

Message from Key School Bodies – Principal Didi Anandavitandra

Dear Members of Our School Community,

I am delighted to share the remarkable success of our school concert, an event that has become the highlight of our year. After enduring the challenges posed by floods and the COVID-19 pandemic, we were finally able to come together to celebrate our resilience, creativity and community spirit.

This concert was not just a performance; it was a testament to our collective strength and unity. Our dedicated parents and staff played a crucial role, pouring their hearts into making costumes, creating props, and preparing meals. Their unwavering support and hard work ensured that every detail was perfect.



Our students also demonstrated exceptional dedication and talent. They spent countless hours rehearsing their lines and perfecting their performances. On the night of the concert, their enthusiasm and brilliance shone through, lighting up the stage and filling the hearts of everyone present with pride and joy.

It was truly a joyous experience for all, as we gathered to witness the culmination of our students' efforts. The sense of togetherness and celebration was palpable, reminding us all of the importance of community and the power of coming together.

This event has not only been a highlight of the year but also a poignant reminder of what we can achieve when we work together. I am immensely proud of our students, parents, and staff for making this concert a resounding success.

Thank you to everyone who contributed to this unforgettable evening. Your support and participation have reaffirmed the strength and spirit of our wonderful school community.

Warm regards,

Didi Anandavitandra

Principal



About Our School

Vistara Primary School was established in 1987. It is a not for profit, Independent Primary School, situated in Richmond Hill, New South Wales.

The school's curriculum follows the NESA NSW Syllabus and incorporates Neo Humanist principles into the required Key Learning Areas.

Neo Humanist Education, founded by P.R. Sarkar (1921-1990), is based on the understanding of the deep interconnectedness between self, others and the natural environment. Respect continues into the world of plants, animals and the earth's eco system.

In addition, there are several specialised lessons which foster personal growth. These include ethical development, visible thinking routines, establishing a 'growth mindset', critical and creative thinking and deep learning. Yoga, meditation and a vegetarian or vegan diet is an important and integral part of the school's Neo Humanist education.



The primary school is divided up into three Family groupings.

Groups

Little Family & Big Family 1

Year Levels

Kindergarten, Years 1 & 2

Curriculum Stages

Early Stage 1 & Stage 1

Big Family 1 & Big Family 2

Years 3, 4, 5, 6

Stage 2 & Stage 3

Total Number of Students as per August Census: 38.

Students have the feeling of belonging to one big Vistara Family. This feeling is embraced by staff and parents of the school.

Student Outcomes in Standardised National Literacy & Numeracy Testing

Year 3					Year 5				
NAPLAN Domain	Exceeding	Strong	Developing	Needs Additional Support	NAPLAN Domain	Exceeding	Strong	Developing	Needs Additional Support
Numeracy		100%			Numeracy	25%	25%	25%	25%
Reading	50%	50%			Reading	25%	25%	50%	
Writing		100%			Writing		75%		25%
Spelling			100%		Spelling		50%	50%	
Grammar		100%			Grammar		25%	50%	25%

Professional Learning

All Teaching and Executive staff participated in the following professional development courses;

Description of the Professional Learning Activity	No. of staff participating
Child Protection: Identifying and Responding to Children and Young People at Risk – AISNSW	6
Leading the Implementation of the New English 3-6 Syllabus - AISNSW	6
Leading the Implementation of the New Mathematics 3-6 Syllabus - AISNSW	6
NCCD workshop – AISNSW	5

Teacher Accreditation

Level of Accreditation	Number of Teachers
Pre 2004 – teachers (accreditation not required in 2017)	3
Conditional	0
Provisional	0
Proficient Teacher	1
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
Total number of teachers	4

Teaching Standards

Category	Number of Teachers
Teachers who have teaching qualifications from a higher education institution within Australia or as recognized within the National Officer of Overseas Skills Recognition (AEI_NOOSR) guidelines, or	4 (equivalent to 2 FT)
Teacher who have qualifications as a graduated form a higher education institution within Australia or one recognized within the AEI-NOOSR guidelines but lack formal teacher education qualifications, or	0
Teachers who do not have qualifications as described in (a) and (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context (Manual, page 39)	0

Workforce Composition

	Non – Indigenous Staff	Indigenous
Teachers	4 (equivalent to 2 FT)	0
Non Teaching Staff	3 (equivalent to 2.4)	0

Attendance

Regular attendance and punctuality is VERY important at school. Going to school every day and arriving on time reinforces for students that school is a significant experience, not to be missed. Regular attendance also provides maximum learning opportunities. It also encourages students to develop and solidify friendships and create a sense of belonging.

Attendance Policy

The School maintains a register of enrolments.

The School monitors the daily attendance and absence of students. The classroom teacher maintains this record in the classroom's attendance roll book.

Student absences are recorded in the class roll book and are recorded in a consistent manner by the class teacher using the codes approved by the Minister of Education.

Unexplained absences from classes are followed up in an appropriate manner with the student and/or their parent/guardian.

The School notifies parent/guardian in an appropriate manner where the student has a poor record of school or class attendance.

Where unsatisfactory class or school attendance is identified, the attendance issue and any actions taken are recorded as appropriate and kept on the student's file.

Where the parents/guardians of a student of compulsory school age seek an exemption from attendance at school, the school will process the parent's application in accordance with the guidelines from the NSW Department of Education and Communities.

Student Attendance Requirements – Parents

It is important to note that the school class attendance roll is a legal document and is open to inspection by NESA (National Education Standards Authority).

If your child is away due to illness, the school must be notified **by 8.45am each day** of the absence by one of the following methods: leaving a message at school by phoning 66244127 or email visps@bigpond.net.au

Students who are absent from school are required to provide an explanatory note from parents or doctor upon their return to school as per NESA regulations. These notes are recorded and are kept in your child's file. Partial absences or late arrival are also recorded.

In the event of partial attendance, supporting documentation will be required by the school's Principal and or class teacher either before the partial absence or upon the child's return to school.

The supporting documentation will need to be in written format either a letter or certificate from the specialist, dentist, and counsellor. This is given to the Principal and then to the class teacher for their records.

If a student has been diagnosed with a contagious disease or condition e.g. head lice, impetigo (school sores), chicken pox etc., the school must be notified immediately upon diagnosis.

Students requiring other leave during the school term must request permission from the Principal by completing the Application for Exemption from School form.

It is a statutory obligation for all school's to report all absences to the government.

Except in emergencies, all medical, dental, counselling appointments should be arranged out of school hours.

2023 Student Attendance

Year Level	Rate of Attendance %
Kindy	90.28 %
Yr 1	87.72 %
Yr 2	95.93 %
Yr 3	93.37 %
Yr 4	84.14 %
Yr 5	91.88 %
Yr 6	92.85 %
Overall Total	90.88 %



Enrolment Policy

Vistara Primary School is a K - 6 coeducation school providing an education underpinned by Neo Humanist Educational principles and values and operating within the policies of the NSW Teaching and Educational standards.

All enrolment applications will be processed in order of receipt and consideration will be given to the applicant's support for the ethos of the school, siblings either already attending the school or previously enrolled and other criteria determined by the school from time to time. Once enrolled, students are expected to act consistently with the school's ethos and comply with the school rules to maintain the enrolment. Parents also are expected to be supportive of the ethos of the school and comply with the school rules to maintain the enrolment.

Elements of Enrolment Procedures

1	An "Application for Enrolment" package is offered at the time of the initial enquiry.
2.	Once the application for enrolment form and associated forms are received, an appointment is offered so that the Family and child/ren can visit the school and have an initial meeting with the Principal and Staff.
3.	At the initial meeting, the visit will include an outline of the school's philosophy, a tour of the school grounds and classrooms, meet and greet the teachers, and the child's progress is also discussed.
4.	A further interview with the Parents and child may be required to assist in establishing that the expectations of the School and of the Parents, can be met.
5.	When the Parents decide to enrol the child and a place is available, a letter of enrolment will be sent to the Parent/s of the student/s which contains conditions of entry to the school.
6.	More detailed information about policies are available from the school office.

Student Population - Characteristics of Student Body

The school has a population of 38 all of who are in Primary School, Kindergarten to Year 6. There are approximately equal numbers of boys and girls throughout the school. Students come from a wide variety of backgrounds. (*Number of students enrolled on August Census day in 2023).



Student Welfare



Vistara Primary School aims to provide a safe, secure and supportive educational environment which minimizes risk of harm. It also aims to support the physical, social, academic, spiritual and emotional development of the students. Our school curriculum aims to provide programs that develop a sense of self-worth and foster personal growth and development in students.

Our school also encourages open and mutually respectful communications between students, staff and families. This ensures the building cohesive, trusting relationships between all members of the school community. Staff, Students and Families should not engage in conduct that undermines this mutual trust and respects the school’s philosophy and ethics.

To ensure that all aspects of the school’s mission for providing for a student’s welfare the following implemented policies and procedures are in place:

Policies	Changes in 2023	Access to full text
<p style="text-align: center;">Child Protection</p> <ul style="list-style-type: none"> • definitions and concepts • legislative requirements • preventative strategies • reporting and investigating “reportable conduct” • investigation processes • documentation • Working With Children Checks 	Reviewed	Full text available upon request for parents by contacting the school’s Administrator and Principal.
<p style="text-align: center;">Security</p> <ul style="list-style-type: none"> • procedures for security of the grounds and buildings • Visitor sign in and out • use of grounds and facilities • emergency procedures • travel on school-related activities 	Reviewed	Full text available upon request for parents by contacting the school’s Administrator and Principal.

<p style="text-align: center;">Supervision</p> <ul style="list-style-type: none"> • duty of care and risk management • levels of supervision for on-site and off-site activities • guidelines for supervisors 	Reviewed	Full text available upon request for parents by contacting the school's Administrator and Principal.
<p style="text-align: center;">Codes of Conduct</p> <ul style="list-style-type: none"> • code of conduct for staff, students and volunteers • rights and responsibilities • behaviour management • the role of the student leadership system 	Reviewed	Full text available upon request for parents by contacting the school's Administrator and Principal.
<p style="text-align: center;">Pastoral Care</p> <ul style="list-style-type: none"> • the pastoral care system • availability of and access to special services such as counselling • identification of and provision of support for students with special needs • health care procedures • critical incidents • homework policy 	Reviewed	Full text available upon request for parents by contacting the school's Administrator and Principal.
<p style="text-align: center;">Communication</p> <ul style="list-style-type: none"> • formal and informal mechanisms in place for facilitating communication between the school and those with an interest in the student's education and well-being • complaints and grievances 	Reviewed	Full text published on the school's website and available upon request by contacting the school's Administrator and Principal.

<p style="text-align: center;">Discipline</p> <ul style="list-style-type: none"> • Classroom/school behaviour management • Procedural fairness • Anti bullying 	<p>Reviewed</p>	<p>Full text published on the school's website and available upon request by contacting the school's Administrator and Principal.</p>
<p style="text-align: center;">Anti-Bullying</p> <ul style="list-style-type: none"> • provides processes for responding and managing allegations of bullying including the contact information for the local policy School Liaison and Youth Liaison Officers. 	<p>Reviewed</p>	<p>Full text published on the school's website and available upon request for parents by contacting the school's Administrator and Principal.</p>
<p style="text-align: center;">Attendance</p> <ul style="list-style-type: none"> • maintaining student attendance and register • monitoring attendance • intervention strategies to improve student engagement in school and learning 	<p>Reviewed</p>	<p>Full text published on the school's website and available upon request for parents by contacting the school's Administrator and Principal.</p>

Policies to be reviewed in 2024.

Additional policies and procedures can be found in the school's Website.

Determined Improvement Targets

Evaluated 2023 Areas for Improvement

Area: Teaching and Learning	Achievements
Curriculum	<p>Created new Scope and Sequences with the New K-2 English and Mathematics Syllabus</p> <p>Created new school reports to include K – 2 outcomes.</p>
Professional Learning	<p>Completed Child Protection Course: Identifying and Responding to Children and Young People at Risk</p> <p>Participated in the Familiarisation of the NEW 3 – 6 English & Mathematics syllabus courses</p> <p>Participated in an NCCD workshop</p>
Student Wellbeing	<p>Yrs 3 – 6 students participated in Mustering Growth Student Wellbeing workshops</p> <p>Community Service – students contributed vegetables and cooked soup for local soup kitchen. This will be distributed to the people in need.</p> <p>K – 6 Anti-bullying – students participated in an anti- bullying and cyber safety production through Brainstorm Productions and participated in the National Day of Action Against Bullying</p> <p>Earth Hour: Students observed Earth Hour and celebrated this event at school by turning off the lights and unnecessary electrical items for 1 hour.</p> <p>Yoga and Meditation: K-6 students participate in a variety of activities on a daily basis.</p> <p>Gratitude Journals: Yrs 3 – 6 daily journal writing.</p> <p>Gardening: Students planted vegetables, flowers and herbs in the allocated student gardens.</p>
Facilities and resources	<p>Installed security cameras at school.</p> <p>Purchased new Teacher Resources 'Australia's neighbours'.</p> <p>Purchased new electronic standing/sitting desks for teachers.</p> <p>Purchased new library books.</p>

School-Determined Improvement Targets

2024 Priorities - Areas for improvement

Area	Priorities
Curriculum	<ul style="list-style-type: none">• New Scope and Sequences for the New 3-6 English and Mathematics Syllabus• New School Reports to include New 3-6 outcomes
Professional Learning	<ul style="list-style-type: none">• New Units of Work with NEW 3-6 Mathematics and English• Child Protection Courses• Governance Courses• Assessment• Early Career Experience
Student Wellbeing	<ul style="list-style-type: none">• Child Protection• Anti-Bullying• Community Service• Gymnastics and Circus Skills• School Concert• School Camp• Artists in Residence – visiting artists
National Family Reading Month	<ul style="list-style-type: none">• Promoting Scholastics 'Read More in May'• Invite Mystery Readers• National Simultaneous Story Time• Family Reading Morning
Facilities and resources	<ul style="list-style-type: none">• Playground repairs and upgrade• Solar Panels and Invertor• Classroom repairs to prevent wildlife from entering roof cavity

Respect & Responsibility

Vistara Primary School wants all students to recognise that they are valued and integral parts of the school community, with parents and staff providing the care and support that engender self esteem, mutual respect and responsibility.

The school runs the following initiatives and programs for children to encourage respect and responsibility.

They are:

- Environmental, Indigenous and Cultural Educational programs
- Planet Protectors
- Peer Run Assemblies
- Peer Run fundraising activities
- Community Service Programs
- Cooperative Games
- Leadership and Team Building Activities
- Role playing and using performing arts/drama, stories, ethical and moral dilemmas
- School camps
- Gardening
- Personal Interest Projects
- Buddy Reading
- Personal Achievement Scholarships

Students participate in advisory discussions concerning class, school and community as well as acknowledging student's achievements and milestones through the annual awards ceremony.



School Community Satisfaction

Parent Satisfaction: Informal and formal discussions from parent feedback is that families value the school deeply. Families appreciated opportunities throughout the year to participate in school events, such as Mystery Readers, Family Reading and school concert preparations. They overwhelmingly appreciated seeing the students perform at the school concert and they loved the community spirit shown on the day.

Families appreciated the open communication from the school about changes and keeping them updated throughout the year.

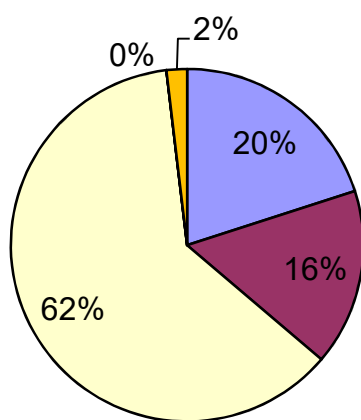
The general feeling was that parents continue to value the learning climate at school, the school's ethos and philosophy. Most of all parents are pleased that their child/ren genuinely love their school.

Teacher Satisfaction: Informal and formal discussions from teacher feel supported by the executive team and the structures in place. They valued the communication between all staff members and value the opportunities to further their professional learning. They feel positive about their role and responsibilities within the school and value their workplace environment.

Student Satisfaction: Information and formal discussion from student feedback is that they love leadership activities such as Book Fair, running assembly and running fundraising activities. They loved the school concert and everything about it. They genuinely love their school. They wished they could attend school camp next year. They are grateful for their school especially the sense of family it provides them as well as it being a safe place to be. They said that all the staff know them very well and feel they can approach any staff member if they need assistance with anything.

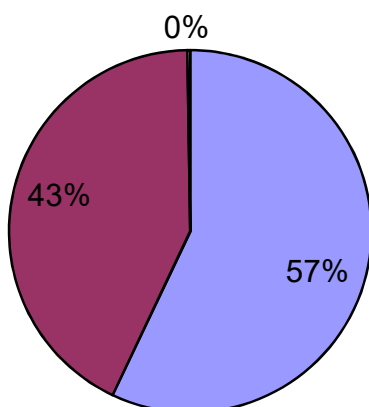
Financial Information

Graphic 1: Income



■ Fees & Private Income	\$196,737.05
■ State recurrent grants	\$ 158,878.30
□ Commonwealth recurrent grants	\$608,240
□ Government capital grants	
■ Other capital income	\$18,360

Graphic 2: Expenditure



■ Salaries, allowances & related expenses	\$477,351.47
■ Non-salary expenses	\$357,191.25
□ Capital Expenditure	\$2,103