



**cameragal**  
montessori  
school

## **ANNUAL REPORT 2023**

MONTESSORI EDUCATION SUPPORTS A CHILD'S DEVELOPMENT TO BECOME THE BEST THEY CAN BE

PO BOX 1742, NORTH SYDNEY NSW 2059

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**This report covers the 2023 calendar year**

## Theme 1: Message from key school bodies

### Message from Chair of the Board

2023 saw the achievement and consolidation of a number of our school's long-term strategic priorities. Most notably, we opened our new premises at Ridge Street, North Sydney, which allowed us to achieve our strategic objective of consolidating from 4 locations into 3, with long-term security of tenure for our administration and Tiddalicks classroom. It has also enabled us to improve and grow our Under-3s program, with a large, dedicated Under-3s classroom. This is critical to achieving our objective of offering quality Montessori education from birth to 12 years.

We were also pleased to support our staff to develop their careers throughout 2023. In particular, we were delighted that Julia Jeong, our beloved Pademelons 3-6 teacher, accepted an exciting new role leading our 6-9 primary classroom, while Maria Urgel, previously assistant in the Pademelons 3-6 class, moved into the role of Lead Teacher. This sort of movement of staff across and within classrooms enables us to fulfil our strategic goal of supporting staff in their career development, while also building our whole-of-school community.

Our second year 6 class graduated in December 2023. It is wonderful that we are now able to offer a full Montessori primary program. It has also been inspiring to see our first year of graduates (who graduated at the end of 2022) thriving in their different secondary schools (Montessori, public and private).

The school board continued to meet monthly throughout 2023. An important part of our work has been reviewing our governance framework and updating key guidelines such as our corporate governance statement, to ensure that we provide effective oversight and governance of our school's activities. Four of our board members (including me) undertook a specialist training course in governance for Montessori schools. We have also focused on our long-term planning and updating our 2018-2023 Strategic Plan, to set directions for the ongoing development and improvement of the school. This work will continue under the new board, appointed at our most recent AGM. During the course of the year, our board member and previous chair, Ward Duvall, retired from the board. Ward made many important contributions to the school, including overseeing the Ridge St development, and I'm sure you will all join me in giving him our thanks and best wishes.

Thank you to all those who made 2023 a wonderful year for our school. I am particularly grateful to all our dedicated staff, both inside and outside the classroom, and to Janae for her excellent leadership. I look forward to continuing to work with you all to grow the wonderful community that is Cameragal Montessori School.



Jacqueline Mowbray  
Chair of the Board

## Principal's Message

2023 was a year of growth and expansion for our school as we officially opened our new premises at Ridge Street, North Sydney. We received approval for our 3–6-year Preschool and Kindergarten classroom from the NSW Education Department just in time for Term 4. This allowed the school to bring together our administration team, our Under 3-year-old program and one 3-6 classroom all under one roof, accomplishing a long-term goal for our school. The official opening ceremony, held in October, was a special day for our community starting with a beautiful Smoking Ceremony and Welcome to Country led by Raymond Weatherall from the Metropolitan Land Council. We were fortunate to also have our local State Parliamentarian, Felicity Wilson, and Mayor, Zoe Baker, join us for this important occasion.

Community was also a very important part of our school's journey in 2023. While our families came together for several events during the year, the highlight for the year was our first school Trivia Night held in September. It was so special to see our parents, alumni and the wider community testing their general knowledge while raising funds for our beautiful school. We saw lots of smiles and laughter, the beginning of new friendships and memories made throughout our community that will last a lifetime.

I am proud of all that our school accomplished during 2023 and am confident that these accomplishments have set our beautiful school up for further success in the future. I would like to thank the Cameragal board and our wonderful educators and staff for the overwhelming support and dedication provided throughout the year. I am grateful for our lovely Cameragal Community and would like to end by thanking them for their continued commitment to our school and the Montessori values.



Janae Goodall  
Principal

## Theme 2: Contextual information about the school and characteristics of the student body

*Our vision is to work together to guide, inspire and empower our children to achieve their potential in life*

During 2023, Cameragal Montessori School operated a primary school catering for Year 1 to Year 6 and three pre-primary classrooms for students aged 3-6 years which includes our Kindergarten program. Our curriculum is based on the educational philosophy and practices of Dr Maria Montessori. The school curriculum also incorporates all of the New South Wales Educational Standards Authority (NESA) standards across all our classes from Kindergarten to Year 6. The Early Years Learning Framework (EYLF) is implemented across all our pre-primary classes within our Montessori program.

The school has three campuses in the inner northern suburbs of Sydney. Our primary school is located on Miller Street in North Sydney. Two of our 3–6-year-old classrooms are located together at Forsyth Park in Neutral Bay and the third 3-6-year-old classroom is located on Ridge Street, in North Sydney along with the school's head office.

All campuses are conveniently located near each other.

The school is non-denominational and co-educational and provides composite classes across the school, in accordance with Montessori philosophy. There are approximately even numbers of boys and girls enrolled across the school.

All our teachers have achieved NESA-recognised teaching qualifications as well as Montessori training.

Further information can be found on the *My School* website: <http://www.myschool.edu.au>



### Theme 3: Student outcomes in standardised national literacy & numeracy testing

Cameragal Montessori School's students in Year 3 and Year 5 participate in the National Assessment Program – Literacy and Numeracy (NAPLAN). This Government program assesses the literacy and numeracy learning of students in all Australian schools. Our NAPLAN results can be viewed on the *My School* website <http://www.myschool.edu.au>

It is important to note that the Montessori method provides individualised and self-directed learning programs, and progress is measured in several ways and reported to parents.

### Theme 4: Senior secondary outcomes

This reporting theme is not a requirement for Cameragal Montessori School as we do not have a secondary program.



## Theme 5: Teacher professional learning, accreditation and qualifications

Teaching staff and school administration participated in a variety of professional learning activities throughout the year. All professional learning activities undertaken by the staff during 2023 are listed below:

Description of the Professional Learning Activity	Number of Staff Participating
Child Safety - CPR	24
Child Safety – First Aid Training	12
Child Protection Training	21
Inclusion – A Team Reflection	10
Child Protection (Refresher)	2
Cyber Security Strategy and Governance	1
Driving Cyber Resilience	1
Beyond Partnerships with Families, Collaborating for Inclusion	1
A Place to Be Me	1
Be a Non-Anxious Parent	1
Supporting Children with Anxiety, The Brave Program	1
Language Development for Bilingual Children	1
Understanding Autism	1
Creating a Collaborative Partnership with Your Child	1
Radical Inclusion: Understanding Visible & Invisible Differences	1
Personal & Professional Resilience	20
Creating an inclusion Environment for all Family Types	1
Supporting Students with Challenging Behaviour	1
Developing Healthy Peer Relationships	1
Learning Resilience - Empower	1
Learning Resilience - Embed	1
Early Support - Inquire	1
Early Support - Notice	1
Early Support - Provide	1
Mentally Healthy Communities - Include	1
Mentally Healthy Communities - Connect	1
Montessori Institute - 6-12 Mathematics Workshop	1
Sensory Processing	1
Deaf Connect - Introduction to Auslan 1	1
Montessori Spelling in Context Workshop	1
NSW Food Authority – Food Handler Basics	22
6-12 AMI Diploma	1

### Teacher Accreditation

Level of Accreditation	Number of Teachers
<i>Conditional</i>	0
<i>Provisional</i>	2
<i>Proficient Teacher</i>	6
<i>Highly Accomplished Teacher (voluntary accreditation)</i>	1
<i>Lead Teacher (voluntary accreditation)</i>	0

### Teacher Qualifications

Category	Number of Teachers
i. <i>Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) or</i>	9
ii. <i>Teachers having a bachelor's degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualification</i>	0





## Theme 6: Workforce composition

### School Staff 2023

Teaching Staff	9
Full-time Equivalent teaching staff	8
Non-teaching staff	15
Full-time equivalent non-teaching staff	13.6

The teaching staff at Cameragal Montessori are qualified Montessori teachers with recognised NESA teaching qualifications.

While none of our staff have advised that they identify as Aboriginal or Torres Strait Islander, our staff come from diverse backgrounds and faiths.

A description of our school's workforce composition can also be found on the *My School* website: <http://www.myschool.edu.au>



## Theme 7: Student attendance, and retention rates and post-school destinations in secondary schools

### Student Attendance Rates

Year level	Attendance Rate
Kindergarten	88%
Year 1	92%
Year 2	87%
Year 3	89%
Year 4	90%
Year 5	94%
Year 6	92%
Whole School	90%

The school's average attendance rate for school-aged children is 90% which is a 2% increase from 2022.

Additional school attendance rate data can be found on *My School* website:

<http://www.myschool.edu.au>

### Management of Non-attendance

The school has processes in place to monitor attendance and strategies to improve unsatisfactory attendance as part of its role in providing a safe and supportive environment for all our students.

The processes and strategies outlined below are excerpts from the school's current Attendance Policy.

#### Excessive or unexplained absences

All unexplained absences and poor record of school/class attendance will be reported to the Principal by the classroom teacher to determine what follow-up is required.

If a child is absent for more than 3 days without the school hearing from the parent, the classroom teacher should call home to check.

If no suitable explanation is provided for long-term absences, action to be taken might include but is not limited to, direct contact with parents or reporting to the Department of Education Home School Liaison Officer (HSLO), NSW Department of Education  
[attendance@det.nsw.edu.au](mailto:attendance@det.nsw.edu.au)

Where unsatisfactory class or school attendance is identified the attendance issue and any action taken will be recorded as appropriate on the student file. Generally, the school would formally write to the parents or carer and meet with the parents or carer and the student to discuss strategies to improve attendance, using the *Attendance Improvement Plan* if required.

Where a school attendance matter raises safety, welfare or well-being concerns, the Principal must ensure that all required reports are made to the Community Services Child Protection Helpline and/or that contact is made with the Child Wellbeing Unit (as required by the [Mandatory Reporter Guide](#) section of Keep Them Safe website [www.keepthemsafe.nsw.gov.au](http://www.keepthemsafe.nsw.gov.au)).

### **Student Retention Rate from Year 10 to Year 12**

As Cameragal has no secondary students this part of the report is not relevant for our school.

### **Post-School Destinations**

As Cameragal has no secondary students this part of the report is not relevant for our school.



## Theme 8: Enrolment policies

### Enrolment & Orientation Policy

Cameragal Montessori School is a co-educational pre-primary and primary school providing an education underpinned by the philosophy of Dr Maria Montessori and fulfilling the educational and care requirements of Education & Care Services National Regulations and the NSW Education Standards Authority (NESA).

Our school implements a process to ensure enrolment and orientation processes are planned and implemented to meet the needs of the child and the family as well as ensuring all legislative requirements (for the pre-primary Priority Access Guidelines).

Applications for enrolment may be made at any time by the parents/carers of students to commence at the school. All applications are processed in order of receipt and consideration is given to the applicant's support for the ethos of the school, siblings already attending the school and other criteria determined by the school from time to time. Once enrolled, students are expected to act consistently with the school's ethos and comply with the school rules to maintain enrolment. Parents are also expected to be supportive of the ethos of the school.

### Child Safety School Statement

Cameragal Montessori School seeks to provide a child-safe environment. Our school actively promotes the safety and well-being of our students, and our school staff are committed to protecting students from abuse or harm in accordance with their legal and ethical obligations. CMS 's child-safe policies and procedures and our staff code of conduct form part of this commitment.

The school will base any decision about offering a place to a student on:

Family relationship with the school:

- Sibling of a current or ex-student
- Either of the parents attended the school
- Parents/careers attitudes, values and priorities that are compatible with the school's Montessori ethos

The student

- The student's reports from previous schools (if applicable) or prior to school service e.g., the NSW Department of Education's Transition to School Statement

The school:

- Ability to meet the special needs or abilities of the student

Other Considerations

- Order of receipt – when the application to enrol is received by the school

The school has 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.

## Procedures

- Process all applications within the school's enrolment policy.
- The school will meet with parents or carers of the student before offering a place
- Consider each applicant's supporting statement and interview responses regarding their ability and willingness to support the school ethos.
- Consider each applicant's educational needs. To do this the school will gather information and consult with the parents/family and other relevant persons.
- Identify any strategies which need to be put in place to accommodate the applicant before a decision regarding the enrolment is made.
- Inform the applicant of the outcome.

Enrolment is subject to the student and parent's adherence to school rules, policies and procedures. Detail can be found in the student's enrolment contract, the School's *Pastoral Care Statement* and *Behaviour Guidance Policy*. The withdrawal of a student's enrolment will be considered if a family does not adhere to their instalment plan or falls behind in the payment of the tuition fees.

The above policies are presented to parents upon the letter of offer of enrolment and can then be found in the school's policy manuals available at each campus and the school office. This policy is publicly disclosed on the school's website with other student welfare policies.

## Enrolment Procedures Summary

Before applying for enrolment parents/carers should read:

- The Cameragal School Prospectus
- The Enrolment policy
- The current fee schedules
- Terms and conditions of enrolment

All are available from request at the office or can be posted all applications for enrolment must be:

- On the school's official application form
- Signed by parents/carers
- Lodged with a non-refundable application fee
- Hold current membership of Cameragal Montessori school

When the application is received the Enrolments, Officer will consider it based on the school's enrolment policy criteria. If the school makes an Offer of Enrolment the parent must sign an acceptance of the offer on the form provided and pay a non-refundable enrolment fee.

Any questions concerning enrolments should be referred to the school's Enrolment Officer at: [admin@cameragal.nsw.edu.au](mailto:admin@cameragal.nsw.edu.au)

## **Pre-primary and Kindergarten - children aged 3 to 6 years old**

To apply for admission to the school and to have the child's name included on the waitlist, a parent must hold current membership of Cameragal Montessori School and pay a non-refundable fee for the first child. A parent must also attend a campus tour. The school follows the standards as determined by the Disability Standards for Education 2005 (Standards). Detailed guidelines are available from the school office.

### **Selection criteria**

The principal offers places based on the following selection criteria:

- Sibling status (with conditions as set out further in the document).
- Priority of Access for pre-primary students (listed on page 4).
- Position on the waitlist.
- The age of the child when entered on the waitlist.
- Commitment to the 3-6 pre-primary program, 6-9 and 9-12 primary educational programs.
- Montessori overseas or interstate school transfer.
- Cameragal Montessori Under 3s attendance for a minimum of one year.
- Commitment of parents to the Montessori ethos.
- School to comply with Public Health Act 2010 in regard to immunisation standards.

When all other factors are equal, the date of registration determines priority. However, the School retains the right to consider specific enrolments on an individual basis. Offers for older children are subject to availability and dependent on a successful interview and orientation period.

## **Primary – Year 1 to Year 6**

The school operates a separate waiting list for Primary (Years 1-6). Students of Cameragal Montessori School pre-primary are given priority of place.

The school follows the standards as determined by the Disability Standards for Education 2005 (Standards).

### **Selection criteria:**

An offer of a place is made based on the following criteria:

- Cameragal Montessori School pre-primary student priority.
- The child's readiness, both academically, socially and emotionally.
- Sibling priority (please note that generally priority is only given if a sibling has completed pre-primary).
- Montessori overseas or interstate school transfer.
- Commitment of parents to the Montessori ethos.

## **Offers of Enrolment**

Offers are made in July the year prior to the student commencing. Parents of children on the waitlist are required to attend an interview with the principal before an offer of enrolment is made. During the year places may become available and are offered to the next child on the waitlist.

Students from pre-primary transitioning to primary will be observed in their pre-primary classrooms and follow a transition procedure that involves multiple visits at the end of the term prior to commencing in primary.

## Conditions of acceptance

### First child entering the school

Offers of place must be accepted within 14 days by returning the Letter of Offer which lists the following conditions:

- A non-refundable placement fee is payable on acceptance of the offer.
- A non-refundable donation is payable to the Cameragal Fund.
- Each child is expected to attend the school for the entire three-year pre-primary program OR the entire nine-year program (pre-primary to primary). Withdrawing a child before the completion of the program may upset the child's educational development and disturb the balance in the class, creating a gap that is often impossible to fill.
- If an elder sibling is withdrawn from Cameragal before the minimum completion date, the school will withdraw priority consideration for any of the younger siblings and will be placed on the general waitlist as of the date of their application.
- Parents agree to observe the school's policies and procedures.
- If parents have concerns about their child's readiness or the parents wish to change the start date the Enrolment Manager must be notified at least 4 weeks prior to the start date. Whilst the start date can be revised, the expectation is that payment will be made from the original start date for holding the place if this notice is not received.
- All students who are attending pre-primary and Kindergarten (at Cameragal) are to provide proof of immunisation before enrolment by submitting an approved immunisation form that shows that the student is:
  - Is fully immunised for their age, or
  - Has a medical reason to not be vaccinated, or
  - Is on a recognised catch-up schedule if the child has fallen behind with their immunisation.
- All students who are attending Primary school (at Cameragal) are to provide proof of immunisation before enrolment by submitting an approved immunisation form that shows that the student is:
  - Is fully immunised for their age;
  - Not fully immunised for their age; or



- Has a medical reason to not be vaccinated, or
- Is on a recognised catch-up schedule.
- There is a probationary period of one school term for the child and the school. If either the parents or the school considers that at the end of one term that the child should not continue at the school, the placement fee less an administration fee of 50% of the total placement fee will be returned.

### Withdrawal of Students

- If parent/carer(s) wish to withdraw a student from the school, notice given must be not less than one full term's notice to expire at the end of a term.
- Notice of withdrawal of a student from the school must be in writing to the principal.
- If the required notice of withdrawal of a student is not given the parent/carer(s) must pay a school term's fees.
- Where students leave to enrol at another school, the NSW Educational Standards Authority (NESA) requires that parent/carer(s) advise the school in writing of the name of the school the student will be attending and the grade the student will be entering at the new school.
- In the event that circumstances change after acceptance of a place and the payment of the placement fee the school requires written notice of four full weeks excluding school holidays, of intention to relinquish the place. In this case the placement fee less, an administration fee of 50% of the total placement fee will be returned. If this notice is not received within this period, then the placement fee will not be returned. This provision provides some protection to the school against financial loss from non-starters and the subsequent revision of the class plan.
- Cameragal Montessori School membership must be kept current for the duration of the child's attendance at the school. Non-compliance to membership could mean withdrawal of enrolment. Membership ensures voting at the School's Annual General Meeting as per the school's constitution.
- Parents are requested to support and participate in the school community in a variety of ways and are encouraged to attend parent education evenings to deepen their knowledge of Montessori education at Cameragal Montessori School.



### Siblings

Conditions of acceptance for siblings are similar to those for the first child. Sibling priority is only applied if the older sibling has completed or is completing the full School program (i.e., three-year pre-primary or Year 1 to Year 6 primary program).

### Priority of Access

All pre-primary enrolments endeavour to comply with the Australian Government *Priority of Access Guidelines* in no particular order, these are:

- Children who are at risk of significant harm (from a child protection perspective)
- Children with disability and additional needs
- Children with English language needs
- Children who are at least 4 years old on or before 31 July in that preschool year and not enrolled or registered at school
- Children who are at least 3 years old on or before 31 July in that preschool year and from low income/and or Aboriginal families

### Timing of Entry – Pre-primary

The school follows the Montessori principle of staggered entry to enable maximum attention to be given to each new child in the class and to assist each child in adjusting to their new environment. Commencement dates in any one term are determined and notified by the Enrolment Manager after places have been offered in collaboration with the principal.

### Timing of Entry – Primary

The child may transition to Primary by attending transition visits of the term prior to the term they commence, typically for at least three visits. Primary families are to attend a meeting with the Primary teacher in addition to the principal's interview.

### Transfers

There is no automatic right to transfer between Montessori schools, but every attempt is made to offer a place to a transfer, subject to the enrolment criteria being met.

Once children have commenced in a class at the school, they will not be transferred to another class except in exceptional circumstances at the discretion of the principal.

### Deferrals

Requests by parents for deferred entry are generally not granted but each case will be considered on its merits. Requests for deferred entry must be made in writing to the principal.

The school may also advise a deferred start, in which case a place will be held without fees being charged until the entry date given by the Enrolment Manager.

### Confidentiality and Privacy

The school respects the privacy of the families and staff who make up the school community. It is the school policy to ensure that all information obtained by the school in relation to the personal circumstances of children and their families will be kept confidential unless:

- The family concerned authorises disclosure of the information; or
- The school is obliged to disclose the information pursuant to health regulations or other Commonwealth, State or Local Government laws or regulations.

### Relevant policies & procedures

Attendance Policy

Medical Conditions Policy

Transition Adjustment Plan

Transition Procedure

Behaviour Guidance Policy

Family Participation & Communication Policy

Parent Code of Conduct

Pastoral Care Statement

Privacy Policy

Immunisation Policy – Early childhood and school-aged children

Fees Policy



## Theme 9: Other school policies

### Student Welfare

Cameragal Montessori School acknowledges that we have a moral and legal responsibility to ensure that the rights and best interests of the child are paramount. We are committed to providing training, resources, information and guidance to support this in order to:

- Ensure that the health, safety and well-being of children at the school are protected at all times.
- Ensure that people educating and caring for children at the school act in the best interests of the child.
- Protect and advocate the rights of all children to feel safe and be safe at all times.
- Maintaining a culture in which children's rights are respected.

We encourage active participation from families at the school, supporting a partnership approach and shared responsibility for children's health, safety, wellbeing and development.

Complete copies of the Student Welfare Policy are available from the school office.

### Anti-bullying

Cameragal Montessori School seeks to provide a child-safe environment where learning, working, personal growth and the development of positive self-esteem can be maximised. Our school actively promotes the safety and well-being of our students and values diversity. Our school staff are committed to protecting students from abuse or harm. Harassment, which can include bullying in any form or combination of physical, verbal, visual, social or psychological interferes with our learning environments and will not be tolerated.

The school recognises the seriousness and harmfulness of such behaviours and is committed to working towards minimising their occurrence within the school community. Every report of bullying or harassment will be taken seriously and will be investigated.

Complete copies of the Anti-bullying Policy are available from the school office and on the school's website.

## **Student Discipline**

The purpose of the school's Discipline Policy is to encourage acceptable forms of behaviour by using strategies that build children's confidence and self-esteem.

We aim to provide children with support, guidance and opportunities to manage their own behaviour.

We promote collaborative approaches to behaviour guidance between the staff and/or external agencies if required.

All behaviour management actions are based on principles of procedural fairness. Parents are involved in the processes of procedural fairness when sanctions result in suspension and expulsion.

Under no circumstances does the school permit corporal punishment of students, or sanction corporal punishment of students by non-school persons, including parents, to enforce discipline at the school.

No changes were made to the school's discipline policy in 2023. Complete copies of this policy are available from the school office and on the school's website.

## **Complaints Handling Policy and Procedures**

The school's grievance and complaints policy uses appropriate procedural fairness in dealing with complaints and grievances and includes processes for raising and responding to matters of concern identified by parents and/or students. These processes incorporate how parents raise complaints and grievances and how the school will respond.

The school will seek to resolve complaints informally where possible but acknowledges that in some cases a person may wish to make a formal complaint through the Principal.

All formal complaints will generally be managed by the Principal.

Appropriate confidentiality will be maintained at all times.

Complete copies of the school's grievance and complaints policy are available from the school office and on the school's website.

## Theme 10: School-determined priority areas for improvement

The following priorities from the school's 2018-2023 strategic plan were achieved during 2023.

**Strategic Goal:** *Fully develop and increase programs offered to our families.*

Cameragal established partnerships with several after-school care providers to ensure that our primary children have a variety of opportunities across different sectors including STEM, chess and performing arts.

**Strategic Goal:** *Consolidation of locations.*

Cameragal officially opened our new location at Ridge Street in 2023 for the school's Birth – 3 years Playroom program, one 3–6-year-old classroom and our administration team. This consolidated our school from 4 locations into 3.

**Strategic Goal:** *Expansion of Birth to 3 Years Playroom program*

With the larger space at Ridge Street, the school was able to offer more places in this program. In addition, Open Days were introduced at the beginning and end of each term for families to visit our site and learn more about our program.



## Theme 11: Initiatives promoting respect and responsibility

An integral part of the Montessori education philosophy is that the emotional, social and academic development of each of our students are equally valued. We respect diversity and actively work with our students to develop respect towards all members of our school and the wider community.

The development of Practical Life Skills has always been a pillar of Montessori philosophy. The development of these skills has a two-fold aim. Firstly, to develop within the child the ability to take care of themselves and secondly, to use these skills to support others. Our multi-aged environments mean that there are frequent opportunities for students to support each other regardless of age or gender. The development of these skills progresses as the child matures, as we aim to develop increasing independence and a growing sense of responsibility.

Grace and Courtesy skills are also a traditional focus in Montessori education. The emphasis is not simply on good manners but the underlying mutual respect that should be afforded to each other. The school places a strong emphasis that all of us have the responsibility to treat every member of our community with the utmost respect and dignity. The aim of our Grace and Courtesy program is to support our students to develop the understanding and skill set necessary to demonstrate respect for others regardless of age, gender, culture or religion into action.

## Theme 12: Parent, student and teacher satisfaction

Cameragal Montessori School prides itself on being an open and welcoming environment. The views of parents and students are regularly sought with many opportunities to participate within the school.

To obtain feedback from parents, the school uses both formal and informal mechanisms. Formal mechanisms include parent surveys, asking the parents for feedback on their individual classrooms as well as the wider school. The school also holds a formal parent/teacher meeting each semester with parents to discuss their child's progress and address any questions or concerns the parents may have. Informal mechanisms for obtaining feedback include discussions with teachers and the principal. The principal is regularly available to parents for discussion. In addition, parents are encouraged to come for observations in the classroom and attend Parent Education evening, where staff and the principal are always available for further discussion.

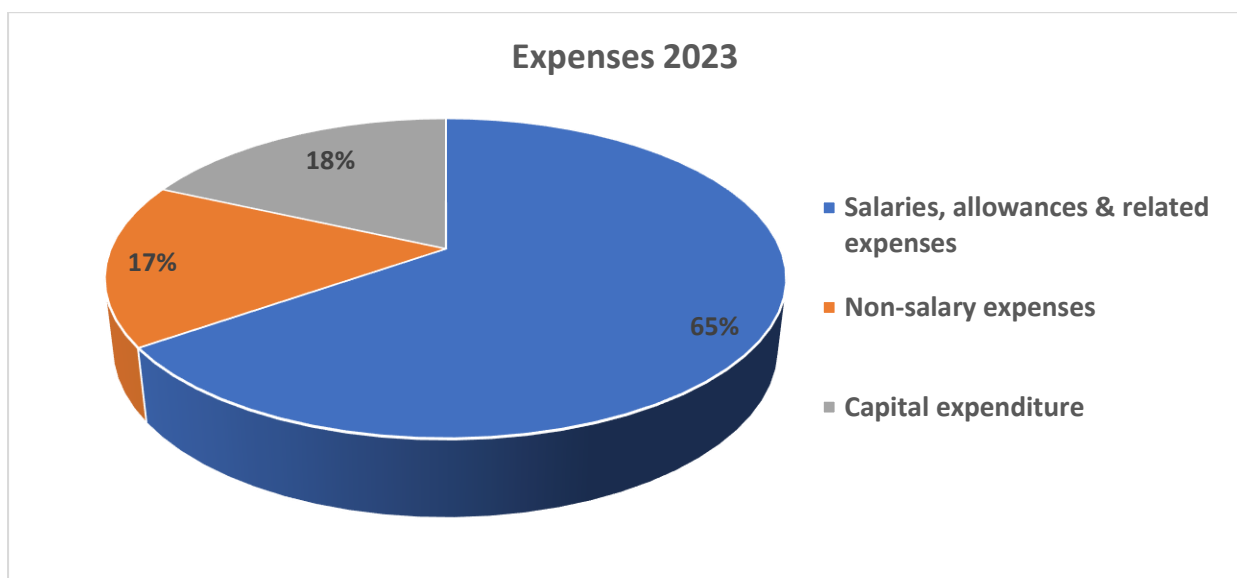
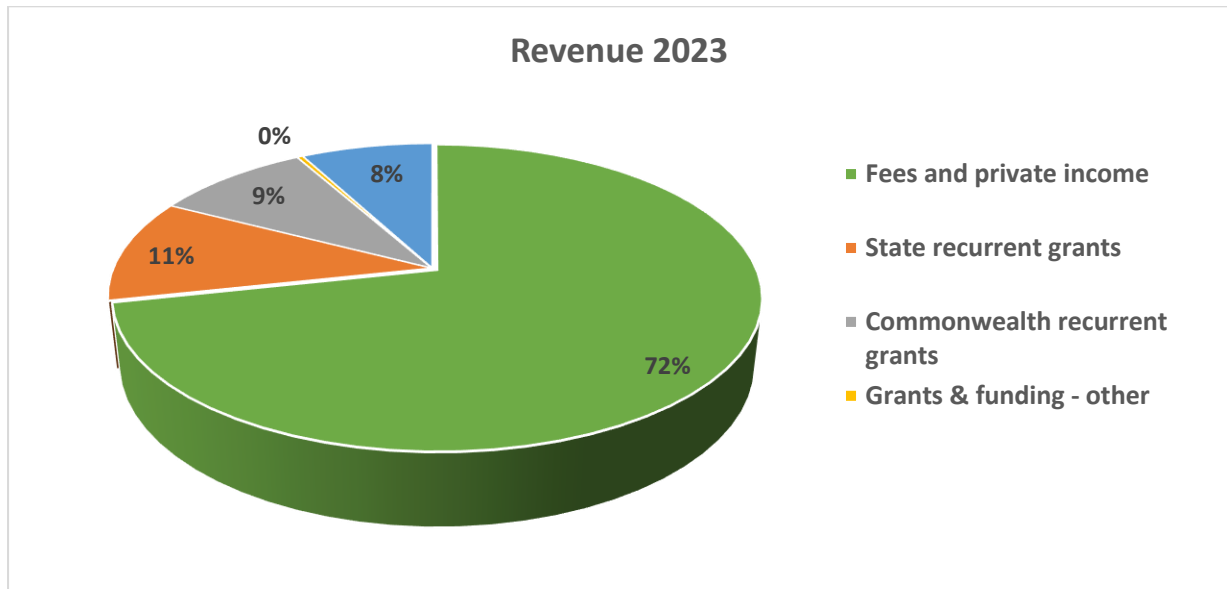
In 2023, the school specifically focused on surveying parents of children in our 6-9 classroom and obtained feedback (including through detailed personal discussions) from the parents of every child in that classroom. In future years we will focus on other classrooms within the school.

In terms of student satisfaction and feedback, student-led meetings are regularly held in our primary classrooms. The students set the agenda, run the meetings and work collaboratively together to seek solutions for any issues that may arise. This gives our students a sense of ownership as they are considered to be active and important decision-makers within the school.

In addition, our primary students have regular one-on-one conferences with their teachers. These conferences not only support students academically but provide valuable opportunities for students and teachers to work together to set new learning goals.

We also obtain feedback from teachers regularly, again using both formal and informal mechanisms. In 2023, we conducted a formal survey of staff satisfaction, which we will be repeating in July 2024. This survey showed that teachers were generally satisfied with the governance of the school, as well as the direction in which the school was moving. We also held a staff strategy day, with multiple opportunities, in plenary and in small groups, for staff to give their views on the school and how their experiences could be improved. In addition, the principal meets informally with staff regularly to gauge how the school can best support them in achieving their goals.

## Theme 13: Summary Of Financial Information





## Contact Information

For further information, please contact:

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