



cameragal
montessori
school

Annual Report 2021

Montessori education supports a child's development to become the best they can be

The safety of children and their rights are at the heart of Cameragal

30 JUNE 2021

PO BOX 1742, NORTH SYDNEY NSW 2059

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This report covers the 2021 calendar year



Theme 1: Message From Key School Bodies

Board Presidents Message

In consultation with the Principal, the Cameragal Montessori School Board provides leadership and guidance, with focus on the School's Strategic Plan, Governance, Risk and Financial Management. We are comprised of professionals from across a wide variety of fields, including finance, risk, law, media, business strategy and technology. The Board members, who are currently also parents of children that attend the school, generously volunteer their time, knowledge and expertise to ensure that the school continues to provide an outstanding education for our children now and into the future.

2021 has been a year of changes and we are incredibly thankful to our families and staff for their continued commitment to the School. A key event was the opening of our 9-12 campus in Miller St. It was a project many years in the making and the beautifully prepared space has been well received by all – students, teachers and parents.

Just as Miller St opened, we had to quickly adapt back to the world of learning with COVID-19 restrictions returned in the second half of the year. I want to thank our staff, students and parents who were able to quickly re-adapt to the new COVID-19 restrictions that were placed and activate our COVID-19 safety policy. With COVID-19 restrictions now removed, we have been able to re-commence many of our much-loved community events such as Movie Night, Mother Day morning tea, classroom observations and the School Gala.

A major change for the year was Debra Avery joining our School as the new Principal in Term 2. In the last 9 weeks, Debra has embraced the community wholeheartedly and has partnered with the staff and Board to continue to enhance the School. With her background as both a principal and an educator, we welcome her expertise and partnership as we shape the School for the future in line with our Strategic Plan. The Board would like to thank Janae Goodall for taking on the Acting Principal role whilst we undertook the recruitment process for most of Term 1.

This has a year of many changes and so finally, I want to thank and congratulate my fellow Directors for their commitment to the school and ability to successfully work through the many challenges, opportunities and major decisions in 2021.



Anna To
Board President
2021



Principal's Message

The year 2021 saw the continuing consolidation and expansion of our primary learning environments through the development of a dedicated 9-12 classroom and the growth of our school into a year 5 and 6.

Our new 9-12 classroom located inside a heritage building has been transformed into a light and bright learning space and was officially opened on 17 May 2021. The opening of this wonderful space could not have occurred without the dedication and hard work of board members and final support from Jilly Gibson in her role as Mayor of North Sydney. The school is indebted to all those community members who gave so generously of their time and expertise to support the growth of the school.

NESA approved our renewal for Year 5 and the school received initial approval for Year 6. The school has now achieved its long-held ambition of providing high quality Montessori learning environments from 0-12 years of age. It is wonderful to be able to enrol students knowing they and their families will be part of the Cameragal Montessori Community for many years.

Across the school all our outdoor learning environments were upgraded to enhance not only our playground space but to provide enticing spaces for students to work outside.

The development of a partnership with the North Sydney Community Centre means that all our students now have access to quality after school care.

The effects of COVID-19 has continued to impact our school as it has on schools across the globe. The closing down of our classrooms and moving to online learning for Term 3 was in no way an easy task for students, staff and families.

Our students, our staff and our parent community continued to show their ability to adapt and develop solutions to ensure the best learning outcomes for all our students. The whole school community can be very proud of what has been accomplished through difficult times. The resilience, adaptability and determination of the Cameragal Montessori community throughout 2021 have only made it stronger for the future.



Debra Avery
Principal



Theme 2: Contextual information about the school and characteristics of the student body

Our vision is to work together to guide, inspire and empower our children to achieve their potential in life

During 2021 Cameragal Montessori school operated a primary school catering for Year 1 to Year 5 and three pre-primary classrooms for students aged 3-6 years which includes our Kindergarten program.

The school has 4 conveniently located campuses in the inner northern suburbs of Sydney. The primary school and the office are located on separate campuses in North Sydney. One pre-primary campus is located in Lavender Bay and the other two pre-schools are located on the same site at Forsyth Park in Neutral Bay.

All campuses are conveniently located near each other.

The school is non-denominational and co-educational and provides composite classes across the school. The school is firmly of the opinion that students learn best in mixed aged settings. There are approximately even numbers of boys and girls enrolled across the school.

Our curriculum while strongly based on the educational philosophy and practices of Dr Maria Montessori incorporates all of the New South Wales Educational Standards Authority (NESA) standards across all our classes from Kindergarten to Year 5. The Early Years Learning Framework (EYLF) is implemented across all our pre-primary classes within our Montessori program.

All our teachers have achieved NESA recognised teaching qualifications as well as Montessori training for the ages they teach.

For further information can be found on the *My School* website:
<http://www.myschool.edu.au>



Theme 3: Student outcomes in standardised national literacy & numeracy testing

Our students are encouraged to sit NAPLAN and in 2021 there was 100% participation by our school.

The results for 2021 are shown in the table below. Our NAPLAN results can also be viewed on the *My School* website: <http://www.myschool.edu.au>

Compare to Students with similar background All Australian students 

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	524	474	500	475	429
Year 5	573	507	538	568	514

NAPLAN participation for this school is 100%

NAPLAN participation for all Australian students is 95%



Interpreting the table

Selected school's average when compared to all Australian students

-  Well above
-  Above
-  Close to
-  Below
-  Well below
-  No comparison available

Theme 4: Senior Secondary Outcomes

This reporting theme is not a requirement for Cameragal Montessori School as we do not have a secondary program.



Theme 5: Teacher Professional Learning, Accreditation and Qualifications

Teaching staff and school administration participated in a variety of professional learning activities throughout the year. All the professional learning activities undertaken by the staff during 2021 are listed below:

Description of the Professional Learning Activity	Number of Staff Participating
Emergency Management Training – Armed Intruder Personal Threat	13
Child Safety - CPR	15
Child Safety – First Aid Training	8
Identify and Respond to Children and Young People at Risk of Significant Harm	7
Bomb Threat Workshop	17
Accidental Company Secretary	1
3-6 Montessori Orientation Certificate	3
0-3 Montessori Assistants to Infancy Diploma	1
What to do if a Child Discloses	13
Cerebral Palsy Alliance Early Intervention Program	2
Working Memory and Reading Difficulties	5
Balancing Freedom and Limits and Leading to Self-Discipline 0-6	1
Montessori 6-12 Refresher	1
Reportable Conduct Induction	1
Complaints Management	1
Child Safety	1
Exploring the Art of Educational Leadership	1
‘Be You’ Leadership Forum	1
Making Sense of Sensory Processing	2
Responding to COVID-19 Support for Services	1
Neuroscience and Behaviour	3
Head2Head Montessori Principals Forum	1
Bring the Heart of our Nation into our Classrooms	2
Human Resources Professional Briefing	2
Tuning into Kids	1
Transition to School	1



Teacher Accreditation

Level of Accreditation	Number of Teachers
<i>Conditional</i>	0
<i>Provisional</i>	0
<i>Proficient Teacher</i>	8
<i>Highly Accomplished Teacher (voluntary accreditation)</i>	1
<i>Lead Teacher (voluntary accreditation)</i>	0

Teacher Qualifications

Category	Number of Teachers
<i>i. Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) or</i>	9
<i>ii. Teachers having a bachelor's degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualification</i>	0



Theme 6: Workforce Composition

School Staff 2021

Teaching Staff	9
Full-time Equivalent teaching staff	6.5
Non-teaching staff	17
Full-time equivalent non-teaching staff	8.7

The teaching staff at Cameragal Montessori are comprised of qualified Montessori teachers with recognised NESAs teaching qualifications.

At our school we embrace all faiths and backgrounds for all our staff and students. We are not specifically aware of the employment of any Aboriginal or Torres Strait Islander staff member.

A description of our school's workforce composition can also be found on the *My School* website: <http://www.myschool.edu.au>



Theme 7: Student attendance, and retention rates and post-school destinations in secondary schools

Student Attendance Rates

Year level	Attendance Rate
Kindergarten	91.00
Year 1	96.46
Year 2	96.52
Year 3	96.13
Year 4	92.13
Year 5	94.38
Whole School	96.00

The school's average attendance rate for school-aged children is 96% which is a 1% increase from 2020.

Additional school attendance rate data can be found on *My School* website:

<http://www.myschool.edu.au>

It must be noted that this is only for Semester 1 and term 3 (not an annual figure as usually required) due to varying school closures and online learning due to COVID-19.

Management of Non-attendance

The school has in place processes to monitor attendance and strategies to improve unsatisfactory attendance as part of its role in providing a safe and supportive environment for all our students.

The strategies outlined below are excerpts from the school's current Attendance Policy.

Excessive or unexplained absences

All unexplained absences and poor record of school/class attendance will be reported to the Principal by the Classroom teacher for determination on the follow up required.

If a child is absent for more than 3 days without hearing from the parent, the classroom teacher should call home to check. Any absence in excess of 3 days with no explanation is to be referred to the Principal.

If no suitable explanation for long term absences, then this might include, but is not limited to, direct contact with parents or reporting to the Department of Education Home School Liaison Officer (HSLO). NSW Department of Education attendance@det.nsw.edu.au

Where unsatisfactory class or school attendance is identified the attendance issue and any action taken will be recorded as appropriate on the student file. Generally, the school would



formally write to the parents or carer and meet with the parents or carer and the student to discuss strategies to improve attendance, using *Attendance Improvement Plan* if required.

The Principal must ensure that any matter relating to school attendance where safety, welfare or wellbeing concerns arise for all required reports are made to the Community Services Child Protection Helpline or contact made with the Child Wellbeing Unit (as required by the [Mandatory Reporter Guide](#) section of Keep Them Safe website www.keepthemsafe.nsw.gov.au).

Student Retention Rate from Year 10 to year 12

As Cameragal has no secondary students this part of the report is not relevant for our school.

Post-School Destinations

As Cameragal has no secondary students this part of the report is not relevant for our school.



Theme 8: Enrolment policies

Enrolment & Orientation Policy

Cameragal Montessori School is a co-educational pre-primary and primary school providing an education underpinned by the philosophy of Dr Maria Montessori and fulfilling the educational and care requirements of Education & Care Services National Regulations and the NSW Education Standards Authority (NESA).

Our school implements a process to ensure enrolment and orientation processes are planned and implemented to meet the needs of the child and the family as well as ensuring all legislative requirements (for the pre-primary Priority Access Guidelines).

Applications for enrolment may be made at any time by the parent/carers of students to commence at the school. All applications are processed in order of receipt and consideration is given to the applicants' support for the ethos of the school, siblings already attending the School and other criteria determined by the School from time to time. Once enrolled, students are expected to act concisely with the School's ethos and comply with the School rules to maintain enrolment. Parents are also expected to be supportive of the ethos of the School.

Child Safety School Statement

Cameragal Montessori School seeks to provide a child safe environment. Our school actively promotes the safety and wellbeing of our students, and our school staff are committed to protecting students from abuse or harm in accordance with their legal and ethical obligations. CMS's child safe policies and procedures and our staff code of conduct form part of this commitment.

The school will base any decision about offering a place to a student on:

Family relationship with the school:

- Sibling of a current or ex-student
- Either of the parents attended the school
- Parents/carers attitudes, values and priorities that are compatible with the school's Montessori ethos

The Student

- The student's reports from previous schools (if applicable) or prior to school service e.g., the NSW Department of Education's Transition to School statement

The School:

- Ability to meet the special needs or abilities of the student

Other Considerations

- Order of receipt – when the application to enrol is received by the school

The school has absolute discretion in determining the weight of each of the factors it takes into account in determining whether to offer a place for the student.

Procedures

- Process all applications within the school's enrolment policy.
- The school will meet with parents or carers of the student before offering a place
- Consider each applicant's supporting statement and interview responses regarding their ability and willingness to support the school ethos.



- Consider each applicant's educational needs. To do this the School will gather information and consult with the parents/family and other relevant persons.
- Identify any strategies which need to be put in place to accommodate the applicant before a decision regarding the enrolment is made.
- Inform the applicant of the outcome.

Continued enrolment is subject to the student and parent's adherence to school rules, policies and procedures. Detail can be found in the student's enrolment contract, the School's *Pastoral Care Statement* and *Behaviour Guidance Policy*. The withdrawal of a student's enrolment will be considered if a family does not adhere to their instalment plan or fall behind in the payment of the tuition fees.

The above policies are presented to parents upon the letter of offer of enrolment and can then be found in the School's policy manuals available at each campus and the School office. This policy is publicly disclosed on the School's website with other student welfare policies.

Enrolment Procedures Summary

Before applying for enrolment parents/carers should read:

- The Cameragal School Prospectus
- The Enrolment policy
- The current fee schedules
- Terms and conditions of enrolment

All are available from request at the office or can be posted to you address

- All applications for enrolment must be
- On the school's official application form
- Signed by parents/carers
- Lodged with a non-refundable application fee
- Hold current membership of Cameragal Montessori school

When the application is received the Enrolments Officer will consider it based on the school's enrolment policy criteria.

If the school makes an Offer of Enrolment the parent must sign an acceptance of the offer on the form provided and pay a non-refundable enrolment fee.

The school is informed of any change of address or contact details after an offer of enrolment is made.

- Any questions concerning enrolments should be referred to the school's Enrolment Officer at: admin@cameragal.nsw.edu.au

Pre-primary and Kindergarten for children aged three to six years old

Waitlist

To apply for admission to the School and to have the child's name included on the waitlist, a parent must hold current membership of Cameragal Montessori School and pay a non-refundable fee for the first child. A parent must also attend a campus tour. The School follows the standards as determined by the Disability Standards for Education 2005 (Standards). Detailed guidelines are available from the School office.

Selection criteria

The Principal offers places based on the following selection criteria:

- Sibling status (with conditions as set out further in the document).
- Priority of Access for pre-primary students (listed on page 4).
- Position on the waitlist.
- The age of the child when entered on the waitlist.
- Commitment to the 3-6 pre-primary program, 6-9 and 9-12 primary educational programs.
- Montessori overseas or interstate school transfer.



- Cameragal Montessori Under 3s attendance for a minimum of one year.
- Commitment of parents to the Montessori ethos.
- School to comply with Public Health Act 2010 in regard to immunisation standards.

When all other factors are equal, the date of registration determines priority. However, the School retains the right to consider specific enrolments on an individual basis. Offers for older children are subject to availability and dependent on a successful interview and orientation period.

Primary – Year 1 to Year 6

The School operates a separate waiting list for Primary (Years 1-6). There is no wait list fee for children already enrolled in the pre-primary program at the School. Students of Cameragal Montessori School pre-primary are given priority of place.

The School follows the standards as determined by the Disability Standards for Education 2005 (Standards).

Selection criteria:

An offer of a place is made based on the following criteria:

- Cameragal Montessori School pre-primary student priority.
- The child's readiness, both academically, socially and emotionally.
- Sibling priority (please note that generally priority is only given if a sibling has completed pre-primary).
- Montessori overseas or interstate school transfer.
- Commitment of parents to the Montessori ethos.

Offers of Enrolment

Offers are made from June and July the year prior to the student commencing. Parents of children on the waitlist are required to attend an interview with the Principal before an offer of enrolment is made. During the year places may become available and are offered to the next child on the waitlist.

Students from pre-primary transitioning to primary will be observed in their pre-primary setting (if possible) and follow a transition procedure which involves three full day visits at the end of the term prior to commencing in primary. Transition visits to primary are typically held on Wednesday in weeks 6, 7 and 8.

Conditions of acceptance:

First child entering the school

Offers of place must be accepted within 14 days by returning the Letter of Offer which lists the following conditions:

- A non-refundable placement fee is payable on acceptance of the offer.
- A non-refundable donation is payable to the Cameragal Fund.
- Each child is expected to attend the School for the entire three-year pre-primary program OR entire nine-year program (pre-primary to primary). Withdrawing a child before the completion of the program may upset the child's educational development and disturb the balance in the class, creating a gap which is often impossible to fill.
- If an elder sibling is withdrawn from Cameragal before the minimum completion date, the School will withdraw priority consideration for any of the younger siblings and will be placed on the general waitlist as at the date of their application.
- Parents agree to observe the School's policies and procedures.



- If parents have concerns about their child’s readiness or the parents wish to change the start date the Enrolment Manager must be notified at least 4 weeks prior to the start date. Whilst the start date can be revised, the expectation is that payment will be made from the original start date for holding the place if this notice is not received.
- All students who are attending pre-primary and Kindergarten (at Cameragal) are to provide proof of immunisation before enrolment by submitting an approved immunisation form that shows that the student is:
 - Is fully immunised for their age, or
 - Has a medical reason to not be vaccinated, or
 - Is on a recognised catch-up schedule if the child has fallen behind with their immunisation.
- All students who are attending Primary school (at Cameragal) are to provide proof of immunisation before enrolment by submitting an approved immunisation form that shows that the student is:
 - Is fully immunised for their age;
 - Not fully immunised for their age; or
 - Has a medical reason to not be vaccinated, or
 - Is on a recognised catch-up schedule.
- There is a probationary period of one school term for the child and the School. If either the parents or the School considers that at the end of one term that the child should not continue at the School, the placement fee less an administration fee of 50% of the total placement fee will be returned.

Withdrawal of Students

- If parent/carer(s) wish to withdraw a student from the school, notice given must be not less than one full term’s notice to expire at the end of a term.
- Notice of withdrawal of a student from the school must be in writing to the Principal.
- If the required notice of withdrawal of a student is not given the parent/carer(s) must pay a school term’s fees plus GST.
- Where students leave to enrol at another school, the NSW Educational Standards Authority (NESA) requires that parent/carer(s) advise the School in writing of the name of the school the student will be attending and the grade the student will be entering at the new school.
- In the event that circumstances change after acceptance of a place and the payment of the placement fee the School requires written notice of four full weeks excluding school holidays, of intention to relinquish the place. In this case the placement fee less, an administration fee of 50% of the total placement fee will be returned. If this notice is not received within this period, then the placement fee will not be returned. This provision provides some protection to the School against financial loss from non-starters and the subsequent revision of the class plan.
- Cameragal Montessori School membership must be kept current for the duration of the child’s attendance at the School. Non-compliance to membership could mean withdrawal of enrolment. Membership ensures voting at the School’s AGM as per the School’s constitution.
- Parents are requested to support and participate in the school community in a variety of ways and are encouraged to attend parent education evenings to deepen their knowledge of Montessori education at Cameragal Montessori School.



Siblings

Conditions of acceptance for siblings are similar to those for the first child. Sibling priority is only applied if the older sibling has completed or is completing the full School program (i.e., three-year pre-primary or Year 1 to Year 6 primary program).

Priority of Access

All pre-primary enrolments endeavour to comply with the Australian Government *Priority of Access Guidelines* in no particular order, these are:

- Children who are at risk of significant harm (from a child protection perspective)
- Children with disability and additional needs
- Children with English language needs
- Children who are at least 4 years old on or before 31 July in that preschool year and not enrolled or registered at school
- Children who are at least 3 years old on or before 31 July in that preschool year and from low income/and or Aboriginal families

Timing of Entry – Pre-primary

The School follows the Montessori principle of staggered entry to enable maximum attention to be given to each new child in the class and to assist each child in adjusting to their new environment. Commencement dates in any one term are determined and notified by the Enrolment Manager after places have been offered in collaboration with the Principal.

Timing of Entry – Primary

The child may transition to Primary by attending transition visits of the term prior to the term they commence, typically on a Wednesday on Week 6,7 & 8. Primary families are to attend a meeting with the Primary teacher in addition to the Principal's interview.

Transfers

There is no automatic right to transfer between Montessori schools, but every attempt is made to offer a place to a transfer, subject to the enrolment criteria being met.

Once children have commenced in a class at the School, they will not be transferred to another class except in exceptional circumstances at the discretion of the Principal.

Deferrals

Requests by parents for deferred entry are generally not granted but each case will be considered on its merits. Requests for deferred entry must be made in writing to the Principal.

The School may also advise a deferred start, in which case a place will be held without fees being charged until the entry date given by the Enrolment Manager.



Confidentiality and Privacy

The school respects the privacy of the families and staff who make up the School community. It is the School policy to ensure that all information obtained by the School in relation to the personal circumstances of children and their families will be kept confidential unless:

- The family concerned authorises disclosure of the information; or
- The School is obliged to disclose the information pursuant to health regulations or other Commonwealth, State or Local Government laws or regulations.

Relevant policies & procedures

Attendance Policy

Medical Conditions Policy

Transition Adjustment Plan

Transition Procedure

Behaviour Guidance Policy

Family Participation & Communication Policy

Parent Code of Conduct

Pastoral Care Statement

Privacy Policy

Immunisation Policy – Early childhood and school-aged children

Fees Policy



Theme 9: Other School Policies

Student Welfare

Cameragal Montessori School has a moral and legal responsibility to ensure that the rights and best interests of the child are paramount and that we will provide training, resources and information and guidance to support this in order to:

- Ensure that the health, safety and wellbeing of children at the school are protected at all times
- Ensure that people educating and caring for children at the School act in the best interests of the child
- Protect and advocate the rights of all children to feel safe, and be safe at all times
- Maintaining a culture in which children's rights are respected

We encourage active participation from families at the school, supporting a partnership approach and shared responsibility for children's health, safety, wellbeing and development.

No changes were made to this policy in 2021. Complete copies of this policy are available from the school office.

Anti-bullying

Cameragal Montessori School seeks to provide a child safe environment where learning, working, personal growth and the development of positive self-esteem can be maximised. Our school actively promotes the safety and wellbeing of our students and values diversity. Our school staff are committed to protecting students from abuse or harm. Harassment, which can include bullying in any form or combination of physical, verbal, visual, social or psychological interferes with our learning environments and will not be tolerated.

The school recognises the seriousness and harmfulness of such behaviours and is committed to working towards minimising their occurrence within the school community. Every report of bullying or harassment will be taken seriously and will be investigated.

In 2021, the school's anti-bullying policy was revised to include details regarding a police liaison officer and a police assistance phone line was added so families could easily find this information if required.

Complete copies of this policy are available from the school office and is available on the school's website.



Student Discipline

The purpose of the school's Behaviour Guidance Policy is to encourage acceptable forms of behaviour by using strategies that build children's confidence and self-esteem.

We aim to provide children with support, guidance and opportunities to manage their own behaviour.

We promote collaborative approaches to behaviour guidance between the staff and/or external agencies if required.

Our policy is based on principles of procedural fairness and involves parents in the processes of procedural fairness for suspension and expulsion.

Under no circumstances does the school permit corporal punishment of students, or sanction corporal punishment of students by non-school persons, including parents, to enforce discipline at the school.

No changes were made to this policy in 2021. Complete copies of this policy are available from the school office.

Reporting Complaints and Resolving Grievances

The school acknowledges that a complaint or grievance is an expression of dissatisfaction made to the school about an educational and/or operational matter relating to services provided by the school or the behaviour or decisions of a staff member, contractor or volunteer, including misconduct.

Complaints may be made by a student or a parent.

The school will seek to resolve complaints informally where possible but acknowledges that in some cases a person may wish to make a formal complaint through the principal.

All formal complaints will generally be managed by the principal.

Appropriate confidentiality will be maintained at all times.

The policy uses as appropriate, procedural fairness in dealing with complaints and grievances and includes processes for raising and responding to matters of concern identified by parents and/or students. These processes incorporate how parents raise complaints and grievances and how the school will respond.

No changes were made to this policy in 2021. Complete copies of this policy are available from the school office.



Theme 10: School Determined Improvement Targets

The following priority areas from the school's 2018-2023 strategic plan were achieved during 2021.

Strategic Goal: *New outdoor workspaces for classrooms*

All classrooms had a renewal of their outdoor environments to make a more attractive and useable play and work environments for all our students.

Strategic Goal: *Achievement of NESAs registration for Years 5 and 6*

NESA registration for Year 5 was achieved and a formal application for year 6 was submitted.

Strategic Goal: *Separate classrooms for 6-9 and 9-12 Learning environments*

The renovation of the designated building for our Upper primary was completed in 2021. This allowed the school to separate our large 6-12 classroom into two learning environments (6-9 and 9-12) each with their own classroom.

Strategic Goal: *After School Care is accessible for all students*

Cameragal started partnering with North Sydney Community Centre to provide After School Care to our Primary community. This means that all students at the school now have access to an After School Care Program.



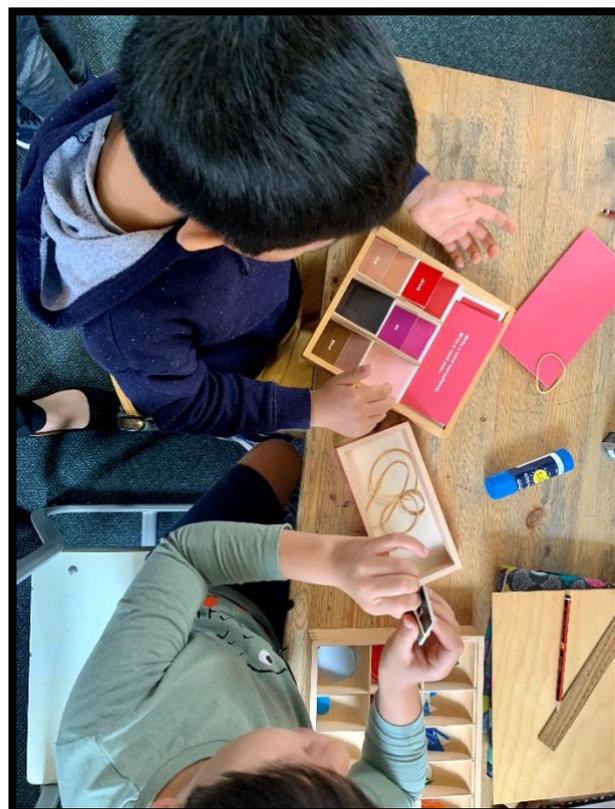
Theme 11: Initiatives Promoting Respect and Responsibility

An integral part of the Montessori education philosophy is that the emotional, social and academic development of each of our students are equally valued. We respect diversity and actively work with our students to develop respect towards all members of our school and the wider community.

The school has continued to engage in the 'Grow Your Mind' program. The program is about enhancing resilience, wellbeing, social and emotional learning. We use the program to support our students to understand what a respectful relationship is and also to develop skills to use in their interactions with their peers.

The development of Practical Life Skills has always been a pillar of Montessori philosophy. The development of these skills has a two-fold aim. Firstly, To develop within the child the ability to take care of themselves and to use these skills to support others. Our multi-aged environments means that there are frequent opportunities for students to support each other regardless of age or gender. The development of these skills progress as the child matures, as we aim to develop increasing independence and a growing sense of responsibility.

Grace and Courtesy is also a traditional focus in Montessori education. The emphasis is not simply on good manners but the underlying mutual respect that should be afforded to each other. The school places a strong emphasis that all of us have the responsibility to treat every member of our community with the utmost respect and dignity. The aim of our Grace and Courtesy program is to support our students to develop the understanding and skill set necessary to put respect for others regardless of age, gender, culture or religion into action.



Theme 12: Parent, student and teacher satisfaction

Cameragal Montessori School prides itself on being an open and welcoming environment. The views of parents and students are regularly sought with many opportunities to participate within the school. While many of these activities were curtailed due to COVID-19 the school still actively looked for ways to engage our community.

The school completed a parent survey twice during the year asking the parents if they would recommend their child's classroom to a friend or colleague and the reasons behind their response.

Based on our surveys conducted in 2021 the majority of parents who completed the survey would recommend their child's class to a friend or colleague.

The school continued to hold a formal parent/teacher meeting every semester through zoom. Parents still had the opportunity to meet with the teachers through zoom if they had any queries regarding their child's progress during lockdown.

Student led meetings are regularly held in our primary classrooms. The students set the agenda, run the meetings and work collaboratively together to seek solutions for any issues that may arise. This gives our students a sense of ownership as they are considered to be active and important decision makers within the school.

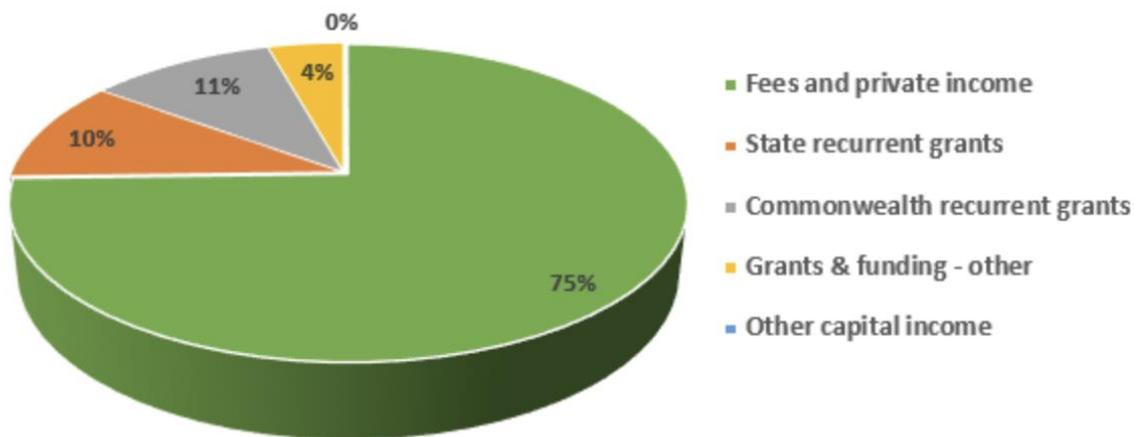
Our primary students have regular one-on-one conferences with their teachers. These conferences not only support students academically but provide valuable opportunities for students and teachers to work together to set new learning goals.

The school has a high retention rate of teachers and assistants with the overwhelming majority of staff having worked at the school for many years. During Covid-19 all the staff worked well together as a team with many staff members taking on additional roles and responsibilities to support our students and families.

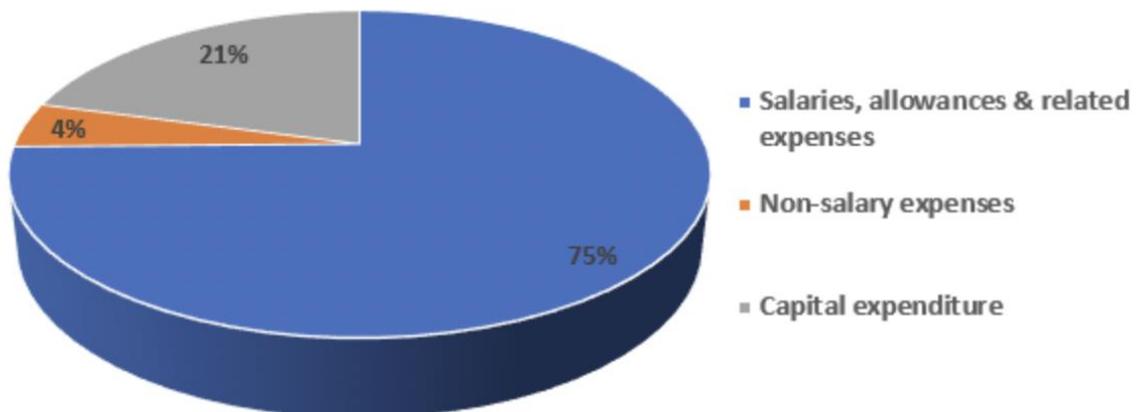


Theme 13: Summary Of Financial Information

Revenue 2021



Expenses 2021



Contact Information

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