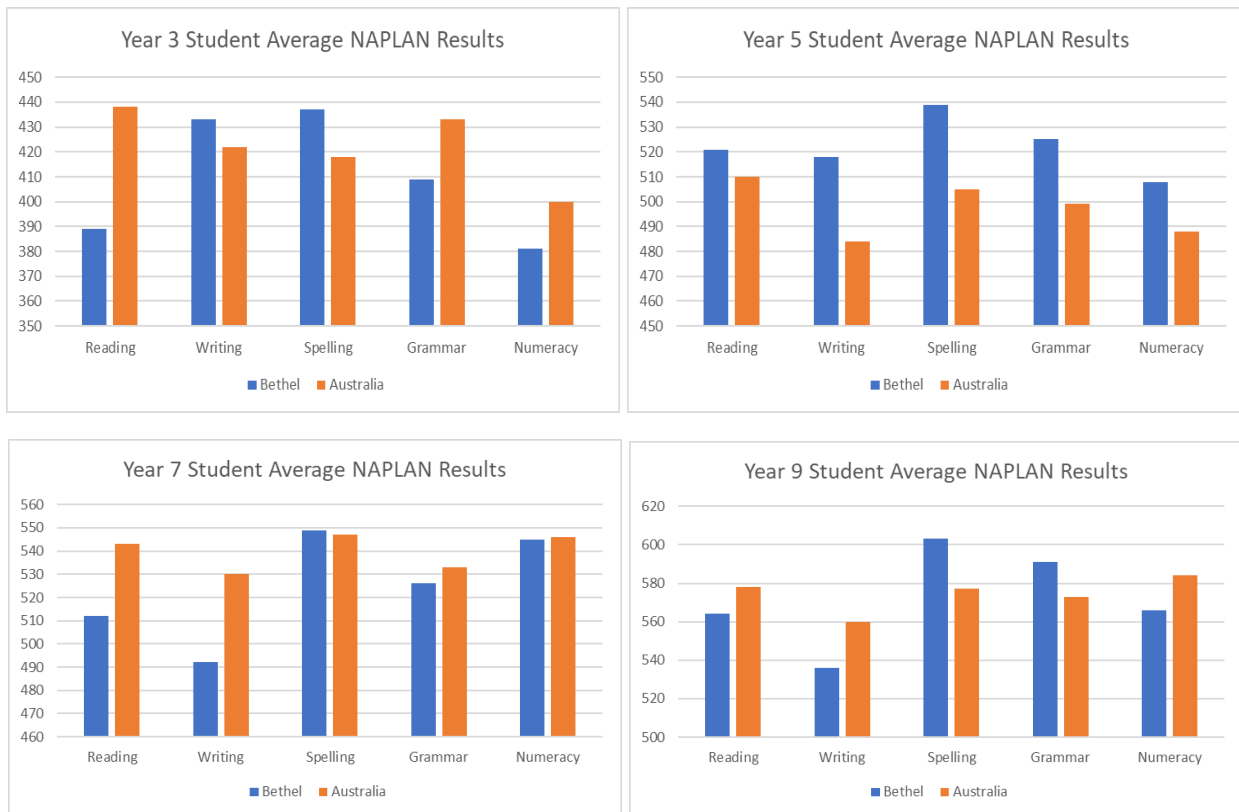
During 2022 \$4969.19 was spent on professional development, with a component of \$177,445.96 consultancy covering training. The staff continued to follow the Professional Development Policy and Procedures. Staff participated in a range of courses, staff development sessions during staff meetings and staff development days.

## COMMUNITY SATISFACTION

The school has continued to accept more than 90% of new enrolments through the following avenues: word of mouth, siblings and relatives and past students enrolling children. Several enrolments were returned past students. In 2022, a community survey was conducted relating to OOSH and afternoon activities of students and lunchtime clubs. The 2023 survey will focus on homework and overall satisfaction with the school.

## SCHOOL PERFORMANCE AND ACHIEVEMENTS

During 2022, Bethel Christian School participated in the NAPLAN Benchmark testing, with the following results.



## Sports Report – Miss Michelle Sweeney

2022 was an exciting year for Bethel Christian School Sport. With the restarting of many interschool activities, Bethel Students were provided with opportunities to represent the school in Basketball, Touch Football, Netball, Soccer and other sporting events.

While we were unable to hold a school swimming carnival, we continued to have students represent our school at zone and state swimming, with one student coming third in her age group. As the year rolled on, we were able to hold cross-country and athletics carnivals with all students being able to take part in a range of events and activities. Our students had a fabulous time at the Athletics Carnival at Blair Oval and demonstrated excellent sportsmanship, kindness and a good bit of determination, even winning the Student VS Teacher relay race. Wood House were the winners on the day, taking home the most points.

Bethel continued to have students selected for CIS Rugby League and AICES Rugby Union teams, where they performed to a high standard and represented Bethel and their teams with pride.

A highlight of our sporting endeavours this year was our Opens Boys Basketball Team who were runners up at the Basketball Gala Day. It was a tight game, and we were very proud of their efforts. Our under 15's boys' team and girls' teams also performed very well, improving with each game both in performance, results and teamwork. We look forward to seeing what these teams can do next year.

Overall, it was an exciting year back for interschool and school sport and we look forward to continuing to provide opportunities for Bethel students to showcase their sporting talents and achievements next year.

## 2023 Targets

### Teaching and Learning:

- Target 1: Continue pursuing excellence in literacy and numeracy results
- Target 2: Review of teaching practices for literacy and numeracy (3-10)
- Target 3: Implement behavioural plan for Kindergarten to Year 4
- Target 4: Review of High School Programs

### Facilities and Resources

- Target 5: Continue working towards building project of Primary facility.

## POLICY STATEMENTS

### Enrolment Policy

The school's vision and mission will be achieved through corporate acceptance of the following Biblical principles relating to parenting and enrolment:

The school's *Enrolment Policy* implements the biblical principles, in that:

- Parents are primarily responsible for their children's education.
- Education at Bethel Christian School is primarily, but not exclusively, for students from Christian homes.
- The school does not discriminate on the grounds of race, sex or scholastic aptitude.
- Enrolment criteria at Bethel Christian School:
  - Enrolment is open to students who want to attend the school to learn about the Lord Jesus Christ, and who are prepared to participate in all relevant facets of school life, and work to the best of their ability and obey the rules of the school, and whose parents:
    - Accept the school's Statement of faith as the basis for their child's education
    - Support the school's overall vision and mission as outlined in the school's policy and procedures documents as developed from time to time
    - Agree to regular payment of school fees as determined by the school.
- Continued adherence to the criteria above and the school's Code of Conduct is necessary to secure continued enrolment at Bethel Christian School.

### Discipline Policy

Bethel Christian School is committed to providing behaviour management through encouragement of positive behaviour, consistent monitoring and addressing negative choices, towards encouraging individual growth for all members of the school community. In accordance with Government legislation, Bethel Christian School does not use corporal punishment as part of its student discipline policy, nor does the school explicitly or implicitly sanction the administering of corporal punishment by non-school personas, including parents, to enforce discipline at the school.

Discipline is one tool used in order to train students in accordance with the following biblical principles:

1. Behaviour of all members of the community should align to the principles of mercy, humility and justice (Micah 6:8).
2. Disciplinary measures involve correction, training, instruction and guidance in the pursuit of holiness (Matthew 28:20; John 21:15-17; 2 Timothy 2:14-26; Titus 2: Hebrews 13:17).
3. Discipline that follows God's example of love, compassion and justice, including prayer, leading towards holiness through personal repentance (Deuteronomy 8:5; Proverbs 3:11-12; 2 Timothy 4:2; Hebrews 12:5-12; 2 John 5:14-16).
4. The Bible encourages us to follow the directions of the government of the land, including the protection of each member of our school community (Romans 13:1-2).
5. We have a duty of care toward our students whose education and care are entrusted to the school community by God and parents/guardians (Matthew 19:19).
6. Individuals are responsible for their actions and behaviours (Ezekiel 18).

*Procedural Application:* At Bethel Christian School, effective cyclical monitoring and the application of tiered support assist to have all members of the community feel safe to learn and grow, towards the



development of Christian character. Underpinning all behavioural management is procedural fairness, which is the basic right of all members of the community. An individual who is accused on non-adherence to the school expectations and Code of Conduct, has the right to:

- Knowledge of the allegation (with specific information)
- Knowledge of the process of consideration of the matter
- Knowledge of the response to the allegation
- Knowledge of how to seek a review of the decision relating to the allegations.

The guide of Micah 6:8 shapes the interactions within behaviour management procedures, through justice, mercy and humility, in relation to procedural fairness for all. The Code of Conduct and the statement of expectations draw attention to the high expectations for behaviour by all members of the community. It is the endeavour of Bethel Christian School to impartially investigate and make decisions relating to any accusations of behavioural misdemeanours. Absence of bias is sought for all circumstances. This involves dedicated partnership between staff within the school community, the students and parents.

Teachers are expected to know students, be organised and prepared, be consistent, be fair and develop routines. The purpose of the school is achieved through the outworking of the behaviour management policy of Bethel Christian School. Four domains assist with the procedural application of the policy: Expectations: Common behaviour expectations; Data: Data-driven positive transformation; Tiers: Tiered assistance and support; and Care: Real-time response and care.

**Expectations:** Bethel Christian School has four behavioural expectations, which support positive behaviour choices for all members of the community. Expectations have been designed to be clear, observable, measurable, positively stated and specific. Within the four expectations of Bethel Christian School is a framing statement: Bethel Christian School WHERE we RESPECT, CARE and LEARN.

The four expectations: I am WHERE I am supposed to be; I RESPECT myself, others and authority; I CARE for others in my community and beyond; and I am ready to LEARN and participate.

Staff are expected to:

- Define expectations (explicit instruction about expectations, which is reviewed and repeated)
- Acknowledge rewards for adherence and consequences for non-adherence to expectations
- Clearly communicate about expectations with students, parents and other staff
- Model and practice adherence to the expectations. (I DO... WE DO... YOU DO)
- Track behaviours daily with application of rewards and consequences, with consistency and equitability key

**Data (Effective Monitoring):** The key to quality behaviour management is effective monitoring of behaviour based on data. Bethel Christian School is committed to data-driven positive transformation, through effectively monitoring behaviour using evidence-based observations and data collection. Adherence and non-adherence to expectations should be documented. Feedback is provided in a data-driven cyclical loop and not a line. Positive behaviour management strategies are utilised to assist with adherence to the expectations and Code of Conduct. To this end, staff will:

- Collect real-time and meaningful behavioural data
- Provide feedback and support:
  - Use positive forms of encouragement (verbal and non-verbal)
  - Use evidence-based cycle of effective monitoring

- Reward positive behaviour choices consistently
- Apply consequences of negative behaviour choices with consistency

We acknowledge that if behavioural whispers are ignored, we create shouting. Listening for the whispers allows for prevention of behavioural issues and pre-emptive care and support to be offered to students with need for care or skill development. Teachers are encouraged to come up with creative, age-appropriate ways of displaying data for classes. All rooms should have the expectations on display, for ease of reminding students and the development of cultural norms as a learning community. Some teachers may choose to recite the expectations or have students read them at the start of a lesson. If students can articulate the expectations, they have a greater ability to adhere to them. Celebrations of movement towards adherence of an expectation should be noticeable within the school community.

**Tiers:** Multiple decades of research indicate the benefits of a multi-tiered system of support (MTSS) within a school community. Multi-tiered systems of support (MTSS) are data-driven, problem-solving frameworks for behavioural management, which seek to improve the outcomes for all students. MTSS relies on a continuum matched towards student needs and aims towards prevention of behavioural issues, whilst addressing academic, social, emotional and spiritual needs of the student community. Students are not tiered, rather the support provided to students, is available in a tiered system. The tiered support is fluid and flexible based on student needs. Tier 1 is universal support, provided for all students, is heavily based on the student expectations, and is supported by the school diary system and classroom level behaviour management plans. The design of universal Tier 1 is for prevention of issues and the establishment of a safe learning environment for everyone. Tier 2 is available for some students who require more targeted support. It is focused on specific skill development in areas of deficit, which are impeding safety and learning. Tier 2 provides students with the opportunity to practice and receive feedback back to assist with maximising success in moving back onto Tier 1 support. Tier 3 is individualised and intensive support, which is offered to the few students who require it. At Tier 3 support, students may be involved with outside sourced assessments.

**Care:** Providing care to each student in real-time responses to behaviour, not only supports the development of understanding relating to the expectations of behaviour, it increases the positive feedback for positive behavioural choices and decreases the opportunity for a student not understanding why they are being given a negative consequence. Care is provided for all students, as part of the universal management of behaviour and student needs. Targeted and intensive care is at times necessary for students to assist with understanding the expectations and for development of skills required for aligning to the expectations.

Clear, explicit instruction regarding expectations, with if/then contingencies on behaviour, can assist the creation of a safe environment within the learning community. Staff, students and parents/guardians need to understand what happens if a student follows the rules, and what happens if they do not. The consistent predictability of the routine adherence assists with the development of caring support systems for those who are not yet able to understand the expectations. Part of the care provided for all students is found in purposeful provision of feedback and praise for those who adhere to the expectations of the school.

Understanding the space of the learning environment, including, classrooms, hall and playground, assists with the development of systems of care for all students, as well as staff. This includes consideration for the placement of student desks and workstations, the location of the teachers within the environment, the decorations, particularly in relation to under and over stimulation. Routines provide the opportunities for anticipation and support students in adhering to expectations. Consideration should be given to transitions, communication about procedures within the room, the signals within the room for attention, rules for downtime, and unplanned interruptions.

Each staff member should have clear outlines, within the behaviour management plan, for (but not limited to):

- Attendance and tardiness
- Labelling of work
- Submission of work (including homework)
- Procedures for visitors
- Transitions
- Lining up
- Attention signals
- Room organisation
- Bathroom breaks
- Preparing for and returning from breaks
- Requesting assistance
- Culturally responsive practices

**Right of Appeal:** In all stages of the disciplinary process, students will be granted the right to procedural fairness. A student and his/her parents have the right to appeal against the grounds for the determination of a *suspension/indefinite suspension*, as follows:

1. Parents/guardians and the student should arrange a meeting with the Principal to seek an impartial hearing and reach a satisfactory resolution.
2. If the matter cannot be resolved, the parents/guardians and the student should state their case clearly in writing and address this to the School Board.
3. The School Board will review the matter and meet with the parents/guardians and student to affect a resolution.
4. In all appeals brought by parents/guardians and students against suspensions/indefinite suspensions, the School Board reserves the right to make the final decision.

### Safe and Supportive Environment Policy

Bethel Christian School is committed to providing a safe and healthy working environment for students, staff and volunteers. We are committed to progressively implementing the requirements of the Work Health and Safety Act 2011, Work Health and Safety Regulations 2011 and Work Health and Safety Codes of Practice while adhering to the Explosives Act 2003.

This Act is concerned with developing a safe workplace through:

- Developing a Workplace Safety Culture
- Incident Prevention, and
- Incident Management

### Respect and Responsibility

Bethel Christian School promotes respect and responsibility in the following ways:

- Code of Conduct
- Curriculum (including the Civics and Citizenship, Values Education, High School Values Program, HSIE, PDHPE, Christian Studies and Chapel)
- Acts of Service to the community

## Grievance Policy

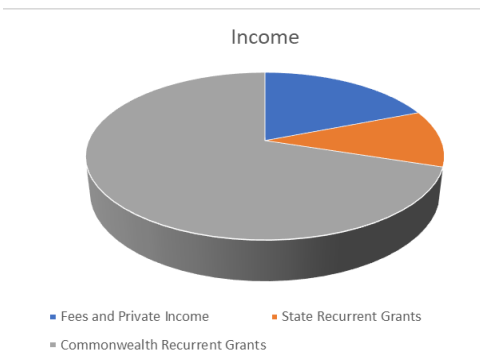
The *Grievance and Conflict Resolution Policy* seeks to ensure that complaints arising from situations of conflict and disharmony among members of the school community are addressed in a fair and transparent manner to bring a favourable resolution. Parents, students and staff members have a right to raise concerns, questions or bring complaints – held against behaviours, practices, decisions or individuals – and to expect these matters to be addressed appropriately with objectivity and sensitivity. Our school, as part of its legal obligation in relation to its duty of care to students and staff members, strives for procedural fairness and natural justice for all. Our school is committed to maintaining its bond of biblical community. Disharmony within the school community is intended to be resolved through employing biblical principles and due legal process.

NB: Individual documents can be obtained through contacting the School. All of these policies were reviewed but not adjusted during 2022.

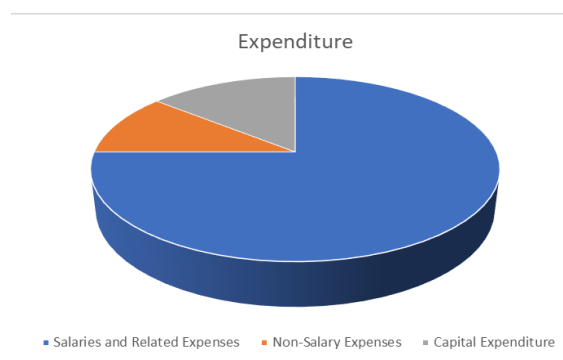
## FINANCIAL SUMMARY

A full copy of the school's 2022 audited financial statement is tabled at the Bethel Christian School Limited Annual General Meeting 2023. Further details concerning the statement can be obtained by contacting the school.

### Recurrent / Capital Income



### Recurrent / Capital Expenditure



## SCHOOL CONTACT INFORMATION

Bethel Christian School  
 106 – 114 Mount Druitt Road, Mt Druitt NSW 2770, Sydney Australia  
 Ph. +61 2 9625 4949  
 Website: [www.bethel.nsw.edu.au](http://www.bethel.nsw.edu.au) E-MAIL: [principal@bethel.nsw.edu.au](mailto:principal@bethel.nsw.edu.au)  
 A.B.N. 11 001 794 396 2355  
 Principal: Dr. Alese Plichta

Details of how to obtain this report have been published in the School Website, the Bethel Christian School newsletter and will be available for collection from the School Office.