



ST CHARBEL'S COLLEGE ANNUAL REPORT

2023

CONTENTS

Message from the Board.....	3
Message from the Rector	4
Message from the Principal Secondary	5
Message from the Principal Primary	6
Message from the Assistant Principal Secondary	8
Message from the Assistant Principal Primary	9
College Context.....	10
Educational Direction	11
Religious Education and Mission	12
Wellbeing Report	13
SRC Report.....	15
Primary School Captains	16
Parents and Friends Report.....	17
Student Profile - Gender and Religion	19
Data Analysis - HSC	20
National Benchmarks.....	21
Attendance Policy.....	22
How We Manage Non-Attendance	23
Post School Destinations	25
Rose and Retention Rates Year 10 to Year 12	25
Staff Profile.....	26
Policies.....	27
Financial.....	29
Staff Feedback	30
Parent Feedback.....	33
Student Feedback.....	36

MESSAGE FROM THE BOARD

St. Charbel's College's mission is to prepare young people for fulfilling lives in a complex and dynamic society rooted in the Lebanese Maronite values, faith, and customs established by the Lebanese Maronite Order of Monks.

On behalf of Fr Assaad Lahhoud and the Lebanese Maronite Order (LMO), we thank the former board members and executive members for their dedicated service and welcome the new members to our esteemed Board. Their expertise and commitment will undoubtedly guide our college to greater heights.

The following new members are:

- Rev Fr Assaad Lahhoud – Rector
- Fr Michael Sandrussi - Co-Principal (Secondary)
- Fr Anthony El-Kazzi - Co-Principal (Primary)
- Mr John Taouil - Business Manager
- Mr George Azzi - Solicitor/Legal Advisor
- Mr Daoud El Kazi - Financial Planner/Finance Advisor
- Mrs Rosemary Geagea - Community Representative
- Anthony Ndaira - Education Advisor

Additionally, we are excited to welcome the new 2023 College executive team:

- Fr Assaad Lahhoud - Rector
- Fr Michael Sandrussi – Secondary Principal
- Fr Anthony El-Kazzi – Primary Principal
- Fr Eliah Abboud – Director of RE and Mission K-12
- Mrs Joanne Mansour – Assistant Principal - Secondary
- Mrs Jana Rizk – Assistant Principal - Primary

Under our new entity, we successfully passed the accreditation process. This significant milestone is a testament to the hard work and dedication of all our board members and executive team, and we sincerely appreciate their contributions.

We congratulate our top three students on their outstanding 2023 HSC results. A special commendation goes to Joshua Tamer, our DUX and one of 128 HSC



graduates across New South Wales, who received a First in Course award and topped the state in Arabic Extension.

Our college is steadfast in its commitment to building a brighter future for our students. Under the guidance of Rector Fr Assaad Lahhoud, we have initiated the development of a comprehensive Strategic Plan. This plan is designed to enhance the future of our college by focusing on key areas such as academic excellence, student well-being, and community engagement. Our Maronite faith remains the cornerstone of our values, and we extend our gratitude to Fr Eliah Abboud, Director of RE and Mission (K-12), and Secondary Chaplain Fr Youhanna El-Betty for their unwavering support.

Our Parish will be celebrating its 50th anniversary since our church was built and its 40th anniversary since our college was built. These milestones are a source of immense pride, and we look forward to celebrating many more years together.

Our community's strength and dedication are the foundations of our success. As we progress, we remain committed to our mission and values, working together to create a nurturing and enriching environment for our students.

MESSAGE FROM THE RECTOR



This past year has been filled with many great memories, accomplishments and even challenges. Ever since St Charbel's College was first opened in 1984, the teachings of the Catholic Church have always been central. The traditions of the Maronite Rite and the mission of the Lebanese Maronite Order have always been at the heart of the College. The guidance of the Holy Spirit and the intercession of our Patron, St Charbel, has allowed our school to grow into the College that it is today. We hope to always live by our College motto "To Him Be Glory".

I would like to take this opportunity to thank all members of our College community.

Thank you to all the board members who have worked closely with us in the past year. We thank you for your time and the sacrifices you made helping our College. Thank you for all your advice in order to guide us onto the best possible path.

As I reflect on my time as Rector of the College, I am filled with gratitude for all our teachers and staff members. Your dedication, passion and unwavering support has not just inspired me but without a doubt has helped to inspire all our students. Thank you for your tireless efforts, patience and countless moments of motivation. It is because of each of you, that we have an environment where learning becomes joy and the dreams of students become reality. I know that our students are thankful for all the lessons that you have taught them, both inside and outside of the classroom. The impact that you have on each of our students goes beyond text books and is rather embedded into our hearts forever.

To all our parents and guardians, thank you for all that you do for your children. You are the pillars that help to shape their personalities and the individuals that they become. Your support

and involvement have been fundamental in creating a thriving educational community. Your commitment to your child's learning journey, collaboration with teachers and staff, and active engagement in various school activities have made a significant impact. Your trust and dedication fuel our shared mission to nurture and educate the future generations. Thank you for entrusting us with your children.

To all the Monks and a special thank you to our College principals and chaplains. Your endless efforts, prayers and sacrifices have not gone unnoticed. Your spiritual guidance and support are a true inspiration and will leave a mark on our students' hearts for many years to come. Working alongside both the staff and students, we are able to work together in order to fulfill the mission of our Lebanese Maronite Order and bring them closer to Christ.

Finally, I would like to thank all of our students. You have shown a great deal of perseverance, service, stewardship, appreciation and humility. You have all accomplished so many remarkable achievements, both academically and in the sporting arena. You are our future hope and we are so proud of you. We are certain that you will make your St Charbel family proud.

St Charbel's College is more than just a school, it is a family that works towards becoming united to Christ in all that we do. I look forward to next year with the hope of even bigger achievements and even greater memories to look back on.

From your St Charbel Family, Parish and College,

Fr Assaad Lahhoud
Rector

MESSAGE FROM THE PRINCIPAL SECONDARY



Saint Charbel's College: A very high standard

Having completed a year as Principal of the Secondary College, the challenge has been to uphold the motto 'To Him be Glory' in the same way that Saint Charbel did. More and more challenges arise, and although the 'job' gets done, the lesson is always the same: this is more than just a job.

The motto of 'To Him be Glory' is not only to be followed by the students, but by the staff and the parents. First and foremost, it is the Principal who is called to uphold this motto. In trying to do so, I have been looking to Saint Charbel for guidance. Our beloved Saint set a very high standard in sanctity, in obedience, in brotherly love, in virtue and even in education. In every facet of life, Saint Charbel upheld this motto to the highest order. Day by day I am discovering the relevance of the College motto because of how much it relates to Saint Charbel: everything he did was done for the glory of God.

I believe in setting high standards: for our students, it is that they do their best. Nothing more can be required of them. The school however has already set high standards, and the years of work by previous Principals, leadership teams and teachers has ensured this. As principal, I would consider myself as one who is inclined to the pastoral aspect of school life, but the pedagogical aspect is one which continues to intrigue me. Academic success should not be akin to picking seasons, where one year the season is fruitful and the harvest is plenty, whereas another year the season is barren and the harvest is dry. The academic inclination of certain grades can and will have a major impact on overall achievement, but this does not go unchallenged. A collaborative effort between the school and the parents is vital to student achievement so that high standards are set year in year out.

The faith of the College though is central to all that we do. It is Christ who directs us. Sometimes the religious identity of the college and the authentic Maronite Catholic approach can be misunderstood by others. The misunderstanding is that because of the faith of the school, there is called to be more compassion and understanding. These two values

are non-negotiable and are part and parcel of every pastoral and academic approach to Saint Charbel's College. But this should not be translated into leniency and getting off the hook. Consequences are part of real life, and Saint Charbel's College forms its students for real life. This is where we work with parents and parents work with the College. Saint Charbel's College is like a father and a mother to our students, but the decisions taken for students is not simply from a fatherly or motherly perspective. Our children at the College are first and foremost students, and it is the educational/formational perspective which informs our decision-making. This is where parents, in entrusting Saint Charbel's College with their children, can also trust us in our decisions and our approaches to educating and forming them for real life.

To be back at Saint Charbel's College after so many years is a joy and a challenge. There is a wonderful team of staff, teaching and non-teaching, as well as a leadership that has the students' education as its number one priority. Working with this team has taught me so much, and I look forward to working harder with them next year. What is most uplifting though is to see the smiles of your children, our children, each passing day. Their smiles are basically telling us that they are happy. A happy student is the best indication that things are going well. I think we give students less credit than what they deserve. They are resilient and courageous, and where they experience fear and a lack of motivation, we are there for them to support them, to help get them smiling again. That for me is the ultimate reward and the goal that teachers, parents, leadership and the Principal should ultimately be working towards. A happy student should make teachers and parents happy, and that means a happy school. This is how we give glory to God.

Fr Michael Sandrussi
Principal Secondary

MESSAGE FROM THE PRINCIPAL PRIMARY



“The Word was made flesh and dwelt among us”
John 1:14)

As we contemplate upon this verse from John, we see that the Incarnation, the embodiment of the divine Word in human form, is a profound mystery that invites us to contemplate the depths of God’s love and the sacredness of our own existence.

Throughout this school year, we have delved into the richness of language, literature, and the spoken and written word. Our classrooms have been vibrant spaces where the power of words has been explored, celebrated, and wielded to inspire and ignite intellectual curiosity. In this exploration, we have not only encountered the beauty of language but have also recognized the responsibility that comes with the gift of expression.

Our theme, “The Word,” has not only been a literary focus but a spiritual one. It has beckoned us to consider the Word that sustains the universe, the Word that conveys life and meaning. As we conclude this academic year, we come together to celebrate the ultimate manifestation of the Word in the person of Jesus Christ.

In my first year as Primary Principal I have been fortunate to meet many of you and am very humbled by the way you have welcomed me, whether staff, students, parents or guardians. This was my first year leading St Charbel’s Primary School and am proud to be part of this family that truly embraces our mission and purpose, by providing our students, our future generation in our Lebanese Maronite Catholic Community, with education that is inclusive, rich in the Word of God and the values of the Lebanese Maronite Order.

At St Charbel’s College we take great pride in our excellent facilities, our quality learning environment and our care for all students. The College Magazine for 2023 outlines our goals, what we have achieved and the continued performance of our students. It gives us the opportunity to provide you with information and events that have occurred within our College community. St Charbel’s College offers students the opportunity for academic and spiritual growth at every stage of their school life. We pride ourselves on having high calibre teachers and staff

to ensure our students have a rewarding experience and are treated as individuals, each with their own unique path in life.

Much appreciation needs to be extended to our Parents & Friends Committee. Its president Mrs Sandra Mezher and Committee members have worked tirelessly this year contributing to various Primary events. Their generous donations towards the Easter Parades, Mother’s Day, Father’s Day, Grandparents day, the Year 6 Graduation and the end of year Christmas celebrations are just some of the many occasions they have provided assistance and funding towards. Our P&F continually provided and organised various social and spiritual activities that have raised funds which generously contribute to our College. It is the initiative of such an amazing team working together in their Maronite faith that fulfils our College mission.

One of the most rewarding aspects of being the Primary Principal is the opportunity to build close relationships with our future generation. From classroom drop-ins to retreats and sporting events, I have had the privilege of witnessing the true “St Charbel” spirit that resides in the hearts of our students. It is through these interactions that I have come to appreciate the unique qualities, talents, and enthusiasm that define each student at our school. Parents and guardians, you should be exceptionally proud of the sons and daughters you entrust to us. Their dedication to learning, their kindness toward one another, and their commitment to embodying the values we uphold at St. Charbel’s College are truly commendable. Your influence is evident in the character and spirit of these remarkable young individuals and as we look toward the future, I am confident that the foundation we are building together will empower these young minds to become compassionate, capable, and confident individuals.

It’s with immense gratitude that I extend my heartfelt thanks to all the staff who have dedicated their time, passion, and expertise to lead our students into their next phase of education. In particular, I want to

MESSAGE FROM THE PRINCIPAL PRIMARY

express my deepest appreciation to the Primary Leadership Team, a group of individuals who have played a pivotal role in the success and growth of our College. Mrs. Jana Rizk, your unwavering support as the Assistant Principal of Primary has been a cornerstone of our achievements this year. Your dedication and tireless efforts have not only impacted our students but have also inspired those around you.

To our exceptional Primary Coordinators, Christopher Tanza, Emma Partridge, Adeline Dargham, Christiane Serrano, Paul Love, Sophia Tarantos, Louise Grady, Krissi Da Silva and Giuseppina Badrous, your commitment to the development of our College has been nothing short of remarkable. Each of you has been a steadfast ally, standing by my side to navigate the challenges and celebrate the triumphs. It's your collective passion for education and genuine concern for the well-being of our students that makes our team truly exceptional. I am genuinely thankful for the collaborative spirit, innovative ideas, and the positive energy you have brought to our educational community. Your contributions have left an indelible mark on the lives of our students, and for that, I am truly grateful.

I acknowledge the tremendous work of my brother Monks at St Charbel monastery, gratefully led by our Superior and the Rector of our College Rev. Fr. Assaad Lahhoud, who is constantly supporting us and leading our College with resilience, wisdom and integrity, willing to invest whatever it takes for the best future outcomes of our students and community. Your contributions collectively create an environment of learning, growth, and spiritual enrichment. For this I deeply thank him and all my Brother Monks.

I want to take a moment to express my heartfelt gratitude for working with my brother and friend Rev. Fr. Michael Sandrussi, in our first year as Principals of this College. Thank you for the incredible partnership we've built this year. Working alongside you has been both inspiring and fulfilling, and I am truly grateful for the collaborative spirit that has defined our leadership at this College. I am proud of what we have accomplished together and am optimistic about the continued growth and success of St. Charbel's College under our shared

leadership. It is a privilege to work with someone of your calibre, and I look forward to many more years of collaboration, mutual respect, and achievement.

To the College Board who were newly appointed this year, Rev Fr Charbel Abboud, Mr George Azzi, Mr Daoud El Kazi, Mrs Rosemary Geagea and Mr Anthony Ndaira, I wish to extend my sincere gratitude to each of you. Together, as a collective force, you have provided crucial support to me in my role as Primary Principal. Your openness to collaboration, thoughtful insights, and dedication to the mission of St. Charbel's College have made a lasting impact. In conclusion, I wish to thank all our parents for your ongoing support and trust with both myself and the staff of our Primary School. We take the trust you have placed in us to care and educate your children very seriously and as we look forward to the upcoming academic year, I am confident that, together, we will continue to inspire and nurture the potential within each student. Thank you for being an integral part of the St. Charbel's College family.

May the Lord, through the intercession of our Patron, St. Charbel, protect and guide you in all your endeavours.

Yours in Christ,
Fr Anthony El-Kazzi
Principal Primary

MESSAGE FROM THE ASSISTANT PRINCIPAL SECONDARY



As you are aware, our 2023 theme was centred on The Word, its impact and importance. This theme is drawn from and upon Christ Our Lord who is The Word, our source of inspiration. Our 2023 annual goal for students, staff and parents, linked to The Word, was tailored to emphasise the thoughtful use of language when communicating with each other. This essential relational skill, the effective use of affective language, invites us to use expressive language that meets people where they are at, and calls them to reflect on the impact of their actions.

As a College, we believe that the explicit teaching of affective language, modelling and promoting it, positively contributes to the holistic formation of our students. It endeavours to shift school culture to be strengths focused. This begins with the deliberate use of affective language - a soft skill that underpins the students' attitude to learning, social behaviours, and connectivity in the world beyond our community.

The Secondary's involvement in varied learning opportunities on campus and beyond has enabled our students to exhibit their impressive skills and talents. These were showcased in our involvement in competitions, leadership conferences, and team building exercises, to name a few. We continue to support and congratulate our students and staff for their enthusiastic and tireless efforts in promoting and participating in activities that reflect the beauty of our heritage and faith.

We look forward to working with you in building on this goal as we move to a new academic year.

Mrs Joanne Mansour
Assistant Principal Secondary

MESSAGE FROM THE ASSISTANT PRINCIPAL PRIMARY



Welcome to the vibrant world of St Charbel's College Primary School, where each day is an adventure filled with discovery, growth, and a passion for learning. As the Primary Assistant Principal, it is an honour to share with you the incredible journey of our young learners within the Primary School. It has been a year filled with accomplishments, growth and cherished memories that have enriched the lives of our students and the entire school community.

At St Charbel's College, education is not merely about textbooks and exams, it is a holistic experience that nurtures young minds, fosters creativity and instills values that shape future leaders. Our approach revolves around the belief that education extends beyond the classroom, and encompassing every interaction, experience and opportunity that enriches a child's life.

Academic Excellence: Our students have once again demonstrated their commitment to academic excellence. Through the dedication of our talented educators and the hard work of our students, we have witnessed exceptional achievements in various subjects. We have worked hard to implement the new English and Mathematics curriculum, as well as introducing various programs in the classroom and our Learning Support Department. Our Enrichment students performed extremely well in ICAS and created an amazing marble run as part of their STEAM project.

Our curriculum is thoughtfully crafted to embrace a variety of learning styles, ensuring that every child's unique strengths are recognised and nurtured. Whether it's through interactive lessons, hands-on experiments, or artistic expression, we encourage students to embrace their individuality and express themselves authentically. The enthusiasm for learning, displayed by all our students is truly commendable, and we are excited to see their curiosity and passion continue to flourish in the years to come.

Community Engagement: Our school's commitment to community engagement has flourished this year. We've witnessed the spirit of compassion and kindness among our students as they actively participated in various community service projects. Whether it was raising funds for local charities, for example, Epilepsy Foundation and Maronites on Mission, or our choir engaging in community initiatives, such as the Lighting the Tree at Bankstown Hospital, performing for the seniors at St Charbel's Aged Care and the

Bulldogs Members Christmas party, our students have embraced the values of service, empathy and responsibility.

Building Character: Beyond academics, we are committed to fostering strong character traits in our students and a strong faith where Christ is at the centre of all that they do and we live our motto, "To Him to Be Glory". Respect, integrity, empathy, and resilience are not just words in our school; they are values we live by. Through various initiatives and programs including our religious education and weekly Masses, we empower our students to become compassionate, responsible, and well-rounded individuals, ready to make a positive impact on the world and to uphold our Maronite Catholic faith.

Building Strong Partnerships & Looking Ahead: We eagerly anticipate the opportunities and challenges that the future holds for our students. The support of our parents, teachers, and the entire St Charbel's College Primary School community has been instrumental in our success, and we are grateful for the collaboration that has defined this year.

On behalf of the entire primary school staff, I extend my heartfelt gratitude to each member of the St Charbel's community for their dedication, support, and enthusiasm. I would also like to say a special thank you to our Parents & Friends Association for all their hard work and support to the College. They work tirelessly to ensure that they are there to mark all our momentous occasions from Mother's Day to Patron's Day. We thank all our parents who have actively engaged with the school in order to create a cohesive and supportive network focused on the success and well-being of each child. Together, we have created a positive and nurturing environment where our students can thrive.

Wishing you all a joyful Christmas, a Blessed New Year and restful holidays. We look forward to continuing this journey of growth and achievement in the upcoming school year.

Mrs Jana Rizk
Assistant Principal Primary

COLLEGE CONTEXT

The Maronite Order arrived in Australia in 1972 and a mere six months later, the first chapel and altar dedicated to St Charbel was blessed. In the following year, a church and a new monastery were completed.

The Lebanese Maronite Order in Australia strives to continue its mission, which is to place itself at the service of the Maronite community, both in terms of the faith education and the academic education of the new generation. This mission was to be realised through the founding of a school, which would sustain, develop, and enhance the Maronite Faith of their future generations, while enriching the lives of their children through their schooling.

The first house bought by the monks was used to teach children the Arabic language, and to prepare them for their First Holy Communion. The monks then began to buy several houses in order to commence the construction of a fully operational primary and secondary school. The Primary School was completed at the end of 1983, and opened to students on 1st February 1984 and the Secondary School, comprising Years 7 to 10, was completed in 1991. In 1994, facilities to accommodate Years 11 and 12 were constructed.

An important development in the life of the school was the construction of the College Library. The Library was officially opened on 15th October 1999. This completed the third stage of development on the school campus, and provided both the Primary and Secondary



Schools with an increased access to a range of books, audio-visual resources, and computer technology.

Today St Charbel's College has a student population in excess of 1000 students - the majority of whom are Australian-Lebanese Maronites, with plans for future expansion.

EDUCATIONAL DIRECTION

Our 2023 theme, centred on ***The Word***, was intended to raise an awareness of the impact and importance on how we use language to express our emotions. Our annual goal for students, staff, and parents was intricately linked to The Word, tailored to emphasise the thoughtful and intentional use of language in all forms of communication.

The thoughtful use of language is an essential relational skill, enabling us to use expressive and affective language that meets people where they are and invites them to reflect on the impact of their actions. It encourages a deeper understanding and empathy in our interactions, fostering a more connected and supportive community.

The explicit teaching framework, coupled with modelling and promoting affective language, acted as the two pillars which significantly contributed to the holistic formation of our students. This approach aimed to shift our school culture to be more strengths-focused, recognising and nurturing the potential of each student. The deliberate use of affective language is a vital soft skill that underpins our students' attitudes toward learning, their social behaviours, and their ability to connect meaningfully with the world beyond our community.

At all times we prioritise dedication, progress, and excellence across academics, faith, co-curricular activities, and service. We take pride in fostering both academic growth and achievement, actively encouraging our staff, students, and parents to embrace learning as an integral part of life's journey. Through a culture of continuous review, reflection, and development, we strive to empower everyone within our community to reach their fullest potential as educators, learners, and guardians. Our educational approach is underpinned by robust research and a commitment to innovative

curriculum design, tailored specifically for our young students.

We maintain a partnership with parents through the Parent & Friends Association and the Lebanese Maronite Order, which plays a pivotal role in shaping the school's strategic direction and facilitating communication between the College and parents.

Guided by the ethos of the Maronite Monks, St. Charbel's College remains dedicated to delivering a comprehensive education that nurtures our students' spiritual, intellectual, and personal growth. Our vision is to cultivate confident, compassionate, and intellectually curious children, who carry the light of Christ forward in their lives.

Professional Development

The ongoing professional development of each staff member is highly valued. With the development and implementation of the new curriculums across K-12, there was an emphasis on providing for and a need to scope for staff to meet collaboratively to meet these requirements. Professional development opportunities centred on this were provided for individuals and groups.

Professional learning was offered in various platforms sourced both externally and in house, such as, Real Schools professional learning day and sessions with our College mentor, subject-specific opportunities to develop teachers' understanding and knowledge of the new curriculum, meetings, and twilight sessions. The College responsibly planned for, implemented, evaluates, and tracks its staff professional learning; individual staff members take responsibility for their ongoing professional development.

RELIGIOUS EDUCATION AND MISSION



A theme is chosen each year to direct the focus and formation of the College Community. This year's theme The WORD, has called us to return to the basics, to return to the Word of God that teaches and forms the faithful. This formation was carried out throughout the year through a number of initiatives, including weekly Mass, reconciliation, spiritual direction, a variety of lunchtime devotions and various retreats for staff, students and parents. The Word not only teaches us, but forms us as true Catholics, allowing for the Good News and virtues that flow from it to be the basis for growth and formation this academic year. Living through the example given by our Patron, Saint Charbel and our Saints; Rafqa, Nehmatallah and Blessed Estephan, we look forward as a College – staff, students and teachers, to nurture the seeds of The Word planted in each and every single one of us.

Fr Eliah Abboud
Director of RE & Mission K-12

WELLBEING REPORT

As our College community theme in 2023 was *The Word*, the pastoral goals were centred on creating a sense of purpose as individuals and as a community.

We were blessed with opportunities to live ***The Word*** through enhancing learning and wellbeing as a community. Highlights include:

- Year 7 building positive relationships and goal setting skills, which helped students develop confidence and responsibility. An interactive Small fish in a Big Pond wellbeing workshop to support transition, reassured students of the excitement of secondary school. From the enjoyable grade camp, participating in fun individual and team activities, to creating Blackout Poetry in Pastoral Care, there was growth and accomplishment this year.
- Year 8 showing commitment and energy, with pastoral support in developing time management and study skills. Pastoral care workshops for boys and girls to discern the joys and challenges of becoming a man and woman was a highlight. The students led Christmas Hamper initiative displayed the compassion and generosity of our community, collecting donations for over 40 homes to bring joy to local families.
- Year 9 focusing on forming healthy relationships, taking positive risks and making wise choices to become their best. The students enjoyed the men's talks in growing to be men of faith, and likewise the young women valued the deep conversations with our female teachers. The Lebanon Lenten Appeal campaign was an overwhelming success due to the students' dedicated and generous team effort.

- Year 10 had the mission of identifying and appreciating their strengths with a thought-provoking wellbeing workshop and participation in the Morrisby Test. This provided direction and hope to help decide on future career pathways and in subject selection for senior studies. They also worked empathetically and with generosity in promoting the Winter Appeal to give warmth to those in need. As SRC leaders, they guided the Year 7 students on Spirituality Day and helped create thank you letters for peers to write messages to teachers.

- Year 11 were enthusiastic and self-motivated in their first senior year, showing signs of being adaptable learners with a growth mindset. Study skills session with Human Connections provided insights for creating a useful study plan and tips for dealing with pressure. The Hot Chocolate Drive (and noodles!) were in high demand on those cold winter days. Ice-cream and ice blocks were a hit on the hot days! The Pink Day for cancer was a memorable and thoughtful campaign, honouring loved ones suffering with cancer.

- Year 12 displayed a courageous and inspiring effort in their studies and in serving the community. Sessions with the Wellbeing Team and life talks for Catholic Studies highlighted the dynamic support and emphasis on a balanced lifestyle. The spirit to serve the homeless with Maronites on Mission was a true gift to those in need. During their camp, a cocktail of emotions were experienced by confronting fears through adventure activities, and sharing tears and laughter with inspired and hope-filled letters from their family. Sharing their knowledge and wisdom with each other, to Year 7 for Orientation Day and guiding Year 10 with subject selection

is always a pleasure to witness. SRC led initiatives with cooking breakfast for dads and creating gifts for mums on Mother's Day, providing study support to junior peers, further exemplified our Christ-centred approach to learning.

From the student alumni sharing their Life After Year 12 story and personal testimonies of faith, to highly spirited teacher vs student lunch time volleyball and basketball matches, our staff and students enjoyed a sense of community and connection. The dynamic effort from the Visual Arts Team who created a colourful Library mural, added House spirit to posts in the playground and decorated boards with student art and craft, added a new dimension to our classrooms and corridors. The Push Up Challenge for mental health was a socially rewarding and physically satisfying opportunity for staff and students. We are so grateful to be in an active learning and spirit filled community.

Our Christ-centred community; "And the *Word* became made flesh and dwelt among us" (John 1:14) is what and who we strive for daily in our College. To Him be Glory.

Mr Charle Shalala

Director of Pastoral Care Years 7-12

SRC REPORT

The 2023 SRC lived out their motto of *Serving Christ through serving others* through leading pastoral initiatives in a compassionate and creative manner. The year's theme, "The Word," inspired the light of Christ in serving others through community activities, as highlighted below:

- Contributed to formal College events as MCs, ushers and event planners, e.g. the Awards Ceremony, SRC assembly.
- Represented the College at external formal events, such as Leadership Forums.
- Peer learning and mentoring: shared our wisdom and our College virtue of *perseverance* with younger peers through offering study tips, supported subject selections and sharing our experiences in responding to challenging times.
- Welcomed and interacted with our new peers for a morning tea, sharing our stories and insights about our esteemed College.
- Living our College virtue of *stewardship* through supporting the recycling committee and donating thousands of bottles for recycling.
- Led spiritual activities: prayer session, including Adoration, Lectio Divina and Q and A.
- Celebrated our parents through Mass, messages and gifts, for events such as Valentine's Day, Mother's Day.
- Created a father's day video and served breakfast to dads on Father's Day.
- Empowered younger peers to contribute positively to the Student Forum in making positive changes in our College.
- Celebrated College achievements and providing uplifting and practical weekly messages for Monday assembly, all infused with our College virtue of *appreciation* and *perseverance*.

- Living the College virtue of service by volunteering for and promoting Maronites on Mission mobile soup kitchen.
- Welcomed new peers to Year 7 Orientation Day – we prepared and served lunch and participated in a meet and greet with students.
- Assisted with school events, such as leading teams in sports carnivals, leading students in Year 7 Spirituality Day and during the Holy Communion Retreat, Patron's day celebrations. This included sports competition between teachers and students.
- Contributed to fundraising initiatives for the Lebanon Family Lent Appeal.
- Participated in leading Clean up St Charbel's Day to promote stewardship.
- Collaborated with Year 10 PDHPE to serve the community through the Beat the Cold War initiative.
- Supported the Hot chocolate drive (led by Year 11) to support the Winter appeal and other community initiatives.
- Prepared and served lunch and special messages for teachers on World Teacher's Day.
- Responsible for the upkeep of Homeroom and generating ideas for school improvement.
- Announce the prayer, daily bulletin and reminders to Homeroom peers.
- Honouring loved ones impacted by cancer through fundraising and donating hair for cancer patients.
- Promoted and supported the Christmas Hamper Appeal.
- Promoted and collected thank you messages from students to teachers.
- Initiated and promoted Nursing Home visits.

PRIMARY SCHOOL CAPTAINS



A Year to Remember: Our Journey as School Captains in 2023

As the end of the year approaches, we bid farewell to another remarkable chapter of our lives at St. Charbel's College. Our roles as School Captains have been nothing short of transformative. This year, we've had the privilege of representing our school, leading by example, and working closely with our dedicated Year 6 SRC leaders. Together, we've navigated the challenges and celebrated the triumphs, and we would do it all again without hesitation.

One of our more memorable moments was our first assembly. It was thrilling but also nerve racking but with Miss Kelly's guidance we managed despite the fact that she referred to us as Daniel and Natalie who happened to be the former captains.

The Sports Carnival was yet another incredible day, full of fierce competition and team spirit. Our school house captains should be proud of their teams. This same sense of community and drive was also extended to numerous fundraising days like "Loud Shirt Day"... lots of fun for a good cause.

However, the most memorable moments of the year were the famous volleyball and dodgeball games against the teachers... even Father joined in! And who can forget the visit from the world renowned author, Tristan Bancks. His inspiring words and insights into the world of literature left an indelible mark on our minds, encouraging us to explore the vast world of books and writing.

Throughout the year, we've embraced our responsibilities with open hearts, from canteen duties to weekly meetings and helping with class lines.

As we approach the end of our term as School Captains, it is very bittersweet.

We want to thank our dedicated teachers, supportive parents, and, most importantly, our wonderful Year 6 SRC leaders for their unwavering support. We are immensely grateful for this incredible opportunity to serve as your School Captains in 2023. The memories, experiences, and friendships we've forged will remain with us always, and we are excited to see the great things our school community will achieve in the years to come.

Thank you for being a part of this extraordinary journey with us.

With gratitude and warm regards,

Liam Bassil and Josette Ghossayn
2023 Primary School Captains

PARENTS AND FRIENDS REPORT



The St Charbel's Parents and Friends (P&F) Committee consists of a small but very dedicated group of parents. As a committee, we recognise and value the role that parents and carers play in the education of their children and aim to strengthen the partnership between family, school, parish, and the wider community for the benefit of their children's overall development and learning. The main intention of the P&F is to build positive relationships between all members of the school and parish community. We achieve this by:

1. Reaching out to all associated with the school to build a friendly and welcoming faith filled community which seeks to involve all its members;
2. Providing a parental perspective to assist the Principals and the Executive team, when required in decision making; and
3. Raising funds to provide resources and opportunities for enriching the learning environment of the school.

All parents of the school and parish are considered members of the P&F. Some parents will become actively involved, whether it be on the committee or volunteering in the P&F, whilst others will support us by attending our social functions throughout the year. It is important to note that we cannot exist without the contributions of both groups of parents.

Firstly, we would like to thank our P&F Volunteers group who have supported the P&F Executive Committee for all the events held in 2023. We are all truly grateful for your dedication and unwavering support. Secondly, to the 2023 P&F Executive Committee, thank you for all your energy, your time away from your families, your support, your generosity, your patience, and

most importantly your love and service for each other and for our school community. Without you all, this P&F Committee would not be where it is today.

To our School Principals and Executive leadership team, thank you for your support, guidance, and trust. Your devotion to our school community and wider parish does not go unnoticed. May God continue to bless you all and give you the courage and strength to lead our college. We look forward to working with you again in the coming years and establishing new and exciting ideas with you all.

Our 2023 fundraising activities and events included the following:

2023 Fundraising Activities and Events

St Rafqa Feast Day Fish & Chips
Spirituality Day for Lent
Easter Raffles / Easter Eggs
Mother's Day Morning Tea
Mothers Day Stall
Fathers Day Stall
Sports Carnival Sausage Sizzle
Primary Pizza Day
Sound of Freedom Movie Night
Grandparents Day Morning Tea
St Charbel's Patrons Day
Christmas Sausage Sizzle
Christmas Fete BBQ
Movie Night at the School

The P&F also contributed to the following causes within our school community:

2023 Contributions and Donations
World Youth Day donation
Year 12 Graduation
Santa Visit
St Charbel Fun Fair / Sausage Sizzle
Purchase of a BBQ for the St Charbel Feast Day BBQ

As important as the fundraising activities are in supporting the school, it is equally important to foster a respectful and loving community spirit at St Charbel's College. Being able to represent the P&F as President is truly humbling. I am grateful for this opportunity. Saint Francis said it best, "It is in giving, that we receive." It is in giving and serving others, that we experience a deep sense of belonging, friendship, family and peace. As President, it brings me great joy when our community comes together for this purpose.

As they say, there is always work to be done, room to improve, help to give and love to share. I encourage many parents to join the P&F so that we can work hand in hand with the school and continue building and creating a community that we can hand down to future committees.

Thank you and God bless.

Mrs Sandra Mezher

President

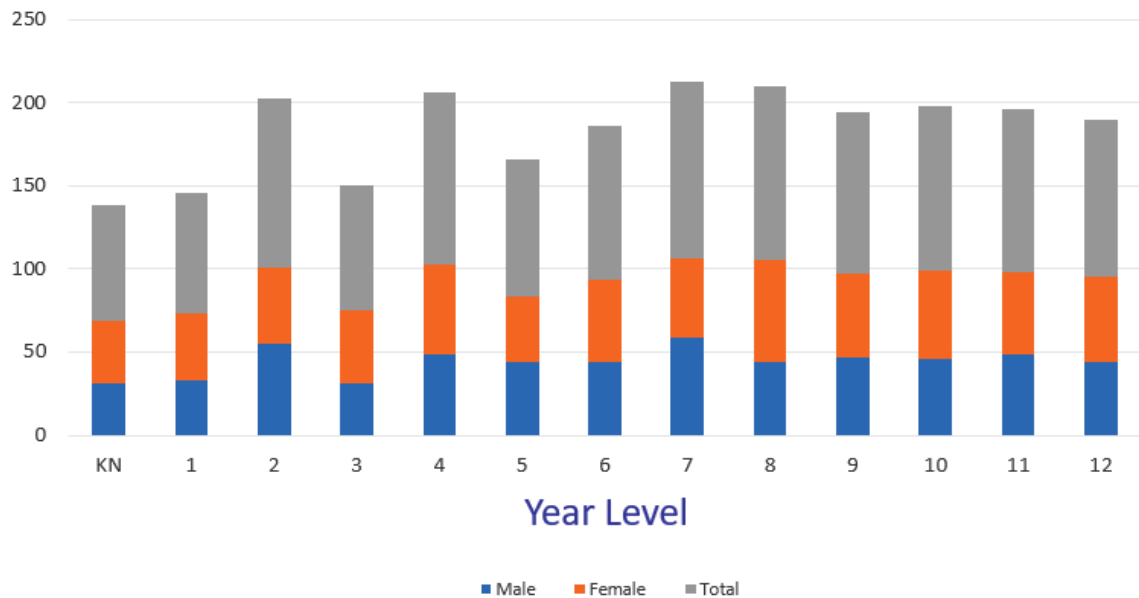
P&F Committee

Alone we can do so little. together we can do so much –

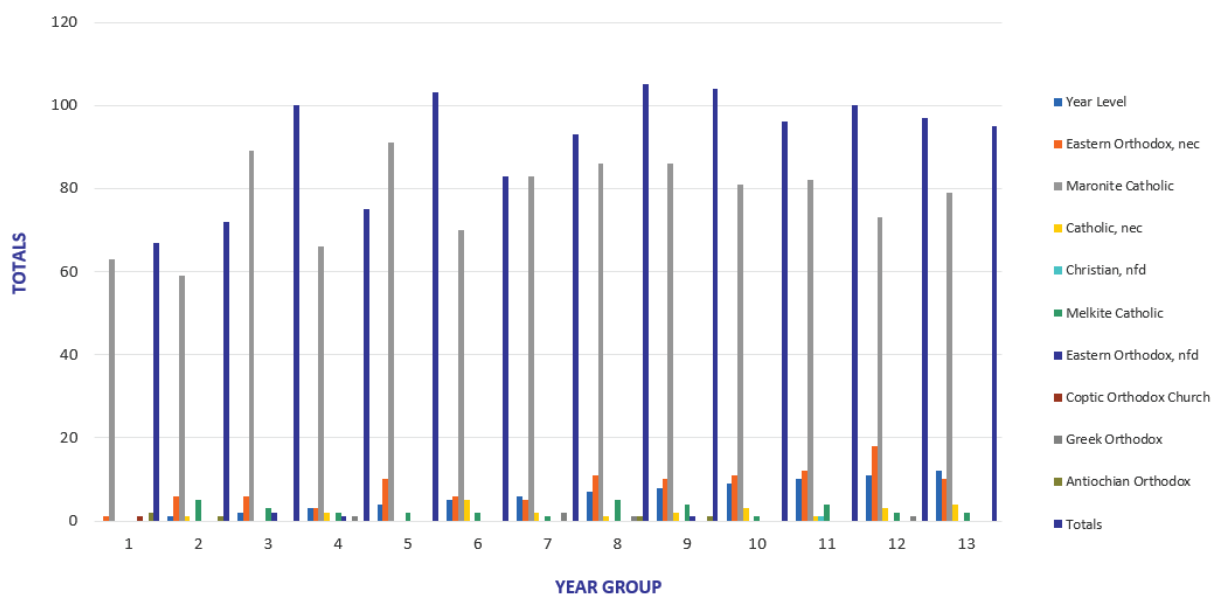
Helen Keller

STUDENT PROFILE - GENDER AND RELIGION

STUDENT PROFILE GENDER

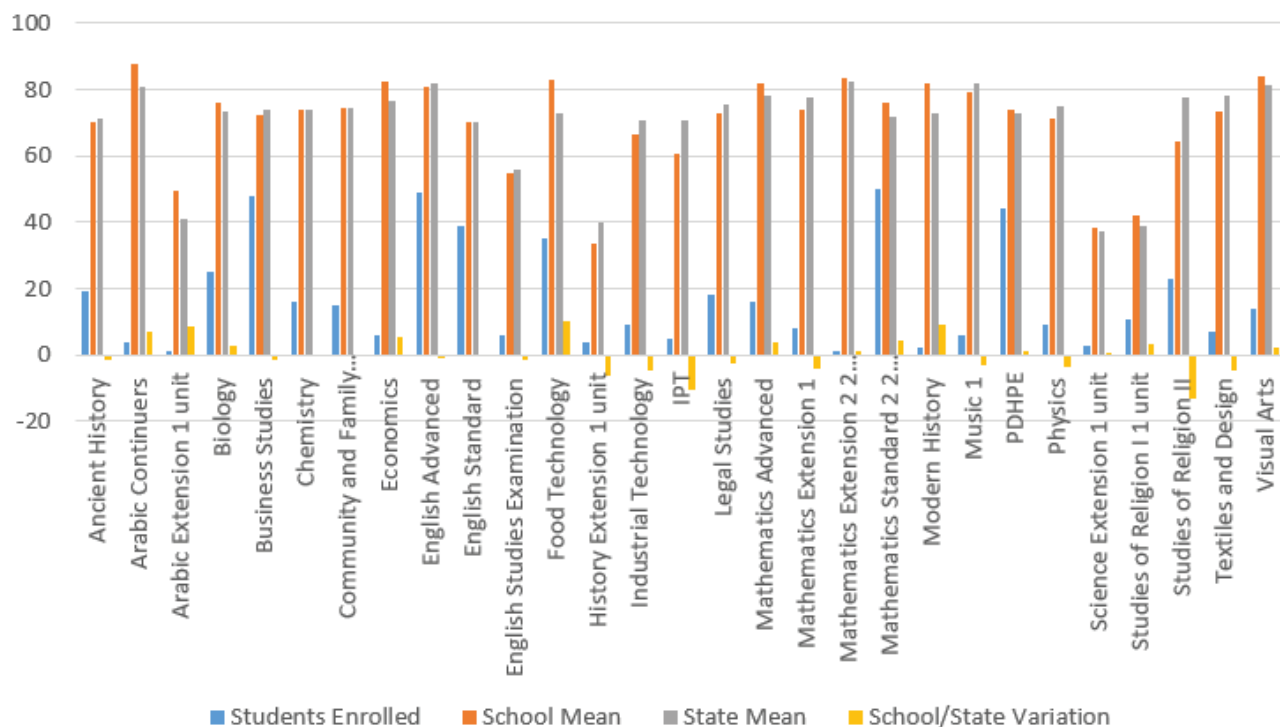


STUDENT PROFILE - RELIGION



DATA ANALYSIS - HSC

HSC School Mean V State Mean



NATIONAL BENCHMARKS

The Commonwealth Government sets minimum desirable standards for reading, writing and numeracy at particular ages. These are referred to as national benchmarks. Our school's student performance in the NAPLAN Tests for Year 3, Year 5, Year 7 and Year 9 is compared to these benchmarks/National Minimum Standards, according to the stats seen below through the colour coding scheme.

2023					
Compare to	Students with similar background		All Australian students		
	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	400	447	416	420	410
Year 5	489	504	511	512	490
Year 7	525	549	552	552	543
Year 9	550	571	577	564	565

Interpreting the table

Selected school's average when compared to all Australian students

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

Our year 3 students performed above average when compared to all Australian students in writing, and our year 5 students performed above average in writing and spelling.

Our years 7 and 9 students performed close to average in all areas when compared to all Australian students. Our students were not below average in any of the areas.

ATTENDANCE POLICY SUMMARY

In accordance with Section 24 of the Education Act (1990), the Principal maintains in a form approved by the Minister an Attendance Register and a Register of Admission (Enrolment). This document complies with current legal requirements as required by Section 3.8 of the NESA Registered and Accredited Individual Non-government Schools (NSW) Manual). The registers are located in the College Administration Office and on the Student Management System (SMS) (Sentral), and are available for inspection during school hours by authorised persons.

The register of enrolment and the register of daily attendance is maintained in electronic form on the College's Student Management System. The College has responsibility to ensure that all attendance records are current, accurate and accessible. Where the parents of a student of compulsory school age seeks an exemption from attendance at school or an exemption from enrolment, the principal will process the parent's application in accordance with the guidelines from NSW Department of Education.

The Register of Enrolments includes the following information for each student:

- Name, age and address
- The name and contact telephone number of parent(s) or guardian(s)
- Date of enrolment and, where appropriate, the date of leaving the school and student's destination
- For students older than six (6) years, previous school or pre-enrolment situation.

It is the joint responsibility of the Administration Manager, Enrolment Officer and the Head of Technologies to ensure that the Student Management System is kept up to date with all of the above details for every child.

The register of daily attendance includes the following information for each student:

- Daily attendance which is recorded on the Student Management System by noting daily absences and partial absences
- Whole day absences
- Reason for absences and partial absences
- Documentation to substantiate reason for absence. This is kept in the class Attendance Folder in the plastic wallet for each named child.

It is the responsibility of the class (Primary) and Homeroom teacher (Secondary) to ensure that attendance is recorded on the Student Management System prior to 8:45am each morning. It is the responsibility of the Office Administration Staff to record on the Student Management System the students who arrive after 8:30am and who leave before 3:10pm.

HOW WE MANAGE NON-ATTENDANCE

Under requirements for registration, schools are required to have strategies that may be implemented in attempting to restore a student's attendance in accordance with the school's policy and procedures.

STUDENT MANAGEMENT SYSTEM (Sentral)

Sentral is the single source of truth for recording and managing attendance. Teachers are trained to record daily absences and to monitor attendance of students in their homeroom through the visual heat map that is created. This map can highlight prolonged or fractional absences across a Term. Any concerns of absence identified are followed up with a phone call home and a conversation with the student. All follow up is recorded on Sentral.

PARTNERSHIP WITH PARENTS

Parents are reminded of their legal responsibilities at the start of each year and periodically through newsletters. They are advised of the link between good attendance and academic success.

Parents are advised to keep travel to school holidays and to avoid all absences –whole day and partial. Parents must provide reasons for absence promptly and as soon as the child returns to school or before. All absences must be accounted for. If prompted to complete a reason for absence form, parents must return it to the class/homeroom teacher the following day.

Should chronic absence become a concern, meetings may be scheduled with the Year Coordinator and/or Director of Pastoral Care to discuss concerns and create an action plan.

THE HOMEROOM/CLASS TEACHER MARKS THE ROLL

The Homeroom/Class teacher monitors attendance each morning prior to 8.45am. The teacher marks the roll noting students absence if they are not present. The class and homeroom teacher are prompted by the Student Management System if the roll is not marked by 9.00am.

CONTACT HOME BY THE THIRD DAY OF ABSENCE

The homeroom/class teacher will call home by the third day of absence to establish the reason for absence and ascertain the students' welfare.

ALL ABSENCES ARE ACCOUNTED FOR

Homeroom/class teachers take responsibility for following up and establishing reasons for absence. The parent is expected to provide a reason for absence upon the child's return to school. The child is reminded daily by the homeroom teacher to provide a note of explanation.

Through the parent portal on Sentral, our student management system, parents are able to electronically submit the reason for their child's absence.

CARE FOR STUDENT WELLBEING

If a student has a sustained or fractional absence that is worrying, then the class/homeroom teacher will alert the Year or Stage Coordinator. They will also talk to the student to establish any concerns that the student might have. The Coordinator may call for a meeting with parents.

HOW WE MANAGE NON-ATTENDANCE

LETTERS of CONCERN

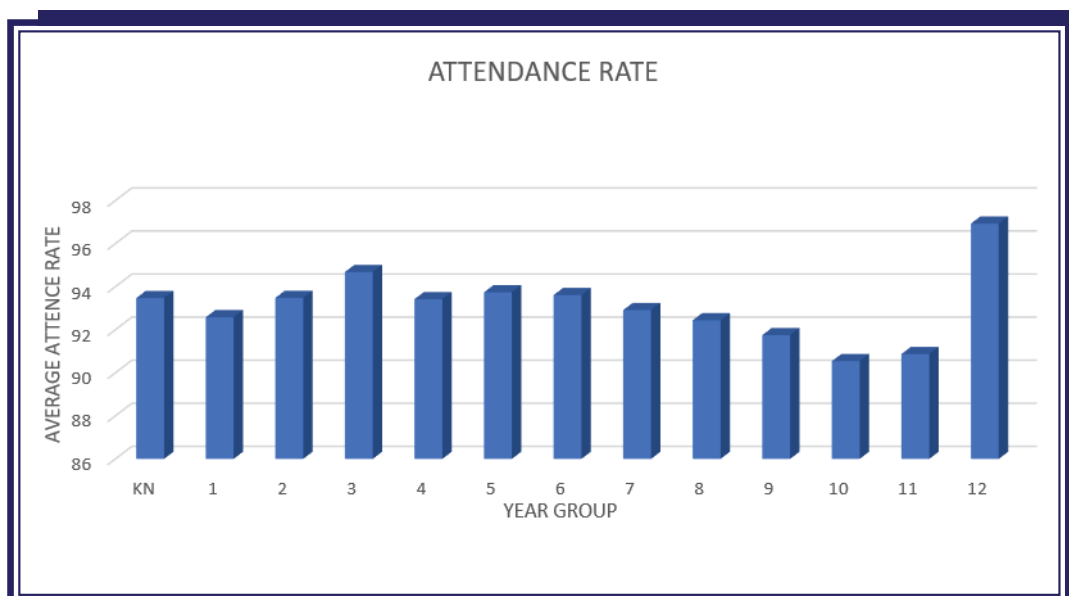
Letters of concern are used at various stages of the process to minimise absences.

1. A first letter of concern is created by the Year Coordinator and given to the parent which states the concerning pattern of days absent.
2. A second letter of concern is sent when there is still a concern in the number of days absent.
3. A third letter of concern is given where little improvement is made in the number of days absent. Upon receiving the third letter of concern, the parent may need to participate in a compulsory course to help improve their child's attendance.

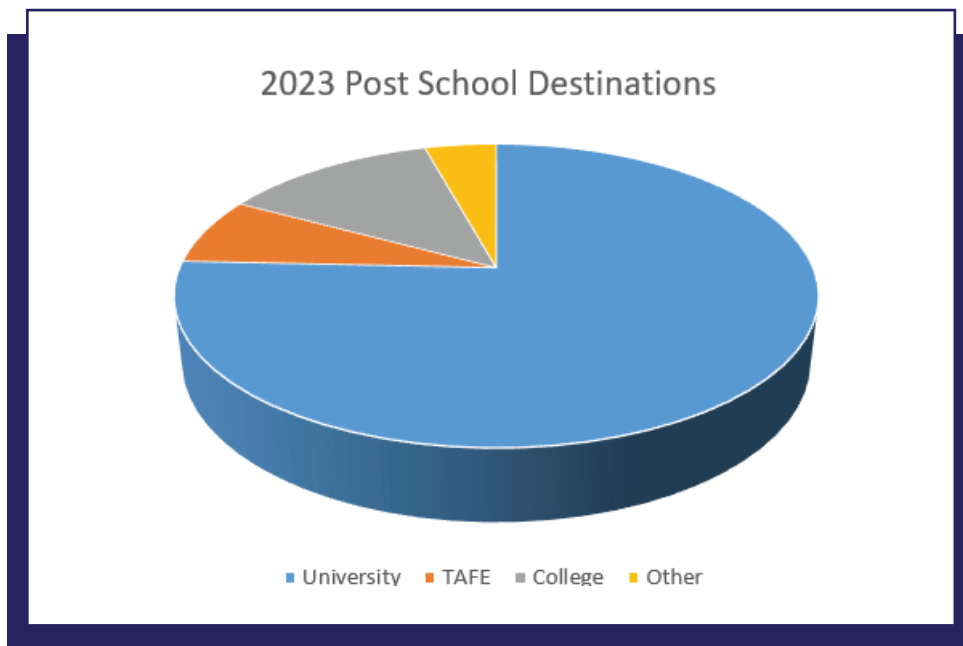
An agreed attendance improvement plan is created through consultation with delegated staff member(s), parent and student.

STUDENT ATTENDANCE PLAN

The Year/Stage Coordinator will call for a meeting with parents to discuss poor attendance and the student will be placed on an **ATTENDANCE PLAN** to improve attendance. It outlines agreed actions/targets and the persons responsible. A follow up meeting will be held to consider progress. People involved may include: class/homeroom teacher; Year/Stage Coordinator; Learning Support; School Wellbeing Coordinator; Director Primary School; Director of Pastoral Care. The intention is to set targets to improve attendance and the parents are given a time frame. If the **ATTENDANCE PLAN** does not result in improved attendance, then the Director of Pastoral Care/ Director of Primary may pursue further action.



POST SCHOOL DESTINATIONS



Studying externally delivered vocational education and training (EVET) courses while at school programs give students the opportunity to study units from TAFE courses as part of their HSC. These programs allow students to gain practical, work-related skills to enhance their future employment opportunities whilst completing units that count towards their HSC. Upon completion, students receive a nationally-recognised TAFE NSW qualification while still at school and the course can also contribute to their Australian Tertiary Admission Rank (ATAR) if it is classified as an Industry Curriculum Framework (ICF) course. In 2023, a total of two students from Year 12 completed an EVET course in Construction and two students completed an EVET course in Human Services. These programs allowed students to take part in TAFE studies while being enrolled at the College.

Out of the 95 students who graduated from Year 12, 53 are attending university, 5 are studying at college, 9 are enrolled in TAFE courses, 3 are taking a gap year and 25 students have not indicated their post school destination.

ROSA AND RETENTION RATES YEAR 10 TO YEAR 12

In 2023, 5 students chose a vocational or work pathway in preference to completing their HSC.

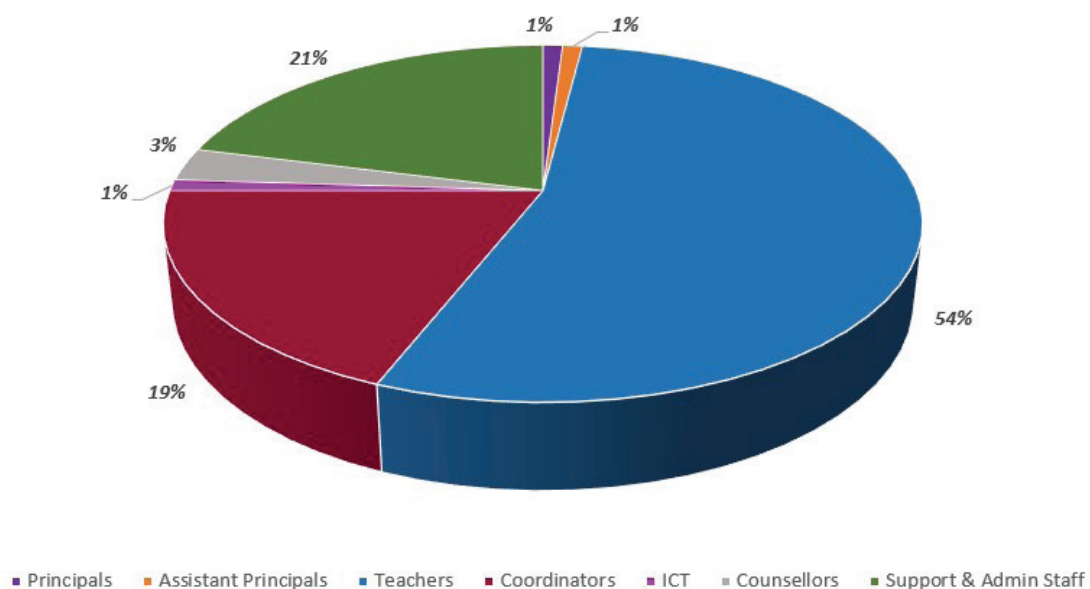
Year 10 – 2 students were awarded a Stage 5 ROSA

Year 11 - 3 students were awarded a Preliminary ROSA

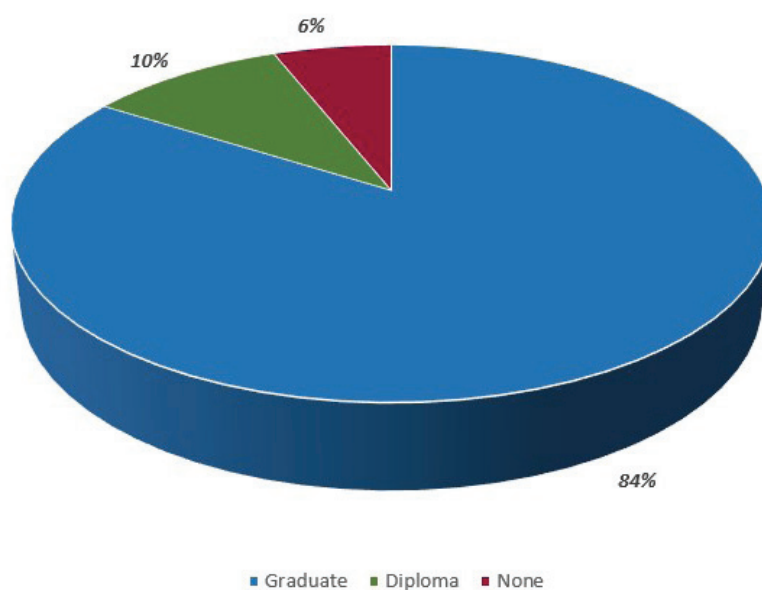
St Charbel's College had an actual retention rate from the Stage 5 (Year10) 2021 to the Higher School Certificate 2023 of 95%.

STAFF PROFILE

St Charbel's College Staff Profile - 2023



St Charbel's College - Staff Qualifications - 2023



POLICIES

College Policies for Behaviour Management, Privacy, Bullying Prevention and Intervention, Enrolment, Complaints and Grievances, are available on the College website located at

<https://www.stcharbel.nsw.edu.au/StudentandStaffWellbeing/SchoolPolicies.aspx>.

The Student Pastoral Care framework, Behaviour management, and Anti-Bullying Policy are also available to the College community through the College Diary. Student welfare and behaviour policy focuses on building positive relationships. The Merit and Student Restorative System is available to the College community through the College Diary. Levels of student reward and discipline are outlined in this document.

ENROLMENT

1. In usual circumstances students enrolling at the College must be 5 years of age or older on or before 30 June in the year in which they are to commence enrolment.

2. Enrolments will be considered from all families who are prepared to support Maronite Catholic ideals and principles. Enrolment applications will need to be submitted prior to the enrolment deadline specified for the current year in order for your child's application to be considered

3. The factors considered in determining enrolments:

- Children whose Maronite Catholic families are known and are involved members of the parish and have siblings attending the College
- Children whose Maronite Catholic families are known and are involved members of the parish
- Children whose Maronite Catholic families express an understanding of and commitment to the educational and religious life of the school (eg Maronite Catholics who attend Roman Catholic parishes)
- The contribution the student may make to the College, including the co-curricular activities
- The ability to meet the special needs or abilities of the student
- Whether children are already enrolled in another school

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

5. Where a child has a disability the parents/carers must disclose all relevant information related to their child's disability and additional needs. The College will consider what reasonable adjustments, if any, are needed to meet those needs before offering a place.

6. Continued enrolment at the College is also conditional on:

- a student abiding by the College's rules in effect from time to time, including without limitation the College Code of Conduct;
- a student demonstrating satisfactory standards of effort, attitude and behaviour in order to continue at the College and progress to the next year level. If the Principal considers that a student is deficient in any of those areas, the student may be required to be counselled, to repeat a year level, or to leave the College;
- a student making satisfactory academic progress, attending consistently, and the student and the parent/carer(s) observing all behavioural codes of conduct and other requirements of the school which are applicable from time to time, and
- the College continuing to be able to meet the students' needs even with reasonable adjustments, without unreasonable hardship.
- new students of concern may be placed on a Probationary Enrolment Period upon the discretion of the Principal.
- non – payment of outstanding school fees may result in suspension of a student.

ANTI-BULLYING

All children and young people have the right to an education that is free from discrimination, harassment and bullying. Our role model is Christ and we seek to replicate all Jesus taught in our actions and relationships with others. Through Jesus' words to "Do unto others as you would have them do unto you" and "Love your neighbour as yourself", we are called to give witness to these Christian values.

The dignity of each person created in the image of God is at the heart of this policy as is the desire to bring reconciliation and healing to situations of conflict.

- Every person at St Charbel's has a right to be treated as an individual and with dignity
- Every person at St Charbel's has a right to be able to feel safe
- Every person at St Charbel's has a right to be able to learn, free from anxiety.

STUDENT WELLBEING AND BEHAVIOUR MANAGEMENT

Our aim is to know the child well and recognise good behaviour, effort and achievement at every possible opportunity. Our system involves the formal and public recognition of our students. Rewards are earned in many ways, including good behaviour or attitude, consistently high standard of effort, good attendance and punctuality, helpfulness and contribution to community service.

The aim of the rewards system is to build self-esteem therefore all teachers are encouraged to:

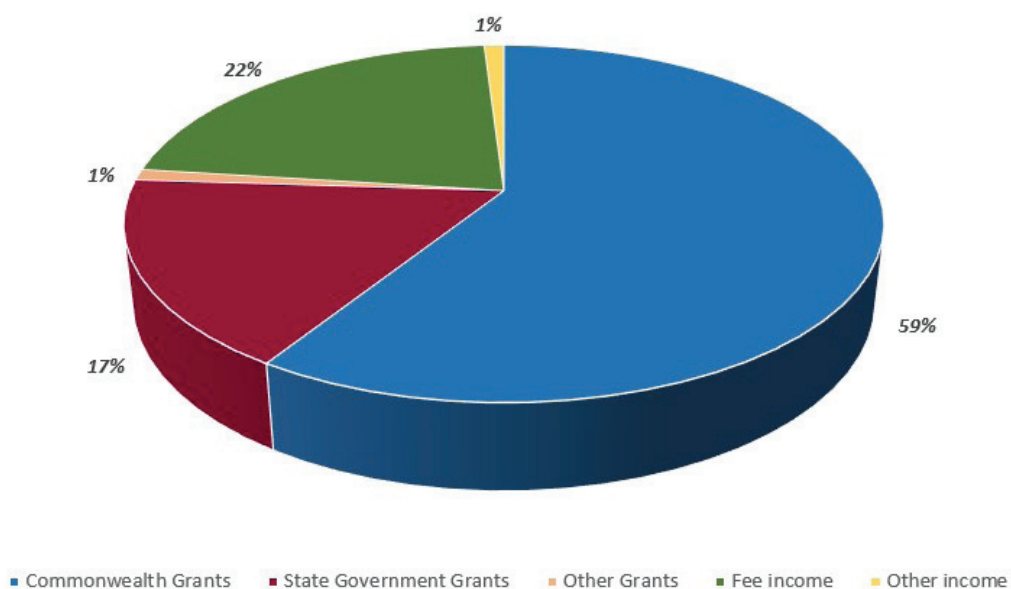
- Target the pupil's strengths
- Give frequent positive verbal feedback
- Avoid giving negative feedback in front of the pupil's peer group. If reprimanding, the teacher must always use the sandwich model.
- Publicly celebrate the pupil's successes however small
- Set rewards at an attainable level for the pupil
- Encourage students to have a positive, growth mindset

COMPLAINTS AND GRIEVANCES

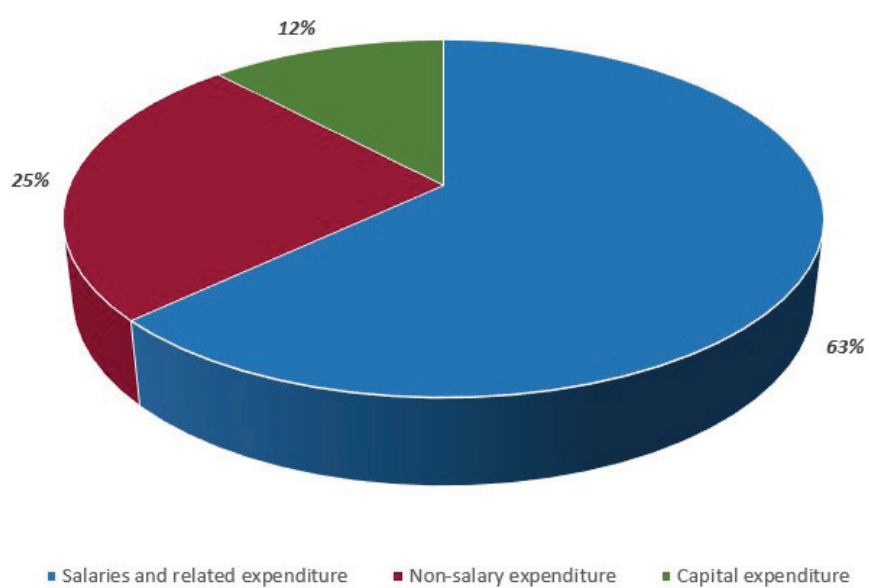
We aim to develop a positive and collaborative relationship between home and school and have clear and open communication within the community. St Charbel's College acknowledges that Parents/ Caregivers can sometimes feel concerned about something that they believe is happening in their child's school. The resolution of these concerns in every school community is vital to the well being and success of that community. It is recognised that parents and caregivers must have access to processes that allow them to resolve concerns in a supportive, conciliatory environment.

FINANCIAL

St Charbel's College - 2023 Income



St Charbel's College - 2023 Expenditure



STAFF FEEDBACK

The teaching of Religious Education (K-12) is typified by quality pedagogical practices that are regularly reviewed and strengthened	Students are encouraged to develop sound moral reasoning and social conscience	Teaching methods and programs used by teachers at St Charbel's College demonstrate effective 21st century educational practices	Staff employ a holistic approach to the development of the child -spiritually, emotionally, physically and academically	Detailed analysis of assessment data is carried out and feedback is provided to all staff.	Evaluation and reflection of effective teaching practice is completed at an individual level	Coordinators give priority to students during class times and activities over administrative duties
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree
Strongly agree	Agree	Agree	Agree	Strongly agree	Agree	Neutral
Agree	Agree	Neutral	Agree	Neutral	Agree	Disagree
Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree
Strongly agree	Agree	Agree	Agree	Agree	Agree	Agree
Strongly agree	Strongly agree	Agree	Agree	Agree	Strongly agree	Agree
Neutral	Agree	Agree	Agree	Agree	Strongly agree	Neutral
Strongly agree	Agree	Neutral	Neutral	Agree	Neutral	Agree
Strongly agree	Agree	Agree	Agree	Neutral	Agree	Agree
Agree	Agree	Agree	Agree	Agree	Agree	Neutral
Neutral	Neutral	Agree	Agree	Agree	Agree	Strongly agree
Strongly Disagree	Strongly agree	Strongly Disagree	Neutral	Agree	Neutral	Strongly agree
Agree	Agree	Agree	Agree	Agree	Neutral	Strongly agree
Neutral	Neutral	Neutral	Agree	Agree	Neutral	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree
Agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Agree
Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree
Neutral	Neutral	Agree	Agree	Agree	Disagree	Agree
Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree
Agree	Agree	Agree	Strongly agree	Agree	Neutral	Agree

STAFF FEEDBACK

Effective pastoral programs are embedded across the curriculum	Parents perceive that learning is challenging, engaging and meeting the needs of their children	The school actively seeks parent views and offers opportunities for involvement in planning and evaluation of school events	The school promotes parental engagement in the life of the school	Staff have a clear understanding of their rights and responsibilities with regard to a safe and supportive learning environment	Collaborative teaching, observation and feedback is effectively used to assist teachers in the development of best practice.	Professional learning opportunities are developed in response to identified staff needs, and are informed by evidence in effective practice
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree
Agree	Disagree	Disagree	Disagree	Strongly agree	Agree	Strongly agree
Agree	Agree	Agree	Agree	Agree	Agree	Agree
Strongly agree	Agree	Agree	Strongly agree	Strongly agree	Agree	Neutral
Agree	Neutral	Agree	Agree	Strongly agree	Agree	Strongly agree
Agree	Neutral	Agree	Neutral	Strongly agree	Agree	Agree
Neutral	Disagree	Neutral	Neutral	Agree	Neutral	Agree
Agree	Neutral	Neutral	Agree	Neutral	Neutral	Neutral
Strongly agree	Neutral	Neutral	Agree	Agree	Agree	Agree
Agree	Agree	Neutral	Neutral	Agree	Agree	Agree
Neutral	Disagree	Neutral	Neutral	Agree	Agree	Neutral
Strongly agree	Disagree	Neutral	Agree	Agree	Agree	Strongly disagree
Agree	Agree	Neutral	Neutral	Agree	Agree	Agree
Neutral	Neutral	Agree	Agree	Strongly agree	Agree	Neutral
Strongly agree	Strongly agree	Agree	Agree	Strongly agree	Strongly agree	Strongly agree
Agree	Neutral	Agree	Neutral	Agree	Agree	Agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree
Agree	Agree	Agree	Agree	Agree	Agree	Agree
Strongly agree	Neutral	Agree	Agree	Strongly agree	Strongly agree	Strongly agree
Agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree
Neutral	Neutral	Neutral	Neutral	Agree	Disagree	Agree
Agree	Neutral	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree
Neutral	Strongly agree	Agree	Agree	Agree	Neutral	Agree

STAFF FEEDBACK

Professional development opportunities and experiences provided by the College are clearly linked to professional standards	Professional learning events have resulted in increased collaboration within the College. Time is provided to all staff for planning and programming	Timely communication is provided to ensure that all staff have the opportunity to contribute to the leadership of the school.	I feel supported in my role at the College	I play a significant role in the life of the College	I know what to do in an emergency situation
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes
Strongly agree	Agree	Neutral	Strongly agree	Agree	Yes
Agree	Agree	Agree	Agree	Agree	Yes
Agree	Neutral	Agree	Strongly agree	Strongly agree	Yes
Agree	Neutral	Agree	Agree	Strongly agree	Yes
Strongly agree	Agree	Agree	Agree	Strongly agree	Yes
Agree	Neutral	Disagree	Neutral	Neutral	Yes
Agree	Neutral	Neutral	Agree	Agree	Yes
Strongly agree	Agree	Strongly agree	Strongly agree	Agree	Yes
Agree	Agree	Agree	Agree	Agree	Yes
Agree	Agree	Disagree	Agree	Agree	Yes
Neutral	Strongly disagree	Neutral	Strongly agree	Strongly agree	Yes
Neutral	Agree	Agree	Strongly agree	Neutral	Yes
Neutral	Neutral	Neutral	Agree	Agree	Yes
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes
Agree	Agree	Agree	Agree	Agree	Yes
Strongly agree	Strongly agree	Agree	Agree	Strongly agree	Yes
Agree	Agree	Agree	Agree	Agree	Yes
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes
Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Yes
Agree	Strongly agree	Agree	Strongly agree	Strongly agree	Yes
Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Yes
Neutral	Neutral	Neutral	Strongly agree	Agree	Yes

PARENT FEEDBACK

St Charbel's College offers a wide range of programs that allow students to connect with religious and spiritual life	Religious Education programs are meaningful and are reviewed and strengthened regularly	Families are increasingly engaged in the faith of the College and Church community	I am made aware of areas for improvement at the earliest possible time.	Student leadership is active in promoting the social, emotional and spiritual wellbeing of students	Pastoral Care is increasingly interactive for students to allow maximised engagement	Students, parents and staff have a clear understanding of their rights and responsibilities with regard to a safe and supportive learning environment	I know what to do in an emergency situation	I feel supported at the school	I feel I can approach my child/rens teacher/s
Agree	Strongly agree	Strongly agree	Agree	Strongly agree	Agree	Strongly agree	Yes	Yes	Strongly agree
Neutral	Neutral	Agree	Neutral	Neutral	Neutral	Neutral	No	No	Neutral
Agree	Agree	Agree	Neutral	Agree	Agree	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Strongly agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	No	Yes	Agree
Disagree	Neutral	Neutral	Strongly Disagree	Neutral	Neutral	Neutral	No	No	Neutral
Strongly agree	Strongly agree	Strongly agree	Disagree	Agree	Agree	Strongly agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Neutral	Agree	Strongly agree	Strongly agree	Neutral	No	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Agree	Agree	Agree	Agree	Agree	Agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Neutral	Agree	Agree	Agree	No	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Neutral	Agree	Strongly agree	Agree	No	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Yes	Yes	Neutral
Agree	Strongly agree	Agree	Neutral	Agree	Agree	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Agree	Agree	Disagree	Disagree	Disagree	Agree	Agree	Yes	Yes	Strongly agree
Agree	Agree	Agree	Agree	Agree	Agree	Strongly agree	Yes	Yes	Agree
Strongly agree	Agree	Agree	Agree	Neutral	Neutral	Agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Yes	Yes	Agree
Strongly agree	Agree	Strongly agree	Neutral	Neutral	Neutral	Agree	No	Yes	Agree
Agree	Agree	Agree	Neutral	Agree	Agree	Agree	Yes	Yes	Agree
Agree	Neutral	Neutral	Disagree	Disagree	Neutral	Neutral	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Agree	Neutral	Neutral	Neutral	Agree	No	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Strongly agree	Yes	Yes	Agree

PARENT FEEDBACK

St Charbel's College offers a wide range of programs that allow students to connect with religious and spiritual life	Religious Education programs are meaningful and are reviewed and strengthened regularly	Families are increasingly engaged in the faith of the College and Church community	I am made aware of areas for improvement at the earliest possible time.	Student leadership is active in promoting the social, emotional and spiritual wellbeing of students	Pastoral Care is increasingly interactive for students to allow maximised engagement	Students, parents and staff have a clear understanding of their rights and responsibilities with regard to a safe and supportive learning environment	I know what to do in an emergency situation	I feel supported at the school	I feel I can approach my child/rens teacher/s
Strongly agree	Agree	Strongly agree	Disagree	Neutral	Neutral	Neutral	No	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Agree	Yes	Yes	Strongly agree
Agree	Agree	Agree	Strongly Disagree	Strongly disagree	Neutral	Agree	No	No	Strongly agree
Agree	Strongly agree	Strongly agree	Neutral	Neutral	Agree	Neutral	Yes	Yes	Strongly agree
Agree	Agree	Agree	Neutral	Agree	Agree	Agree	No	No	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Agree	Agree	Neutral	Neutral	Neutral	Neutral	Neutral	No	No	Disagree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Strongly agree	Yes	Yes	Strongly agree
Agree	Agree	Agree	Neutral	Neutral	Agree	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	No	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Neutral	Agree	Agree	Agree	Yes	No	Neutral
Agree	Strongly agree	Strongly agree	Agree	Agree	Neutral	Agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Agree
Strongly agree	Agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Strongly agree	Agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Strongly agree
Agree	Agree	Neutral	Neutral	Neutral	Neutral	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly Disagree	Strongly disagree	Agree	Strongly agree	No	Yes	Strongly agree
Neutral	Neutral	Neutral	Disagree	Disagree	Strongly disagree	Disagree	No	No	Disagree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Agree	Agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Agree	Agree	Agree	Strongly Disagree	Neutral	Agree	Agree	Yes	No	Neutral
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Yes	Yes	Strongly agree
Neutral	Neutral	Neutral	Disagree	Disagree	Strongly disagree	Disagree	No	No	Disagree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Agree	Agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Agree	Agree	Agree	Strongly Disagree	Neutral	Agree	Agree	Yes	No	Neutral
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Yes	Yes	Strongly agree
Neutral	Neutral	Neutral	Disagree	Neutral	Neutral	Disagree	No	No	Neutral
Strongly agree	Strongly agree	Strongly agree	Neutral	Strongly agree	Agree	Strongly agree	Yes	Yes	Strongly agree

PARENT FEEDBACK

St Charbel's College offers a wide range of programs that allow students to connect with religious and spiritual life	Religious Education programs are meaningful and are reviewed and strengthened regularly	Families are increasingly engaged in the faith of the College and Church community	I am made aware of areas for improvement at the earliest possible time.	Student leadership is active in promoting the social, emotional and spiritual wellbeing of students	Pastoral Care is increasingly interactive for students to allow maximised engagement	Students, parents and staff have a clear understanding of their rights and responsibilities with regard to a safe and supportive learning environment	I know what to do in an emergency situation	I feel supported at the school	I feel I can approach my child/rens teacher/s
Strongly agree	Strongly agree	Agree	Disagree	Agree	Agree	Disagree	Yes	Yes	Disagree
Agree	Agree	Agree	Agree	Agree	Agree	Agree	No	Yes	Agree
Agree	Strongly agree	Agree	Neutral	Neutral	Agree	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Agree	Yes	No	Strongly agree
Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Strongly agree
Neutral	Strongly agree	Strongly agree	Neutral	Neutral	Neutral	Neutral	No	No	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Agree	Neutral	Agree	Neutral	Disagree	Agree	Yes	No	Agree
Strongly agree	Strongly agree	Agree	Strongly agree	Agree	Agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Agree	Neutral	Agree	Agree	Strongly agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Agree	Neutral	Agree	Neutral	Strongly agree	Yes	Yes	Agree
Agree	Agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Neutral	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Agree	Agree	Yes	Yes	Strongly agree
Agree	Agree	Strongly agree	Agree	Disagree	Disagree	Neutral	Yes	No	Neutral
Neutral	Neutral	Neutral	Disagree	Disagree	Disagree	Neutral	No	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Agree	Agree	Strongly agree	Strongly Disagree	Agree	Agree	Disagree	No	No	Neutral
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Strongly agree	Strongly agree	Agree	Strongly Disagree	Strongly disagree	Strongly disagree	Strongly disagree	No	No	Strongly disagree
Agree	Strongly agree	Strongly agree	Strongly Disagree	Neutral	Neutral	Agree	Yes	Yes	Neutral
Strongly agree	Agree	Agree	Strongly agree	Strongly agree	Agree	Strongly agree	Yes	Yes	Strongly agree
Agree	Agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree
Agree	Agree	Neutral	Strongly Disagree	Disagree	Neutral	Disagree	Yes	Yes	Agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree
Agree	Agree	Strongly agree	Agree	Neutral	Agree	Agree	Yes	Yes	Strongly agree
Agree	Neutral	Disagree	Disagree	Neutral	Strongly disagree	Disagree	No	No	Strongly disagree
Strongly agree	Strongly agree	Agree	Agree	Agree	Agree	Strongly agree	Yes	Yes	Agree

STUDENT FEEDBACK

[illegible]

STUDENT FEEDBACK

St Charbel's College offers a wide range of programs that allow students to connect with religious and spiritual life	St Charbel's College offers a wide range of programs that allow students to connect with religious and spiritual life	Students are increasingly engaged in the faith of the College and Church community	Student evaluations and assessments reflect experiences of authentic learning and critical thinking	I am made aware of areas for improvement in my learning at the earliest possible time	Student leadership is active in promoting the social, emotional and spiritual wellbeing of students	Pastoral Care is increasingly interactive for students to allow maximised engagement	Students, parents and staff have a clear understanding of their rights and responsibilities with regard to a safe and supportive learning environment	I know what to do in an emergency situation	I feel supported at the school	My teachers care about me	My parents support decisions made by the school
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Strongly agree	Strongly agree	Neutral	Strongly agree	Strongly agree	Agree	Neutral	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Agree	Agree	Strongly agree	Yes	Yes	Strongly agree	Agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Agree	Agree	Disagree	Neutral	Disagree	Disagree	Neutral	Neutral	Yes	Yes	Neutral	Strongly agree
Agree	Agree	Agree	Disagree	Neutral	Agree	Disagree	Agree	Yes	Yes	Agree	Agree
Strongly agree	Strongly agree	Agree	Neutral	Agree	Strongly agree	Neutral	Agree	Yes	Yes	Strongly agree	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Neutral	Neutral	Neutral	Disagree	Disagree	Disagree	Disagree	Agree	Yes	No	Neutral	Neutral
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Agree	Agree	Agree	Agree	Agree	Neutral	Disagree	Agree	Yes	Yes	Neutral	Agree
Strongly agree	Strongly agree	Neutral	Neutral	Agree	Neutral	Neutral	Agree	Yes	Yes	Strongly agree	Agree
Strongly agree	Strongly agree	Agree	Neutral	Strongly agree	Agree	Agree	Agree	Yes	Yes	Strongly agree	Agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Neutral	Neutral	Agree	Strongly agree	Strongly agree	Agree	Strongly disagree	Strongly disagree	Yes	No	Disagree	Strongly disagree
Neutral	Neutral	Neutral	Strongly disagree	Disagree	Strongly Disagree	Strongly disagree	Neutral	Yes	No	Disagree	Strongly disagree
Strongly agree	Strongly agree	Strongly agree	Neutral	Neutral	Strongly agree	Strongly disagree	Strongly agree	No	Yes	Neutral	Neutral
Strongly agree	Strongly agree	Strongly agree	Agree	Agree	Strongly agree	Neutral	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Agree	Agree	Agree	Agree	Agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Strongly disagree	Strongly disagree	Strongly disagree	Strongly disagree	Strongly Disagree	Strongly Disagree	Strongly disagree	Strongly disagree	No	No	Disagree	Strongly disagree
Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Neutral	Neutral	Neutral	Neutral	Disagree	Disagree	Disagree	Disagree	Yes	No	Neutral	Disagree
Strongly agree	Strongly agree	Neutral	Strongly agree	Strongly agree	Strongly agree	Strongly disagree	Neutral	Yes	Yes	Neutral	Neutral
Neutral	Neutral	Neutral	Agree	Agree	Neutral	Strongly disagree	Agree	Yes	Yes	Neutral	Agree
Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Yes	Yes	Agree	Agree
Agree	Agree	Agree	Neutral	Neutral	Agree	Neutral	Agree	Yes	Yes	Agree	Agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Agree	Agree	Agree	Agree	Neutral	Neutral	Agree	Agree	Yes	Yes	Agree	Agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Strongly agree	Yes	Yes	Strongly agree	Strongly agree
Agree	Agree	Strongly agree	Strongly agree	Strongly agree	Agree	Neutral	Agree	Yes	No	Strongly disagree	Agree