



OneSchool
Global



OneSchool Global, Cowra

Annual Report

2023



**Thank you to students and staff
for commencing the year so
well and making it such a
success.**

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A Message from Key School Bodies

Mr Peter Reuben

District Principal



Throughout New South Wales, OneSchool Global has continued to develop a strong sense of collaboration and cohesion as we work together to provide the best education for students. With 12 separate schools from Albury to Armidale and from Illawarra to Condobolin, there has been a need to ensure that we develop a strong community that works together to allow our students to achieve at the highest level. Our platform of teaching across schools has enhanced the connectedness between students across the state and has allowed students to feel a sense of belonging to the wider school community. We have initiated programs to ensure that students are known by their teachers and have the opportunity to meet face-to-face several times a year; and teachers also travel across the state to see their students. Programs that have enabled this include Kickstart and Student-Teacher Meet and Greets. This ensures that every student is known by their teachers and feels valued and supported as they continue in their educational journey.

2023 has been a year of growth, with strengthening of our teaching and learning team and consolidation of our pedagogical framework. Students have continued to embrace self-directed learning and have adopted the use of different zones for learning. By empowering our students to select the appropriate space to learn, they have begun to develop the skills that will promote achievement in their post-school years. The implementation of the compressed curriculum continues to improve with students developing better strategies to manage the short timeframes and quick turnarounds.

2023 saw a range of initiatives implemented throughout the year to enhance learning and continued improvements of school culture. During Term 1 the Orange and Cowra schools combined for joint assemblies and staff meetings. This was a very positive initiative that was aimed at developing the relationship between the schools and ease the transition process for students. It also provided a wonderful opportunity for both the Orange and Cowra students to develop their public speaking when presenting their weekly reports. Students also combined in their participation in the 'AMT Maths Challenge', where students worked collaboratively over a number of weeks to solve a variety of mathematical problems. The combined staff meetings enhanced the professional relationship amongst staff and provided opportunities for collaboration between schools. 2023 also saw the planning stage of the refurbishment of our learning centre in alignment with the OSG Learning to Learn Framework.

We look forward to an exciting year ahead continuing to build on the successes of 2023, with a focus on building school culture and ensuring that each student is provided with the best opportunities to succeed. Our thanks go to the School, State and National boards for their support and encouragement throughout the year.



Mr Michael Wilson

OneSchool Global NSW Board Chair



OneSchool Global is truly one of the most unique schools in the world. Our twelve schools in New South Wales are part of a network of schools that incorporates over 120 different locations across the globe. We are united in providing the best opportunities for staff and students and expound the virtues of self-directed learning and promote student agency by incorporating the Learning to Learn Framework.

2023 saw the introduction of our three pillars to move forward as a school. Our three pillars are;

- Learning to Learn – as a network of schools, we want our students to be self-directed and life-long learners who are life-ready and know how to learn and achieve.
- High Performance Team – each member of our school community will develop and grow to be the best member of the school community that they can be. This includes students, parents, staff, school leaders and boards. Personas have been created to identify what we should all aim for.
- Campus Modernisation Program – each of our schools will be upgraded to include the best facilities that we can provide in 2024.

These pillars will be driving our strategy and agenda as we move into the future and will ensure that OneSchool Global is at the forefront of education in New South Wales and globally.

Although these initiatives benefit the student learning experience, we have also developed programs that will assist students to develop other areas of expertise that will help them in the future. A home room program has been initiated that allows students to connect with their teacher/mentor to develop accountability and some of the soft skills that are required today; and a leadership course is being developed for our Year 11-12 students that will allow them to leave school with the skills that will allow them to be active contributors in the wider community. 2023 also saw the introduction of a new Child Protection program across the globe that includes students, staff, volunteers and parents to ensure that all of students are safe and that parents are interested parties are informed of their responsibilities in child protection.

As a network of schools, we are well-placed to move into the future, with a strong team of professionals who are well supported by the community and students.



Contextual Information



OneSchool Global, Cowra school is an independent, co-educational school which operates in the OneSchool Global network of schools. OneSchool Global, Cowra is uniquely connected to eleven independent OneSchool Global schools across NSW.

OneSchool Global was established by members of the Plymouth Brethren Christian Church, for students and families of the Church Community. The School is strongly supported by volunteers from the Church Community. OneSchool Global recruits professional leaders, teaching and administrative staff from all walks of life and provides a positive and respectful working environment.

OneSchool Global, Cowra has an enrolment of 21 students. The school has a rich academic program which is supported by an extensive ICT blended mode of teaching and learning. The school also offers a vibrant co-curricular program which includes sport, music and community involvement.

For further information please view the [My School website profile](#).

Outlined below is an overview of our ethos and values and our Learning to Learn Framework which are a defining feature of our school.

School Ethos

At this school students are encouraged to develop their full potential and to acquire the discipline of learning how to learn, while upholding Christian teachings and beliefs.

The truth and authority of the Holy Bible and strong family values underpin the commitment of the school to provide quality in every facet of education – curriculum, teachers, facilities, management, and discipline – in a safe and caring environment.

Values Statement

In coming to this school each student, parent and staff member shall uphold the values of the school which include:



Integrity
uprightness, honesty, and
decorous conduct governed by the
Holy Bible.



Responsibility
for our actions,
progress, and the
environment.



Care & Compassion kindness,
consideration, and generosity to
all.



Respect
to self-discipline
and the pursuit of
excellence



Respect
for all people, property,
opinions, and authority

Learning to Learn Framework

The academic undertaking of OneSchool affiliated schools is expressed in our Learning to Learn Statement.

Learning to Learn means to use learning as a tool whereby students are equipped with the ability to think critically, process information perceptually, analyse data accurately and evaluate situations intelligently in order that they fulfill their true potential.

In the Learning to Learn Framework, knowledge, skills and understandings are developed through the interlinking elements of The Assignment, The Lesson and The Study.

Priority Areas for Improvement

In 2023, the OSG WIG was "At OSG we will build school culture which drives growth and achievement in a respectful, supportive and protective environment". Strategies aligned to this goal included a continued focus on school culture, providing clarity of our high expectations of behaviours, attitudes, actions, and routines, as well as continued improvements in how students presented themselves in the OSG uniform.

Plans for refurbishments for the learning centre continued throughout the year and we are looking forward to the completion of the project to enhance the learning opportunities for all students in alignment with the OSG Learning to Learn Framework.

2023 also saw the introduction of a targeted orientation program for our Year 6 students from Cowra, to enable them to become familiar with the secondary routines as they commence Year 7.

Promoting Respect and Responsibility

In 2023 our school focused on building community and greater respect and responsibility by joining together with OneSchool Global, Orange for a number of activities such as joint assemblies and Year 6 public speaking. Our staff have worked on increasing professional dialogue and collegiality and have established Staff wellbeing initiatives such as an appreciation box.

Our School has implemented some refurbishment plans in alignment with our Learning to Learn Framework that will begin in the coming year.



Outcomes and Results



Student Outcomes in Standardised National Literacy and Numeracy Testing

OneSchool Global, Cowra completed NAPLAN in 2023; results for 2023 were published on the [My School website](#) in February 2024. Results and comparisons can be viewed on the My School website NAPLAN page.

Staffing



At OneSchool, to deliver on our vision, we are prepared to do things differently. We challenge traditional and outdated pedagogical models. Our learning centres, the way we embed technology in them, and ultimately our students, are a testament to this.

We offer professional development to support teachers in modern learning environments. Our Teacher Academy provides staff with online and in-person training courses across all our regions.

Teacher Accreditation

Level of Accreditation	Number of Teachers
Conditional	0
Provisional	0
Proficient Teacher	3

Workforce Composition

School Staff	#
Teaching staff	3
Full-time equivalent teaching staff	2.2
Non-teaching staff	2
Full-time equivalent non-teaching staff	1.6

Including Aboriginal and/or Torres Strait Islander staff.

Attendance



Student Attendance at School

Ninety-Four per cent of students attended OneSchool Global, Cowra on average each school day in 2023. Percentages are rounded for each Year Group.

Year Group	Attendance Percentage
Year 3	94%
Year 4	93%
Year 5	95%
Year 6	94%
Whole School	94%

Management of Non-Attendance

OneSchool Global, Cowra Attendance Policy meets legislative requirements, with a record of enrolment and daily attendance of all students at the school. Students are expected to attend 100% of their classes.

Attendance reports are sent out on a regular basis to Principals to review any attendance related issues. Regular meetings are held with the school welfare committee to monitor progress and manage issues as they arise. Parents are encouraged to ensure extended leave is held during term breaks. If students are absent for an extended period due to illness, work is organised by their teachers, so the student's learning is not disrupted.

OneSchool Global NSW strategy guidelines for good attendance and improving unsatisfactory attendance are summarised below.

Proactive Strategies for Good Attendance

- Early intervention – actively monitor attendance data to check for absenteeism.
- Messaging to parents/guardians - messages about attendance are strongly and regularly conveyed to students and families.
- Attendance data to be displayed on screens around schools.
- Proactive approach to absenteeism due to alleged bullying.
- Provision of family counselling services to families where family dynamics appear the cause of poor absenteeism.
- Provision of transport to and from school for all students.
- A community liaison person who will contact the family and engage with them on addressing any issues that are leading to poor attendance.
- Provision of Zoom and Canvas platforms to allow students who cannot access classes and learning materials for valid reasons.
- Senior students and students travelling long distances or who cannot access school due to poor weather/bushfires/floods etc may also access classes via Zoom.
- Senior students who demonstrate self-directed learning traits can study from home if permitted may also access classes via Zoom under the Flexible Learning Program Policy.
- Learning spaces adhere to global aesthetic standards so that they are well lit, airy, and spacious.

- Provision of an engaging curriculum and pedagogy using OSG guidelines.
- Every school has an “activity day” once per semester where students organise a diverse day of social interaction and learning. This reinforces the importance of planning, contributing to school culture and working with all school community members.
- Provision of a system whereby students who achieve (including attendance) are rewarded via the OneSchool Global Merit Scheme.
- Provision of sanctions to deter poor attendance.

Strategies for Improving Unsatisfactory Attendance

- Principal and Campus Administrator to provide counselling and support to families by community members.
- If unresolved, Principal must escalate matters of unexplained absence or chronic non-attendance to the District Principal.
- Formal meetings with OneSchool Global NSW support personnel to develop strategies and assist students and families towards improved attendance. Referrals to external professional support may occur.
- Where an unsatisfactory pattern or rate of attendance is noted, teachers must refer on to the relevant person, usually the Principal.
- Administration staff responsible for sick bay are also to report high rates of admission to sick bay to the relevant person, usually the Principal.
- Contact with parents and any notes of meetings or documentation must be kept and included in the student’s file. Concerns with attendance are to be raised at Principal meetings under the agenda item “Welfare”. If the Principal is not satisfied with the student’s attendance, a meeting will be called where the school expresses its concern about attendance, with the parents. At this meeting, the document, Compulsory School Attendance - Information for parents, produced by the NSW Government will be issued.
- If the Principal remains concerned, contact will be made with the District Principal who will discuss the matter with the Regional Principal. Ongoing issues with attendance may involve a report to the AIS NSW Director: Student Services who will advise on further action. The District Principal will also make a report to the NSW Online Mandatory Reporter Guide facilitated by DCJ.

School Policies



OneSchool Global NSW cyclically review all policies with OneSchool Global, Cowra. Changes are made as required and published accordingly. Each policy purpose, scope, statement, and details remain the standard of all OneSchool Global NSW schools.

The full text of all policies can be accessed by request from the Principal, from the school [website](#) and intranet, student and parent information booklet and parent support site.

Published policies include:

- Enrolment policy
- Child Protection policy
- Anti-bullying policy
- Discipline policy
- Complaints policy

Stakeholder Satisfaction

As we continue to ensure our school is the best it can be, regular feedback and input from our students, parents and teachers is important hence surveys were conducted in November. The Principal has reviewed survey results, selecting highlights and challenges across the stakeholder response area; focusing on action steps to continue improvement across the school.

Student

TOP 3 HIGHLIGHTS

5.00

I know who to speak to if I feel unsafe.

4.64

When I am at school, I feel...

4.64

Behaviour of students at my school is good.

TOP 3 CHALLENGES

1.36

We often talk about the learning pit in class.

2.45

There are enough different learning spaces to choose from.

3.00

The work we do in class is mostly...

Parent

TOP 3 HIGHLIGHTS

5.00

Overall, bullying is dealt with effectively at the school.

5.00

If I have a question or concern, I know who to contact at school.

5.00

I know how to report a child protection concern at my school.

TOP 3 CHALLENGES

4.00

I feel my child is self-directed in their learning.

4.25

I feel my understanding of the OSG L2L framework is...

4.25

I am happy with the overall quality, and sizing of the school uniform.

Teacher

TOP 3 HIGHLIGHTS

5.00

The technology I use in my role is fit for purpose.

5.00

OneSchool's values align with my own personal values.

4.67

The technology is reliable and usually works.

TOP 3 CHALLENGES

2.73

I've had a formal performance review in the past 12 months.

3.33

I am aware of and able to engage with what is happening at a Global level.

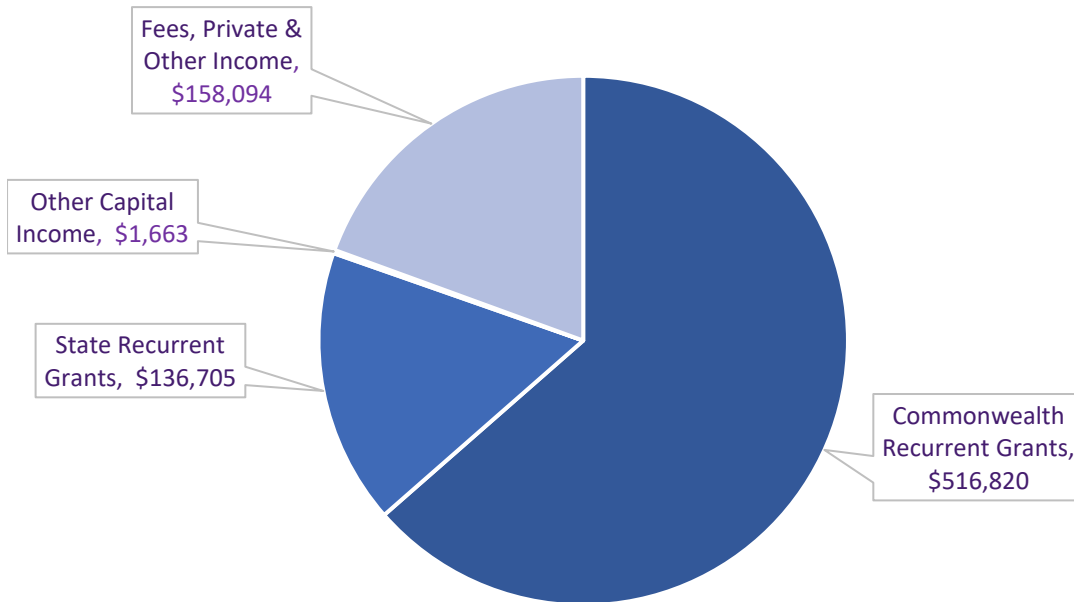
3.67

I have discussed my career aspirations with my supervisor as part of performance management process

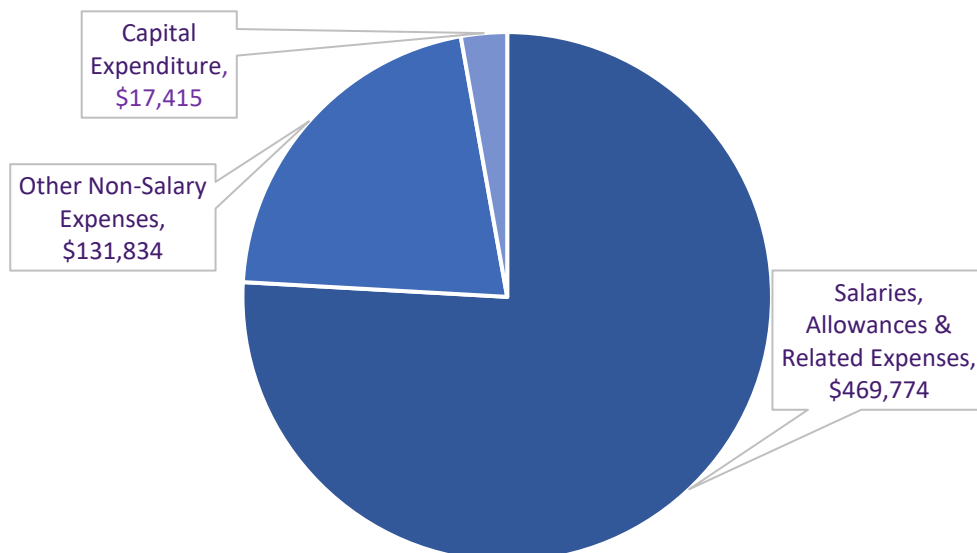
Financial Information



Total Income Breakdown



Total Expense Breakdown





**OneSchool
Global**

12 Riverpark Rod, Cowra NSW 2794
Ph: 1300 724 024

www.oneschoolglobal.com/campus/australia/cowra