



RICHARD JOHNSON
ANGLICAN SCHOOL
OAKHURST CAMPUS • MARSDEN PARK CAMPUS

Annual Report 2023



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MESSAGE FROM THE RICHARD JOHNSON ANGLICAN SCHOOL COUNCIL

The College Council operates with delegated authority from The Anglican Schools Corporation. Rev. Mike Smith has been the Council Chair since April 2022. The current council membership comprises 8 volunteer members with a variety of expertise and experience in governance and education. Together with the Principal and a staff representative from The Anglican Schools Corporation Group Office, who are ex-officio members, the council continued a long history of good governance of Richard Johnson Anglican School.

In 2023, the council met 9 times to ensure that the school continues to maintain sound policies and procedures for all areas of school life, including relevant areas of education, well-being, ministry, finance, compliance and governance. A number of major points of discussion were held in 2023 including steps towards rebranding of Richard Johnson Anglican School to a “College” for 2024, the transitioning of the Marsden Park campus to a stand-alone school, and the appointment of a principal at Marsden Park Anglican College. The Council would like to thank all members of the school community for their continued support in ensuring that Richard Johnson Anglican School is a place where students continue to “Belong, Serve and Succeed,” and learn what it looks like to “Trust in the Lord”.

Rev. Mike Smith | School Council Chair

SCHOOL EXECUTIVE

Principal (Oakhurst & Marsden Park Campuses)	Mr Alan Dawson
Incoming Principal (for Marsden Park Campus)	Mr Darren Cox (from July 2023)
Deputy Principal	Mr Scott Roby
Head of Secondary	Mr Brad Maxwell
Head of Primary (Marsden Park Campus)	Mr Luke Sale
Head of Primary (Oakhurst Campus)	Mrs Karen Shannon-Duhigg
Head of Academics, Learning & Innovation	Mrs Julia Scrimshaw
Head of Diverse Learning	Mrs Narelle Taylor
Head of Enterprise & Culture	Mrs Stephanie Ghali





MESSAGE FROM THE STUDENT FORUM

This year, the Primary and Secondary Student Forum continued to successfully serve the student body and the wider School community.

To begin the year, our Secondary student representatives attended their first Student Leadership Training Day, participating in several sessions, workshops, and activities. Our Primary student representatives attended the ASC Primary Leaders Day. The aim of both sets of training was to help our students become better leaders and to bring this new enthusiasm to the entire student body.

With a new, fresh perspective on leadership, our Forum ran several successful events, including R U OK? Day, Bullying No Way! Day, Be Kinder Day and a cake sale day. With all these amazing events, the Student Forum were able to coordinate fundraising for various causes and acknowledged charities which are close to our hearts.

In addition to these School wide events, the Student Forum continued to meet every fortnight to represent and advocate for their Home Groups. The Secondary meetings were chaired by the two School Captains, Kisna P and Lailani W while the School Vice Captains, Elijah S and Shanice C, chaired the Primary meetings alongside the Primary leaders. During these meetings, the Forum members and the Captains worked together to consider potential ideas and events that would bless the RJ community. This year, each Student Forum member was asked to give a proposal for a certain event or initiative which would benefit RJ and bring more enthusiasm to each Year Group.

As in previous years, the Student Forum has continued to grow and develop, and aims to provide some of the best experiences for our student body.



MESSAGE FROM THE SCHOOL EXECUTIVE

2023 has been a remarkable year in the life of Richard Johnson Anglican School. We began the year as a two-campus school, Oakhurst and Marsden Park, and finished it ready to become two standalone schools – Richard Johnson Anglican College and Marsden Park Anglican College.

I am filled with gratitude and a deep sense of appreciation for the unwavering support we have received from the Marsden Park community throughout the last eight years since Richard Johnson's Foundation Principal, Mr Paul Cockrem, broke ground on the Marsden Park campus. It has been an incredible journey for the Leadership Team and School Council of Richard Johnson Anglican School as they established a second campus at Marsden Park.

Reflecting on the passage of time, it is evident that this endeavour has proven to be a truly worthwhile investment. The growth and development witnessed over these years have been remarkable, and we attribute much of our success to the collaborative spirit and commitment of all involved in establishing the Marsden Park community.

As we close the two-campus chapter and look towards the future, our collective prayer is that God continues to bless and nurture both of our schools through His grace and guidance. We acknowledge the dedication of our staff, the support of parents - especially the founding families, and the enthusiasm of our students. We extend our heartfelt thanks to all of these people. Together, we have created a community that cherishes education, embraces diversity, and remains committed to the shared vision of providing a holistic and enriching educational experience for our students.

As we stand on the brink of the new year, Marsden Park Anglican College is ready to become its own standalone school, led by their inaugural Principal, Mr Darren Cox. As we bid farewell to this year, we do so with gratitude in our hearts, excited for the journey ahead for MPAC.



At the start of 2023, we launched our 'Strategic Plan 2023-2025: Growing Learners, Connecting Hearts, Building Community'. As each month rolled around, we began to address identified goals within the Strategic Plan including the key focus on our Building Learning Power approach. Staff and students started to develop a deeper understanding of the learning process, and explored together how we learn and ways we can become better learners. The initial introduction of the BLP learning framework has started to gain traction in our school, and we look forward to sharing with families how they can be more involved in the learning process with their children.

One of the strengths of our school community is our parent body. This is evident in the way in which parents put their hand up to be actively involved in the life of the school. Our RJ Community Connect Evenings remained valuable and well attended by parents. Our parent ambassadors facilitated the Year group Facebook pages in a dedicated manner reflecting our school values.

As we mature as a school, our facilities also start to age. However, in conjunction with the School Council, we have planned a rolling refurbishment program as we continue to see our student enrolments grow past 1,000 at our Oakhurst campus. Throughout the year, Secondary students enjoyed learning experiences in the refurbished Block B classrooms. Towards the end of the year, the new Science Centre learning spaces were also opened. Our commitment to excellence at RJ is not just about our academics, sporting and arts endeavours, it also includes our facilities. We look forward to enjoying further refurbished learning and working spaces across the school.

Some of the key events across 2023 were the Secondary Musical – Seussical, the K-2 Twilight Nativities, the inaugural Years 7-11 Art Exhibition and the Sports Gala Evening. These events highlight the wonderful talents and gifts of our K-12 students. In addition, our annual sports carnivals and interschool competitions, music ensembles, service initiatives, debating, public speaking, chess and academic competitions provided a plethora of opportunities for students to shine. Our Secondary girls' event 'Shine', and boys' event 'Stand Out' supported the faith endeavours of students.

As we move forward past COVID, which diminished student engagement in some of our co-curricular areas, our Fine Arts faculty introduced our Year 1 string program to all Year 1 students from Term 1 and offered a Band exploration program from Term 3 to any students wanting to learn an instrument. Both of these endeavours have been very successful, and we look forward to seeing the development of these programs over the next few years. Academically, we have seen great advancements in learning across the school with greater engagement in learning by our students. We also saw a larger number of HSC students receive nominations for the NSW HSC Showcase across Design and Technology, Drama, Visual Arts and Industrial Technology Multimedia than in previous years.

We thanked the following staff for their 10 years of dedicated service to the school and its community: Christine Kranendonk, Gavin Mitchell, Rebecca Frakes and Peita Champion.

Mr Bemrose, one of our Secondary Visual Arts teachers and 'Duke of Ed' Leader at RJ, was recognised for his years of service to the Duke of Edinburgh Award scheme. He was invited to the Duke of Ed Award Leader recognition ceremony and reception at Government House. At this event, Award Leaders were recognised for their long service to the Duke of Ed with HRH Prince Edward, Duke of Edinburgh in attendance.

As we conclude this remarkable year, it has been evident that our community has flourished in a tapestry of achievements, in unity, and in a shared sense of belonging. Together, we have created a space where every individual cannot only find their place but thrive. This year has been a testament to our collective commitment to serving one another and, in turn, succeeding as a community. Let's carry this spirit forward, building on our accomplishments and fostering an environment where everyone can continue to 'belong, serve, and succeed'.

Thank you, Marsden Park, for being an integral part of this extraordinary journey from 2016 - 2023. May 2024 be an exciting year of transition for your community as you progress into Secondary. We are believing in great things for both our schools; for the families God has called us to serve.

Mr Alan Dawson | Principal

MARSDEN PARK CAMPUS

It was an honour to commence work with The Anglican Schools Corporation on 31 July 2023 and being tasked with the responsibility of transitioning the Richard Johnson Anglican School Marsden Park Campus to become its own independent school from the beginning of 2024.

In addition to meeting and leading the community, the months of August to December was spent designing uniforms, logos, branding, enrolling students and hiring staff as well as preparing all admin and IT functions required for the operation of an independent school.

I wish to thank Mr Alan Dawson and his senior leadership team for all their support and cooperation during this time. It is times like this that remind us of the importance of community as we live and work together. The Richard Johnson community was very gracious and understanding during this transition period as the Marsden Park campus began to establish its own processes, procedures, and culture in preparation for a successful start to 2024 as Marsden Park Anglican College.

The thanksgiving service held in Term 4 was a time of celebration and thanksgiving for the vision and leadership of Richard Johnson Anglican School in establishing the Marsden Park campus. This service included the exchange of gifts, recognition and honour for all staff involved over many years and provided a time for the staff from both campuses to come together in fellowship.

Once again, a sincere heartfelt thanks and gratitude for all the wonderful work and leadership that has seen Marsden Park campus grow over the years and we look forward to seeing the continued growth and success of this school as we begin our journey as Marsden Park Anglican College in 2024.

Mr Darren Cox | Principal (Marsden Park)

We thanked the following staff for their 10 years of dedicated service to the school and its community:
**Christine Kranendonk,
Gavin Mitchell
Rebecca Frakes
Peita Champion.**

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Years of Service



CONTEXTUAL INFORMATION ABOUT THE SCHOOL

RJ is a co-educational day School that is committed to the provision of a dynamic, caring Christian educational community, founded on the Lordship of Jesus Christ, to foster learning excellence. The School provides comprehensive education, open to any family who, upon reading the School Prospectus, would agree to uphold the Conditions of Enrolment.

In 2023 the School's Oakhurst Campus had a student population of 994 students from Kindergarten to Year 12, of whom 423 were in the K-6 Primary section and 571 in the Secondary section; drawn from a large region generally bounded by Blacktown to St Marys/Ropes Crossing/Jordan Springs (east-west) and by Schofields/The Ponds/Quakers Hill to Minchinbury (north-south). There are slightly more girls than boys. The School is non-selective, with students coming from a wide range of cultural backgrounds including indigenous and those who have had language experiences other than English. The School received special funding for a number of students who have identifiable learning disabilities.

In 2023, the School's second Campus at Marsden Park had a student population of 362 students in Kindergarten to Year 6 and 62 students in Pre-Kindergarten.

The School endeavours to maintain accessible fee levels for families in the local area and offers generous sibling discounts.



Theme | 1

In its pursuit of high academic standards, RJ places emphasis on student acquisition of literacy and numeracy competencies. From Kindergarten, teachers target the development of these skills and, should particular learning needs arise, early identification and intervention becomes the focus. Another good example is the ability groupings within Stages 2 and 3 for Mathematics; five groups in each Stage instead of the normal four classes - proving to be an excellent investment in the students' progress.

The School's core values of 'respect and care', reflecting its Christian emphasis, are identifiable throughout the settled learning environment. Staff selection is based on commitment, passion and diligence. Student leadership flourishes through many opportunities to develop skills. Older students relish the responsibility of 'buddying' with younger students to assist with activities. An effective K-12 House system engages the enthusiastic participation of the whole RJ community through a myriad of purposeful activities and House competitions. Student Forums consist of representatives from classes across Years 5 to 12. Music, Sport and computer technology are School-wide emphases.

Feedback from enquiring families suggests that RJ has become a preferred educational institution in the region. Such a positive reputation is built on strong community involvement, effective and caring staff and upon a settled, purposeful learning culture. Families state they are attracted by the quality education underpinned by Christian values and by the high expectations for student conduct.

The School's core values of 'respect and care', reflecting its Christian emphasis, are identifiable throughout the settled learning environment. Staff selection is based on commitment, passion & diligence.



SCHOOL PERFORMANCE IN NATIONAL LITERACY/NUMERACY TESTING AND IN STATEWIDE EXAMINATIONS

NAPLAN

NATIONAL ASSESSMENT PROGRAM LITERACY AND NUMERACY (NAPLAN) 2023

Student achievement in NAPLAN is reported using proficiency standards for each assessment area at each year level. The standards are set at a challenging but reasonable expectation of what students know and can do at the time of testing. There are 4 proficiency levels:

Exceeding: the student's result exceeds expectations at the time of testing.

Strong: the student's result meets challenging but reasonable expectations at the time of testing.

Developing: the student's result indicates that they are working towards expectations at the time of testing.

Needs additional support: the student's result indicates that they are not achieving the learning outcomes that are expected at the time of testing. They are likely to need additional support to progress satisfactorily.

The proficiency level descriptions below describe some of the skills and understandings students can generally demonstrate at the time of testing. The aim of the descriptions is not to describe each individual student, but to provide a fair summary of typical skills and understandings for a student at the level. Additionally, it needs to be remembered that NAPLAN is a single point-in-time assessment. The findings of this report should not be viewed in solitude but rather should be used in an advisory manner.



NAPLAN

SUMMARY DATA

The Summary data shows the average student results for both campuses of Richard Johnson Anglican School in 2023. The cell colour shows how the school’s results compare to those of students with a similar background.

NAPLAN participation at Richard Johnson is 99%, in comparison to 95% participation for all Australian students.

Categories	Year 3	Year 5	Year 7	Year 9
Reading	415	510	553	595
Writing	431	498	550	601
Spelling	438	522	581	598
Grammar	422	515	572	591
Numeracy	405	490	571	594

Interpreting the table

Selected school’s average when compared to students with a similar background

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

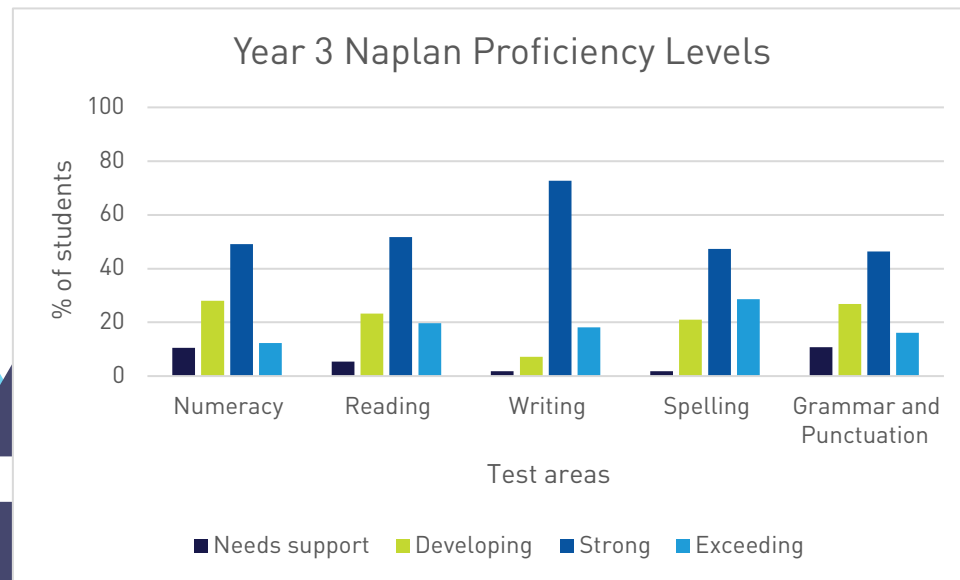


OAKHURST CAMPUS NAPLAN

YEAR 3

In 2023 students participated at the Oakhurst Campus in NAPLAN Online in all domains except for Year 3 Writing, which was completed in paper format as per NAPLAN guidelines. Students engaged positively with testing.

The School average for all domains at Richard Johnson Anglican Oakhurst campus are above National average except Year 3 writing which is just below the national average.

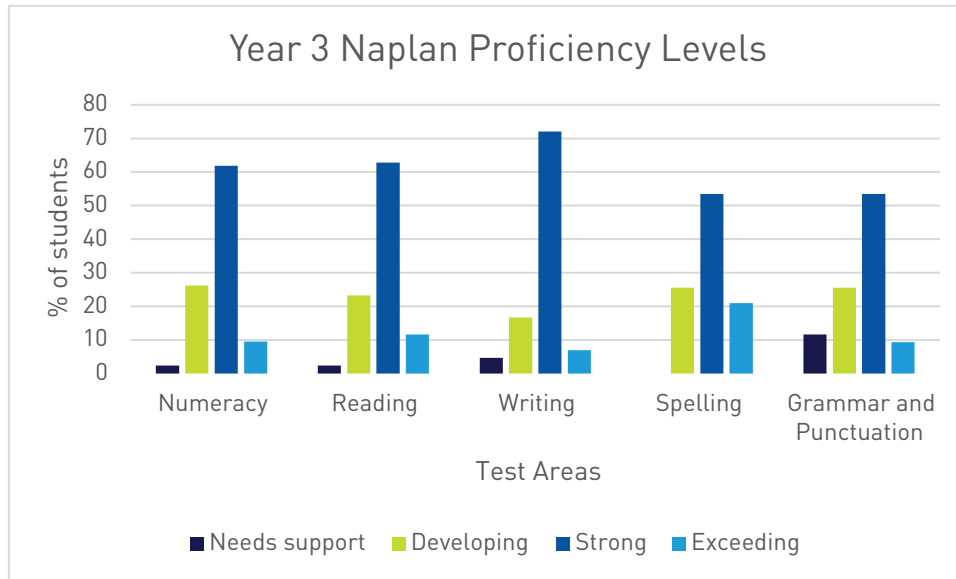


Overall Band Analysis across all areas

Year 3	Needs Support		Developing		Strong		Exceeding	
	School %	Sate %	School %	Sate %	School %	Sate %	School %	Sate %
Numeracy	10.5	8.6	28.0	21.6	49.1	52.9	12.3	15.4
Reading	5.4	7.7	23.2	20.9	51.8	49.6	19.6	20.1
Writing	1.8	4.6	7.2	14	72.7	67.9	18.2	11.8
Spelling	1.8	9.2	21.0	23	47.4	45.4	28.6	20.7
Grammar	10.7	11.4	26.8	27.9	46.4	47.7	16.1	11.4

MARSDEN PARK CAMPUS NAPLAN

YEAR 3



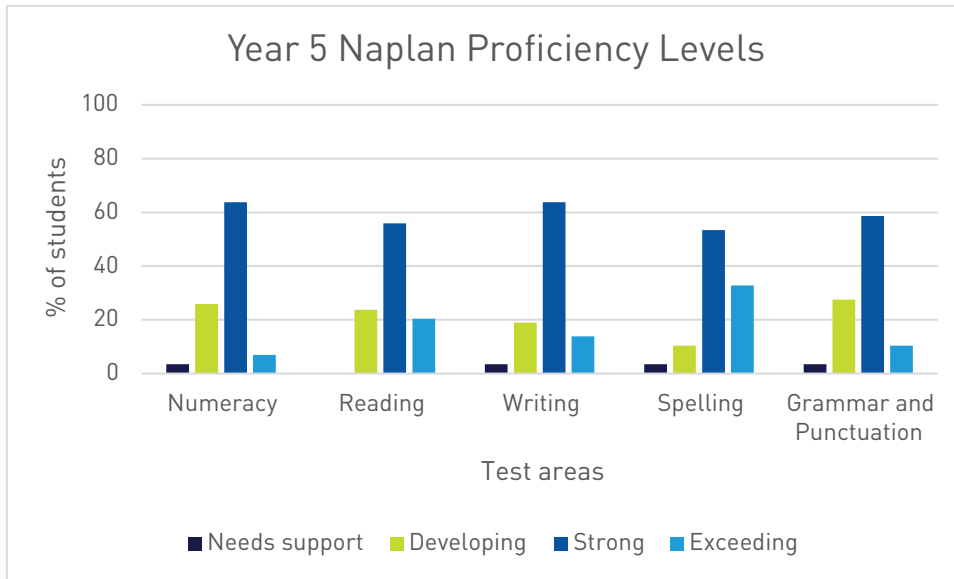
Overall Band Analysis across all areas

Year 3	Needs Support		Developing		Strong		Exceeding	
	School %	Sate %	School %	Sate %	School %	Sate %	School %	Sate %
Numeracy	2.4	8.6	26.2	21.6	61.9	52.9	9.5	15.4
Reading	2.4	7.7	23.3	20.9	62.8	49.6	11.6	20.1
Writing	4.7	4.6	16.6	14	72.1	67.9	7.0	11.8
Spelling	0	9.2	25.6	23	53.5	45.4	20.9	20.7
Grammar	11.6	11.4	25.6	27.9	53.5	47.7	9.3	11.4



OAKHURST CAMPUS NAPLAN

YEAR 5



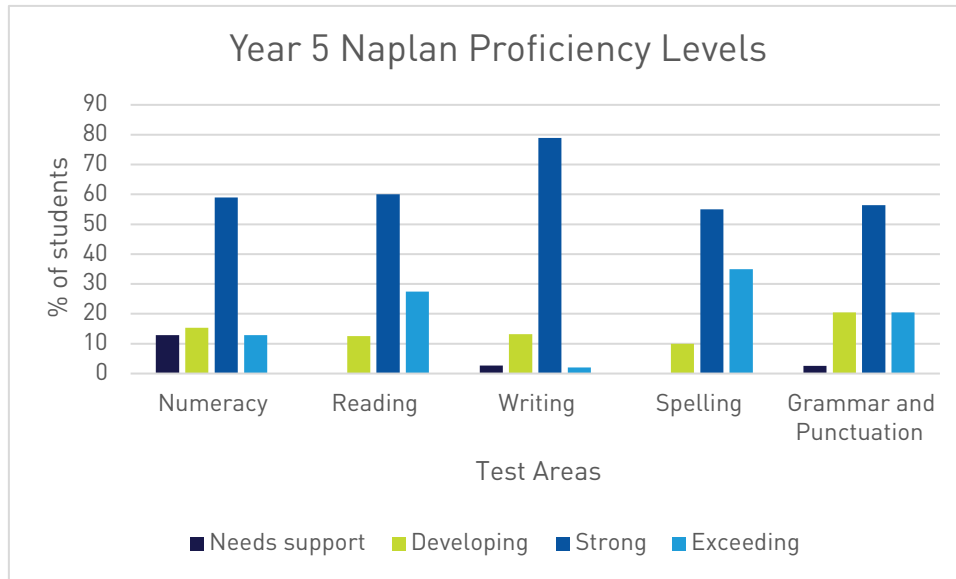
Overall Band Analysis across all areas

Year 5	Needs Support		Developing		Strong		Exceeding	
	School %	Sate %	School %	Sate %	School %	Sate %	School %	Sate %
Numeracy	3.4	8.3	25.9	19.5	63.8	55.3	6.9	15.6
Reading	0	6.6	23.7	16.6	55.9	51.7	20.3	23.7
Writing	3.4	8.3	19.0	20.6	63.8	55.8	13.8	14
Spelling	3.4	7.5	10.3	18.6	53.4	48.1	32.8	24.5
Grammar	3.4	9.5	27.6	22.8	58.6	50.3	10.3	16



MARSDEN PARK CAMPUS NAPLAN

YEAR 5



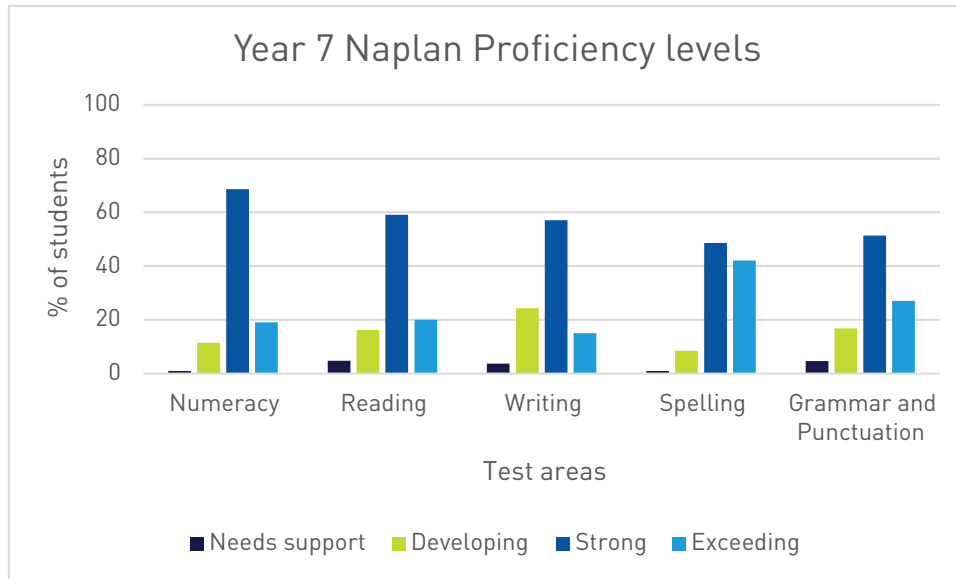
Overall Band Analysis across all areas

Year 5	Needs Support		Developing		Strong		Exceeding	
	School %	Sate %	School %	Sate %	School %	Sate %	School %	Sate %
Numeracy	12.8	8.3	15.4	19.5	59.0	55.3	12.8	15.6
Reading	0	6.6	12.5	16.6	60.0	51.7	27.5	23.7
Writing	2.6	8.3	13.2	20.6	79.0	55.8	2.0	14
Spelling	0	7.5	10.0	18.6	55.0	48.1	35.0	24.5
Grammar	2.6	9.5	20.5	22.8	56.4	50.3	20.5	16



OAKHURST CAMPUS NAPLAN

YEAR 7



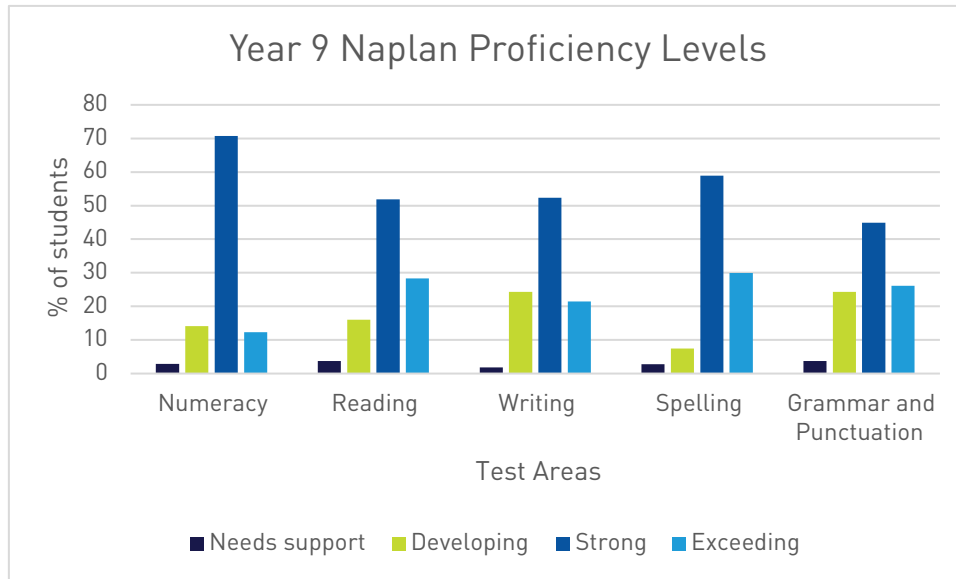
Overall Band Analysis across all areas

Year 7	Needs Support		Developing		Strong		Exceeding	
	School %	Sate %	School %	Sate %	School %	Sate %	School %	Sate %
Numeracy	1.0	8.2	11.4	20.3	68.6	54.3	19.0	15.8
Reading	4.8	8.1	16.2	19.9	59.0	49.0	20.0	21.5
Writing	3.7	9.1	24.3	23.3	57.0	50.7	15.0	16.5
Spelling	0.9	6.1	8.4	15.9	48.6	50.1	42.0	25.8
Grammar	4.7	9.7	16.8	22.6	51.4	54.3	27.1	15.8



OAKHURST CAMPUS NAPLAN

YEAR 9



Overall Band Analysis across all areas

Year 9	Needs Support		Developing		Strong		Exceeding	
	School %	Sate %	School %	Sate %	School %	Sate %	School %	Sate %
Numeracy	1.0	8.2	11.4	20.3	68.6	54.3	19.0	15.8
Reading	4.8	8.1	16.2	19.9	59.0	49.0	20.0	21.5
Writing	3.7	9.1	24.3	23.3	57.0	50.7	15.0	16.5
Spelling	0.9	6.1	8.4	15.9	48.6	50.1	42.0	25.8
Grammar	4.7	9.7	16.8	22.6	51.4	54.3	27.1	15.8



OAKHURST

SENIOR SECONDARY OUTCOMES

Record of School Achievement (RoSA)

The RoSA is a cumulative credential issued to students in Years 10, 11 and 12 leaving school before the Higher School Certificate.

In 2023, the formal Record of School Achievement credential was applied for three students who left at the end of Year 10, three students who left during Year 11 and one student who left in Year 12. These students all moved on to apprenticeships or TAFE study.

In 2023, 76 students sat the NSW Higher School Certificate in 24 courses. All students in this cohort achieved the HSC certificate. This was the School's seventeenth Year 12 cohort.

Subjects achieving Band 6/E4: Ancient History(1), Community and Family Studies (1), Drama (1), English Extension 1(2), Industrial Technology(4), Music (3) Mathematics Advanced (1) and Personal Development, Health and Physical Education (1)

There was an improvement overall in results this year. The spread of results was narrower, with fewer students receiving the lower bands and a greater number of students achieving the top bands (opposite).



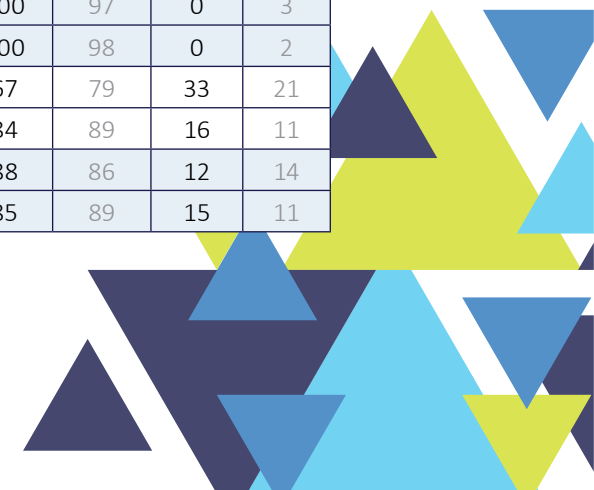
Year	Bands 1-2	Bands 3-6
2014	18%	81%
2015	11%	89%
2016	9%	91%
2017	10%	90%
2018	15%	85%
2019	9%	91%
2020	18%	82%
2021	13%	87%
2022	16%	84%
2023	11%	89%

NSW Higher School Certificate (HSC) Year 12

The average mark in the HSC for 2022 was 71.39% compared to 70.28% in 2021, 66.1% in 2021 and 68.28% in 2020. Overall the School was pleased with the performance of students in the 2023 Higher School Certificate Examinations. The following table provides data for each subject over the past two years against the state:

Subject	Year	No. of Candidates	% in Bands 3 – 6		% in Bands 0-2	
			RJ	State	RJ	State
Ancient History	2022	9	89	82	11	18
	2023	12	75	80	25	20
Biology	2022	15	47	79	53	21
	2023	41	90	89	10	11
Business Studies	2022	31	97	89	11	3
	2023	33	84	87	16	13
Chemistry	2022	5	80	84	20	16
	2023	14	85	86	15	14
Community & Family Studies	2022	19	100	93	0	7
	2023	15	100	91	0	9
Drama	2022	4	100	98	0	2
	2023	10	100	99	0	1
Economics	2022	8	88	93	12	7
	2023	6	33	92	66	8
Engineering Studies	2022	10	100	86	0	14
	2023	5	100	95	0	5
English Studies	2022	9	54	17	44	83
	2023	7	85	21	15	79
English (Advanced)	2022	20	100	99	0	1
	2023	22	100	91	0	9
English (Standard)	2022	37	84	88	16	12
	2023	46	98	99	2	1

Subject	Year	No. of Candidates	% in Bands 3 – 6		% in Bands 0-2	
			RJ	State	RJ	State
English Extension 1	2022	5	100	99.5	0	0.5
	2023	5	100	99.5	0	0.5
Industrial Technology	2022	15	93	86	7	14
	2023	19	89	85	11	15
Legal Studies	2022	13	61	84	39	16
	2023	21	67	90	33	10
Mathematics Advanced	2022	15	87	94	13	6
	2023	22	91	93	9	7
Mathematics Standard 2	2022	33	73	81	27	19
	2023	35	83	82	17	18
Mathematics (Extension 1)	2022	7	100	93	0	7
	2023	1	100	95	0	5
Modern History	2022	7	100	93	0	7
	2023	7	85	88	15	12
Music 1	2022	6	100	97	0	3
	2023	6	100	98	0	2
PD/H/PE	2022	15	67	79	33	21
	2023	25	84	89	16	11
Physics	2022	8	88	86	12	14
	2023	13	85	89	15	11



NSW Higher School Certificate (HSC) Year 12

Subject	Year	No. of Candidates	% in Bands 3 – 6		% in Bands 1-2	
			RJ	State	RJ	State
Software Design & Development	2022	9	78	86	22	14
	2023	3	66	88	33	12
Visual Arts	2022	8	75	98	25	2
	2023	13	92	99	8	1
Hospitality	2022	7	100	85	0	15
	2023	11	82	86	18	14

POST SCHOOL DESTINATIONS

66% of the Class of 2023 were offered a University placement for 2024 admissions

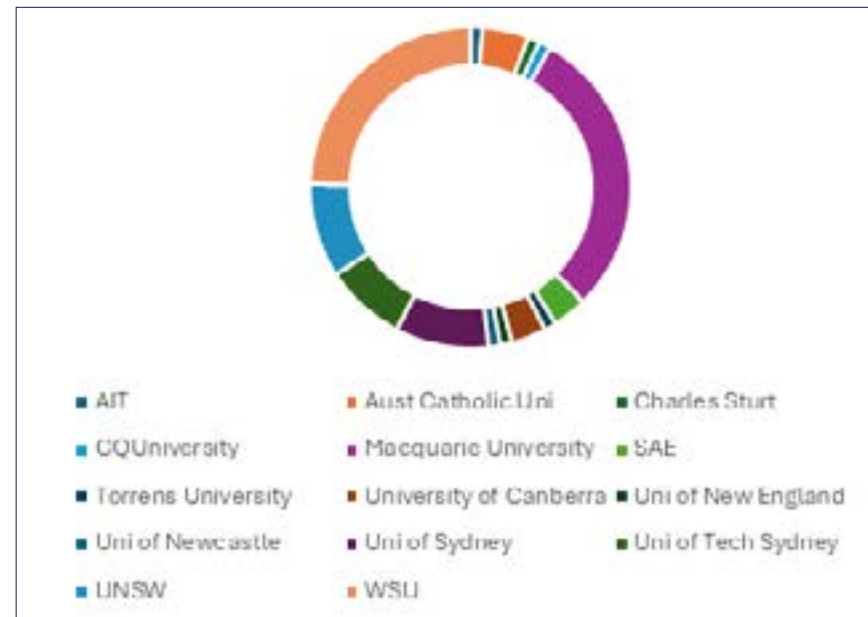
100% of students applying for early offers received early offers and all students wishing to attend University received an offer or multiple offers

Of the students who have chosen not to enter Tertiary education, a number have gained Apprenticeships/Traineeships and have entered the world of work. To date, we are aware of students from the 2023 cohort completing apprenticeships/traineeships in Electrotechnology (1), Carpentry (1), Community Care (1), Childcare (1), Retail Services (2), Beauty (1) and Plumbing (1). It is pleasing that students have chosen to continue developing their learning as they progress into the workplace in most cases.

TERTIARY POST SCHOOL DESTINATIONS

For those students entering University, the domination of STEM-based learning continues to increase, but the preference for health care courses also remains high.

The information received from UAC suggests that Macquarie University and Western Sydney University remain the favourite locations for RJ students to apply for Tertiary courses (see below). Additionally, more students will likely have chosen to attend WSU than is indicated here due to the Early Offers and a University-based entry system that is novel to WSU. However, the range of courses and Universities that students apply for continues to grow and includes (in 2023): Medical Science, Health Science, Business, Landscape Architecture, Clinical Sciences, Mechanical Engineering, Civil Engineering, Nursing, Film Production, Psychology, Law, Exercise and Sports Science, Accounting, Commerce, and Media and Communications.



WORKFORCE COMPOSITION

School Staff in 2023

83 full-time equivalent Teaching Staff

36.3 full-time equivalent Support and Operational Staff.

Details can be accessed on the My School website: www.myschool.edu.au

TEACHER QUALIFICATIONS – 2023

CATEGORY

Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines.

ALL
93
TEACHERS

The RJ staff are committed, hardworking, dedicated and see their role as an important part of the School's vision.





ACCREDITATION STATUS OF TEACHING STAFF - 2023

As defined in the Independent Schools NSW/ACT Standards Model (Teachers) Multi-Enterprise Agreement 2021, the table below lists the accreditation status of all teaching staff responsible for delivering the curriculum.

Level of accreditation	Teachers
BAND 1 – Provisional	9
BAND 2 – Proficient	48
BAND 3 – Experienced	36

STAFF DEVELOPMENT

Staff Professional Development Days in 2023 were used to continue embedding understanding of the RJ Teaching and Learning Framework with each aspect of the Learning Powered approach being introduced at each session. The start of each term, bar Term 4, saw the introduction of staff professional development days. This provided greater opportunity to expand the learning framework and ensure that staff received quality information and development. During the Mid-Year staff training days, the Building Learning Power Approach was further enhanced with a visit from Educationalist James Nottingham, who introduced our teaching faculty to the Learning Pit along with building their capacity in creating challenging learning.

A change to the previous model of term time professional development was also introduced with learning sprints taking the place of Professional Learning teams. This method of professional development, designed by Simon Breakspear, allowed a more collaborative approach to be taken when addressing implementing the Learning Powered strategies to classrooms.

Toward the end of 2023, the School received approval to commence the preparation of NESA Accredited professional development sessions. This will further enhance the school based professional development for all teachers.

As discussed above the teaching staff at RJ participate in regular school-based professional learning. In addition, as part of the Teachers Multi-Enterprise Agreement, staff attend the equivalent of at least three days of Professional Development activity during non-teaching time (non-term time). The following is a record of additional professional development activities undertaken by teaching staff throughout 2023

:

DESCRIPTION/TYPE OF PROFESSIONAL LEARNING ACTIVITY

2023 MANSW Annual Conference Day 1
7-10 History Syllabus Feedback Group
AHISA Science and Technology Panel
AIS Music Conference 2023
Assessing Student Progress and Achievement in English K-2
Australian Inclusive Schooling Conference
Be You- Beyond self-care: Staff Workshop
Behaviour Management for Beginning Teachers
Building Mathematical Thinking with Challenging Tasks
CAA's New Careers Adviser Days
Christian Studies-Think Tank
Cracking the Hard Class-Primary School
CRU Teacher Day Conference 2023
Drama NSW Conference
English 7-10 New Syllabus Implementation
English: Teaching the Novel - Focus on Reading
Essentials of Emergency Nursing: School Nurses Workshop
ETA Annual Conference

Heads of Science Conference
Healthy Kids Expo
History Teachers Conference 2023
InitialLit Workshop
Institute of Technology Education Conference
Investigations Masterclass: Reportable Conduct and Workplace Investigation
IPSHA Choral Reading Day
'Jesus has an Office-Are we any closer to understanding Anglican education?'
Leading the Implementation of the new 3-6 English Curriculum
Managing Student Disability-Adjustments, behaviour, learning and discipline
Offsite and Third Party Provider Risks in Student Management
Preparing for Implementation: Stage 6 Health and Movement Science
Programming for Differentiation in Science
School Refusal Attendance Improvement Planning
Stage 6 Geography- A focus on fieldwork for the Geography 11-12 syllabus

STEM Academy
TASC Junior Heads Meeting
Teaching AI Ethics
Understanding Autism Spectrum Disorder: Knowledge to improve student learning
VADEA Annual Visual Arts Conference
VET Business Services, Workplace Skills, IDT and retail services network day
Your Mental Health First Aid
Personalised Learning Processes for Aboriginal Students
N Determinations- NESA
TASC IT Conference
Assessment in Practice Illness and Misadventure
Life Skills, Eligibility & Implementation
2023 HSC Disability Provisions: The why, how and what happens
Developing a whole school approach to Language for Learning
Making adjustments for Students in Stage 6
AI in education conference
Cultures of Thinking in Action



STUDENT ATTENDANCE – 2023

96%

of students on average attended School each school day in 2023.

STUDENT RETENTION RATE

80%

of the students who completed Year 10 in 2021 continued at Richard Johnson Anglican School to complete their HSC in November 2023

MANAGEMENT OF NON-ATTENDANCE

Every enrolled student is expected to attend throughout the School year as calendarised. Absence on any day for whatever reason must be explained in a written note to the Class / Home Group teacher. Should a student be absent on a day, the parent/guardian is requested to notify the School (by telephone or email) by 9am. A parent of any student absent for whom notification has not been received is contacted by text message. Should a note not be forthcoming despite verbal reminders from the Class / Home Group teacher, a reminder note is generated. If no response is received the absence is recorded as 'unexplained'. Special leave of absence must be made in writing to the Principal in advance. All attendance is recorded in line with the School's Attendance Policy.

OAKHURST CAMPUS

PRIMARY

Kindergarten	97.00
Year 1	97.53
Year 2	97.50
Year 3	97.70
Year 4	97.07
Year 5	97.51
Year 6	97.23

SECONDARY

Year 7	96.53
Year 8	94.94
Year 9	93.13
Year 10	94.03
Year 11	95.00
Year 12	92.58

MARSDEN PARK

PRIMARY

Kindergarten	94.97
Year 1	93.50
Year 2	94.27
Year 3	94.80
Year 4	96.11
Year 5	95.29
Year 6	95.47



SCHOOL POLICIES

The School Aims to:

- Make a positive and meaningful difference in the life of every RJ student each day.
- Provide a safe and supportive community so our students can develop a strong sense of connection and belonging.
- Present opportunities for students to embrace learning and to discover and develop their God-given gifts and talents.
- Encourage our students to nurture a heart of service and compassion.
- Provide our students with opportunities to explore their spirituality, and particularly the Christian faith.
- Embrace our inclusive multicultural environment that celebrates the many nationalities represented.
- Equip our students to succeed, and to graduate confident in themselves.

As such, our school policies support us in achieving our school aims.

ENROLMENT @ RJ

For current and prospective parents and carers, important information relating to enrolment in a School owned and operated by The Anglican Schools Corporation (TASC) is published on the Enrolments page of TASC's website: Anglican Schools Corporation Conditions of Enrolment. These policies are also attached to our enrolment application forms.

CHILD SAFETY STATEMENT

Richard Johnson Anglican School is committed to child safety. All staff must comply with applicable Child Protection legislation and ensure that the School's Child Safe policy, procedures, and programs are at the forefront of all our activities and interactions. As such, all staff must satisfy Child Protection screening, adhere to the School's Child Safe Policy and Code of Conduct, and complete training as directed.

ACCESS TO SCHOOL POLICIES

The following school policies are publicly available on the [RJ website](#).

- Enrolment Policy
- Child Safe Policy
- Anti-bullying Policy
- Student Behaviour & Discipline Policy
- Complaints Policy



PARENT, STUDENT AND STAFF SATISFACTION

The 'good health' of the School community is reflected in its faith-focused environment, strong parent connections, staff commitment, positive student culture and deliberate community engagement as evident below:

- **Faith Focus:** Regular staff devotions and a commitment to prayer demonstrate a frequent focus on God's Word and our 'Trust in the Lord'. Optional lunchtime small groups for Secondary students and weekly Primary clubs also foster a faith-centred environment.
- **Strong and stable enrolments:** RJ's solid reputation in the community is evident through continued enrolment growth and low withdrawal rates (typically due to external factors). 'Word of Mouth/Personal Recommendation' continues to be the main reason families consider RJ.
- **Parent Connection:** RJ prioritises open communication and connection with parents through various initiatives:
 - RJ Community Connect Evenings are held at each Campus in Terms 1, 2 and 3 for all families, promoting engagement with the School Executive and other families.
 - Parent Ambassadors represent their respective Campus Year Groups by facilitating a Year Group Facebook page, fostering connections among parents.
 - Parent Volunteers actively contribute to classroom activities, excursions, and fund-raising events, such as the Fathers/Mothers Day Stall, strengthening the School community.
- Parent involvement in events such as Primary Assemblies, the Secondary Heritage Festival, Christmas Twilight, and Presentation events create memorable experiences for students and their families. (Grandparents are involved on their special event day.)
- Term 1 Open Evenings, Parent/Teacher (/Student) Interviews focusing on Student Reports in Semesters 1 and 2, and other information evenings foster collaboration and provide informative platforms for parents.
- **Staff Investment:** The commitment of staff is evident through their involvement in numerous co-curricular and extra-curricular activities, showcasing their dedication and investment of time and energy. They also actively engage in reflection, evaluation, and strategic activities, participating in professional learning teams, development days and coaching programs.
- **Student Culture:** Students speak highly of their experiences at RJ, contributing to an excellent tone of thanksgiving and celebration during regular School gatherings. The leadership and servant-hearted culture is demonstrated by student leaders and service teams, and in daily interactions among students (who may not have a formal 'leader' title).
- **Vibrant House Culture:** The House system at RJ fosters an enthusiastic spirit, with high student participation, strong student leadership and excellent rapport between students and staff.



OAKHURST AND MARSDEN PARK CAMPUSES COMBINED 2023

Income



- 30% Fees and private income
- 14% State recurrent grants
- 51% Commonwealth government recurrent grants
- 4% Government capital grants
- 1% Other capital income

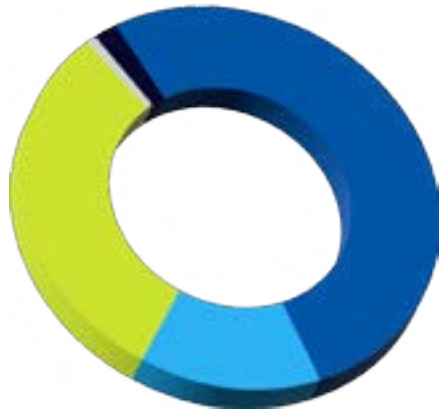
Expenditure



- 51% Salaries, allowances and related expenses
- 30% Non-salary expenses
- 19% Capital expenditure

OAKHURST CAMPUS 2022

Income



- 31% Fees and private income
- 14% State recurrent grants
- 52% Commonwealth government recurrent grants
- 2% Government capital grants
- 1% Other capital income

Expenditure

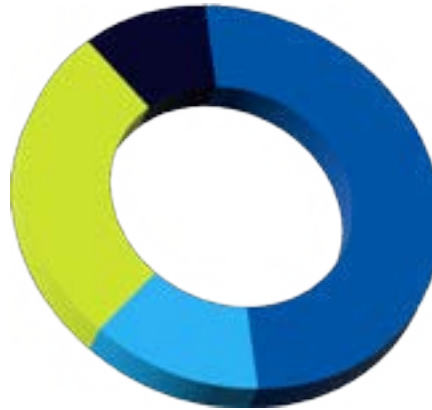


- 56% Salaries, allowances and related expenses
- 26% Non-salary expenses
- 18% Capital expenditure



MARSDEN PARK CAMPUS 2022

Income



- 27% Fees and private income
- 13% State recurrent grants
- 50% Commonwealth government recurrent grants
- 10% Government capital grants
- 0% Other capital income

Expenditure



- 38% Salaries, allowances and related expenses
- 39% Non-salary expenses
- 23% Capital expenditure





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