



**OneSchool**  
**Global**



**OneSchool Global, Illawarra**

**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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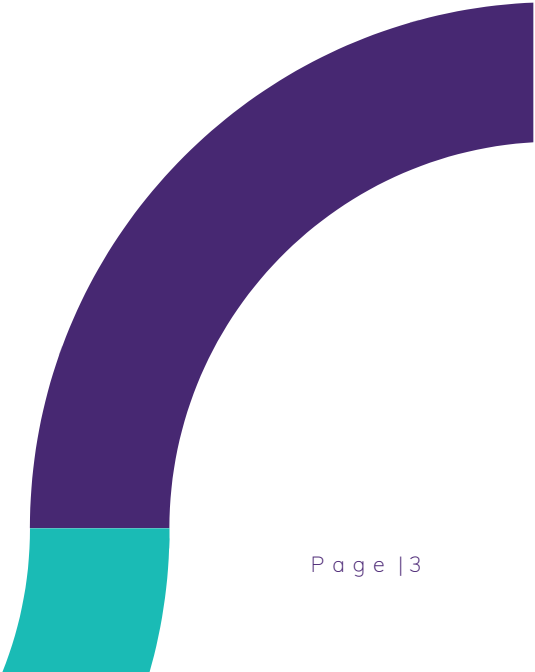
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# A Message from Key School Bodies

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.

OneSchool Global, Illawarra has continued its facilities rejuvenation program throughout 2023 with the successful completion of a new administration building, general-use classrooms, and a canteen facility. This building represents a significant achievement, providing staff, students, and community volunteers with an exceptionally high-standard facility for daily school operations and teaching and learning. Additionally, the phasing out of older, demountable classrooms has made way for the commencement of a second Learning Centre, set to begin in 2024. To accommodate this change, we have also upgraded our Music, Design and Technology spaces, and reconfigured furniture arrangements in the existing Learning Centre. This comprehensive program of works will continue in the coming years, furthering our pursuit of global alignment and the implementation of the Learning to Learn Framework in all classes.

The school has also enjoyed numerous community-based events focused on building stronger parent partnerships and connections with the Illawarra community. Students, teachers, and parents have collaborated closely to establish common agreements around behaviour expectations, routines for teaching and learning, and ensuring open and supported lines of communication. We continue to enjoy strong relationships with families, as evidenced by our positive school survey results.

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, Illawarra school is an independent, co-educational school which operates in the OneSchool Global network of schools. OneSchool Global, Illawarra 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, Illawarra has an enrolment of 155 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 school had three focus areas in its strategic roadmap for improvement in 2023; building staff efficacy with the Learning to Learn Framework, a broader long-term objective through to end of 2024, making culture and wellbeing a focus, to support staff and students through the challenging period of building renewal and upgrade; and the building renewal program, entitled Campus Modernisation.

### Learning to Learn Framework

In preparation for duplication of our Learning Centres, teachers and student leaders worked collaboratively to build essential agreements and processes to allow choice and self-direction with respect to when and where students work in the Learning Centres. This included students developing their own foundational statements about how students Learn to Learn at Illawarra, and reaffirming the use of Focus, Semi-Collaborative and Collaborative Zones within the Learning Centre environment. Staff encouraged students to take ownership of spaces, so that students drive the culture of learning, using the shared language of learning.

### Culture and Wellbeing

In 2023, students and staff engaged in ongoing workshops to build relational behaviour strategies, reflecting the work of renowned behaviour expert Mr Paul Dix, and the OneSchool Global Restorative Practice Guide. Staff were supported to implement practices such as mediation and conflict resolution, with the goal of prioritising positive relationships with students to manage behaviour. In 2023, staff and students across the school also engaged with the Global Child Protection and Safeguarding program, OSG Aware, which was designed to deliver a globally consistent set of guidelines, tools and strategies to support students' efficacy with respect to recognising, responding and reporting concerns related to child safety and unsafe situations.

### Campus Modernisation

Throughout the 2023 year the school continued its program of building works, with the completion of the new administration building, staff are able to enjoy high quality, modern office facilities coupled with a commercial-grade kitchen for the school canteen and a professional entrance façade. The commencement of the second Learning Centre, involved the removal of old demountable classrooms, creating space for two additional teaching studios and a large, open space learning environment. This program also involved external improvements, with an additional multi-purpose court construction and improvements to the existing covered outdoor learning area with additional glass panelling, upgraded basketball nets and improved concrete accessways.

## Promoting Respect and Responsibility

In 2023, the school concentrated its efforts on building a united school culture focused on creating positive change. This was centred around the #UNITE initiative, led by students and involving all stakeholders to prepare for the new facilities and renewed focus on the implementation of the Learning to Learn Framework. As part of the program, the team worked together to engage in recruitment of student leaders across the school and who then engaged in leadership training for incoming Senior Students, involving alumni and parents to ensure that the established 'Unite' culture is continued into 2024 Academic Year. The initiative also emphasised building a culture of high expectations concerning values and academic performance in all students, in preparation for the rollout of the 2024 program, OSG Personas.

The school continues to engage in a number of programs that support engagement from stakeholder groups, which support the culture of respect and responsibility as part of the #UNITE initiative:

- Fathers invited to work from the school on a daily basis
- Recognition of key events, including Grandfriends Day, Mother's Day and Father's Day events
- Staff gratitude breakfast days, staff prepare breakfast for students to show appreciation for their hard work
- World Teacher's Day recognition assembly, Hats off to Teachers presentation
- Recognition of World Principal's Day
- Recognition of Administrative Professional's Day



# Outcomes and Results



## Student Outcomes in Standardised National Literacy and Numeracy Testing

OneSchool Global, Illawarra 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.

## Record of School Achievement (RoSA)

All OneSchool Global, Illawarra students proceeded to complete their HSC and so no RoSA credentials were issued by NESA to OneSchool Global, Illawarra school students in 2023.

## Higher School Certificate (HSC)

In 2023, across NSW our students completed Compressed Curriculum with 124 Year 12 students finalising their HSC courses. Additionally, 116 Year 11 students completed their first three HSC courses, with a total of 240 students sitting HSC examinations in 19 subjects. For OneSchool Global, Illawarra in 2023 37 students sat HSC examinations across 14 subjects.

OneSchool Global, Illawarra is uniquely connected to eleven independent OneSchool Global schools across NSW. Secondary courses are delivered from one OneSchool Global NSW school to another due to external provider exemption. To comply with privacy and personal information policies, the below HSC results and commentary information has been prepared as a comparison across the 11 schools.

OneSchool Global NSW recorded 34 Band 6's across the eleven schools. The overall trend of students accessing higher bands continued in 2023, with 10 subjects achieving a significant number of Band 5's in the high mark range.

OneSchool Global NSW continued to experience strong performances in TAS subjects, with three students being nominated and one student shortlisted for SHAPE, the annual exhibition of exemplary Major Projects developed by HSC Design and Technology, Industrial Technology and Textiles and Design students.

For the fourth year running an OneSchool Global NSW student gained first place in NSW for Financial Services.

With our Towards 77 Academic Program, OneSchool Global NSW schools set a goal to achieve an average HSC of 77.5. We achieved an average HSC of 72.61 in 2023. The program assisted students in developing better study habits, using Tutorials with teachers, engaging in the Accountability Coaching Program, and effectively using the zones in the Learning Centres. Overall, helping our students aim for personal excellence and a collective improvement in the HSC.

## Higher School Certificate Top 2 Bands – OneSchool NSW Schools

Course Name	Number of Students	Band 5 & 6 %
Business Services	35	26%
Business Studies	95	31%
Design and Technology	41	37%
Economics	33	9%
Engineering Studies	12	33%
English Advanced	15	47%
English Standard	102	4%
Financial Services	41	41%
Food Technology	7	29%

Course Name	Number of Students	Band 5 & 6 %
German Beginners	15	47%
Industrial Technology	19	26%
Investigating Science	20	35%
Legal Studies	26	23%
Mathematics Advanced	14	14%
Mathematics Standard 2	82	29%
Modern History	34	12%
PDHPE	37	11%

## Vocational Education and Training

In 2023 17 % of the Year 12 cohort participated in vocational or trade training. Across all OneSchool Global NSW schools 55 % of the Year 12 cohort participated in vocational or trade training. The majority of students in each of the VET Courses sat the HSC examination, Financial Services with Business Services also remaining a popular choice.

## 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	18

## Workforce Composition

School Staff	#
Teaching staff	18
Full-time equivalent teaching staff	16.7
Non-teaching staff	6
Full-time equivalent non-teaching staff	5.4

*Including Aboriginal and/or Torres Strait Islander staff.*

# Attendance



## Student Attendance at School

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

Year Group	Attendance Percentage
Year 3	92%
Year 4	91%
Year 5	92%
Year 6	93%
Year 7	92%
Year 8	92%
Year 9	93%
Year 10	91%
Year 11	94%
Year 12	93%
<b>Whole School</b>	<b>92%</b>

## Management of Non-Attendance

OneSchool Global, Illawarra 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, Illawarra. 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

4.49

I enjoy being in the Learning Centre.

4.44

If I don't understand something in my learning, I know how to get help.

4.39

I feel safe and supported at my school.

### TOP 3 CHALLENGES

3.78

My school is neat and tidy.

3.71

Tutorials are easy to book.

3.29

I often talk about the Learning Pit with my teachers.

## Parent

### TOP 3 HIGHLIGHTS

4.53

I am happy with the digital safeguarding tools OSG uses to protect students.

4.53

I feel the school helps me know how to keep my children safe online.

4.44

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

### TOP 3 CHALLENGES

3.93

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

3.82

I feel I know how my child is performing academically through regular reports and meetings.

3.78

My child received feedback and support relating to their learning promptly and easily.

## Teacher

### TOP 3 HIGHLIGHTS

5.00

OSG's values are aligned with my personal values.

4.94

I have received child protection training this year.

4.81

I know how to report a health and safety hazard or incident in my place of work.

### TOP 3 CHALLENGES

2.50

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

3.25

I receive constructive feedback on my work and progress regularly.

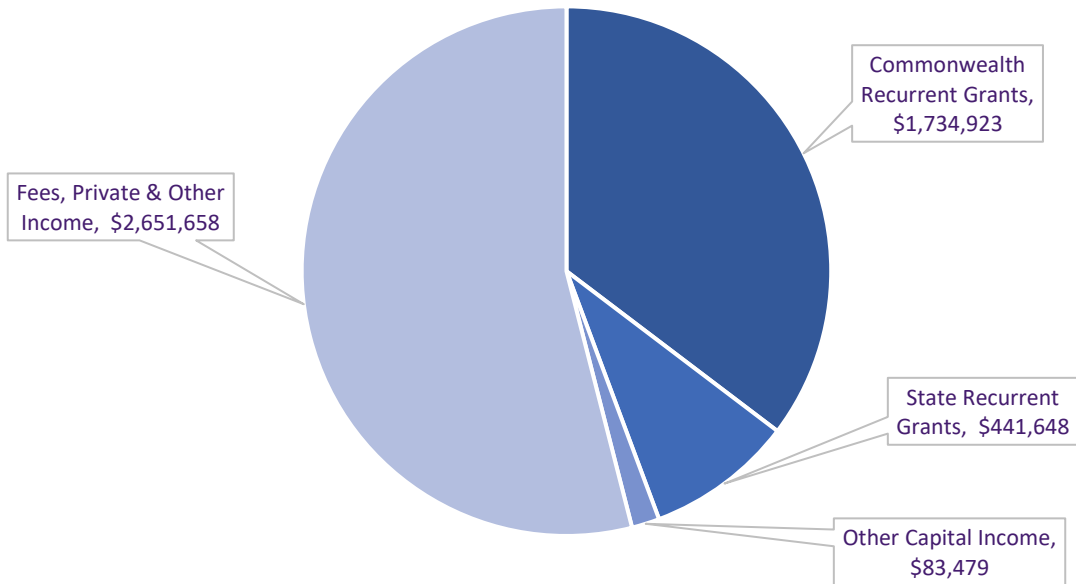
3.31

I am aware of and able to engage with what is happening at school – on a Global Level .

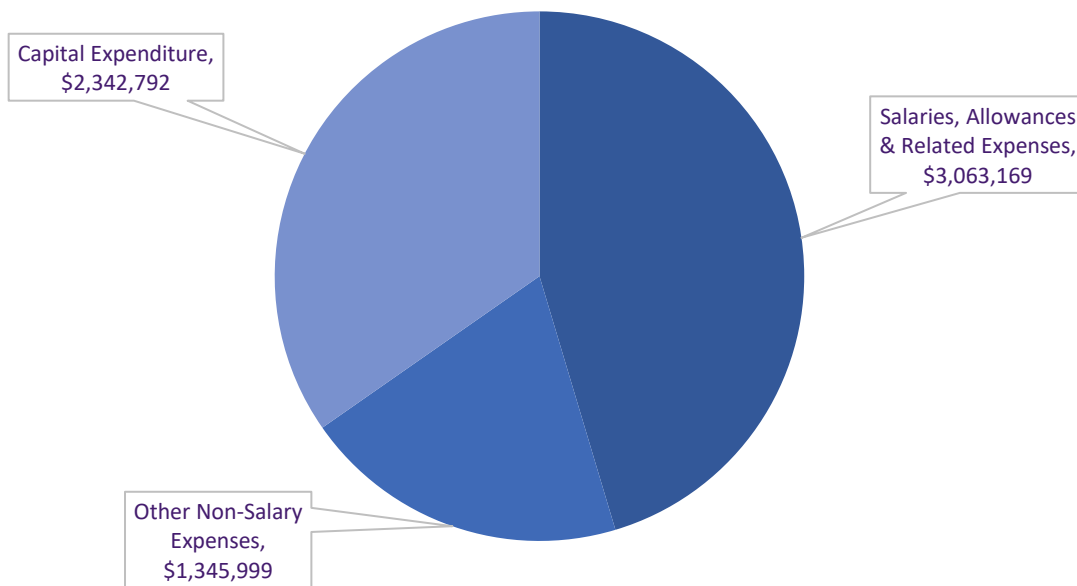
# Financial Information



## Total Income Breakdown



## Total Expense Breakdown





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