



MACQUARIE  
ANGLICAN GRAMMAR SCHOOL



ANNUAL SCHOOL  
REPORT 2023

# Character



## CONTENTS

Theme 1	Context	4
Theme 2	Outcomes and results	19
Theme 3	Staffing	26
Theme 4	Attendance	28
Theme 5	School Policies	29
Theme 6	Stake holder satisfaction	30
Theme 7	Financial information	31



## THEME 1 - CONTEXT

# Messages from Key School Bodies

### CHAIR OF COUNCIL

Macquarie moved forward on many fronts in 2023. The School continued to attract many more students, 50 more than in 2022, especially in Year 7, and with a high 70+% retention rate into stage 6 (Years 11 & 12) for HSC. Thus, the Senior School is now larger in number than the Junior School and continues to grow, thereby allowing a more comprehensive selection of subjects offered. To support our growing student body, a new 4 classroom block was completed with the benefit of a Government Grant. This facility, which will be mainly used to teach English to the entire Senior School, is a testament to our commitment to providing the best learning environment for our students. It represents a bright future for Macquarie and its students.

To support our students' holistic development in a Christian caring community, the School continued to broaden and deepen the adoption of its Building Learning Power, Teaching and Learning Framework with an AIS-designed Wellbeing Framework that will also be developed and integrated in the years ahead.

The class of 2023, a testament to their families and our dedicated staff, collectively studied 17 Higher School Certificate courses with an additional 4 Vocational Education and Training courses successfully completed. All students who applied for early entry into university were successful in this endeavour, showcasing their hard work and dedication. These achievements are a source of pride for our school community.

For the second year, Macquarie encouraged and guided Year 7 students to write and perform their own Musical, "The School of Magic." This production and Macquarie's Got Talent evening continue to promote and grow a culture of Performing Arts within the School.

With the growth of interest in and take-up of Boarding at Macquarie, the School Council decided to exercise an option to purchase the Chapman Road facility, which has been home to Macquarie boarding for the last five years. In 2023, two additional staff housing facilities were built on-site thereby allowing the capacity to expand to 58 students. After a productive nine years leading Macquarie Anglican Grammar School, our well-loved Headmaster Mr Craig Mansour, resigned to lead The Riverina Anglican College Wagga Wagga, in 2024. We are deeply grateful for his strong Spiritual and Pastoral leadership and the stability he brought to the School. His contributions have laid strong foundations for our future growth, especially in the Senior School, through the introduction of both agriculture programs and boarding.

Craig also recruited Mrs. Alison Mitchell to be Deputy Principal in 2021. The School Council was confident in appointing Alison as the Interim Principal from 1 January 2024 while conducting an open and comprehensive search for the next Principal of Macquarie.

The School Council and its executive started work in 2023 on a new strategic plan for the next ten years of Macquarie. This plan will be finalised in 2024 and then shared with our community. Of course, it will continue to build on this School's strong and growing Christian foundations.

**Mr Martyn Mitchell**  
**Chair**



## ACTING PRINCIPAL'S REPORT

It always amazes me how quickly a year passes and how much the School accomplishes in 12 months. This is true for 2023, and as I reflect on the year that has been, I am encouraged by so much of what has happened at Macquarie Anglican Grammar School. 2023 has indeed been a wonderful year for the Macquarie Community. As an Anglican School, our Christian faith and values underpin our aspiration to assist every child and staff member in achieving their potential in an environment of opportunity and inclusivity. At Macquarie, we value our shared Christian Faith, a culture of lifelong learning, an inclusive and respectful community, and our deep connection to the Central West.

As we strive for a high-expectations learning culture, our Teaching and Learning Framework, Building Learning Power, remains a focus for our learning community. Now in its third year, the framework is firmly embedded across the Pre-Kindergarten to Year 12 curriculum. The dispositions needed to be powerful learners are the same character traits required to cope and thrive in a rapidly changing world. Our students routinely demonstrate developing skills in the four domains characterising powerful learners and the dispositions contributing to their development. That is, being relational, reflective, resilient, and resourceful learners. Our 2023 Higher School Certificate results were a testament to the collective effort of our students, their families, and our excellent staff. Students studied various arts, humanities, sciences, and mathematics subjects. Four students also gained qualifications through Vocational Education and Training, including Real Estate Practice Certificate III, Automotive Vocational Preparation, Animal Studies Certificate II, and Sport and Recreation Certificate III. The Dux of the class of 2023 achieved an ATAR of 92.10.

In the second year of a three-year strategic intent, a 2023 focus has been to develop and implement a student well-being framework. This framework has been designed with the assistance of the Association of Independent Schools and their Compass Project. Throughout the year, students have learned about developing positive relationships using the PERMA model. They have been taught strategies to manage stress and anxiety and to develop time management skills through various workshops, information sessions, and presentations. In addition, peer support programs and the Junior School Second Step initiative have benefited our students as they learn to manage their mental health.

This year's capital works projects have brought exciting new additions to our School. We have a new General Classroom building for the Senior School, featuring four classrooms with writable, movable walls, computer charging stations in each room, large interactive screens and a spacious central room complete with additional interactive screens for students to work in breakout groups. The building also includes a new office and meeting room for the Deputy, an amenities block on the front, and sandstone landscaping on the northern side featuring garden beds and a small amphitheatre. Additionally, we are proud to announce that the School has purchased the previously leased Boarding facility, Vista Lodge.



### **Parent Engagement**

Macquarie hosted several events in 2023 where parents and grandparents were actively involved in the life of the School.

The Year 7 Waypoint Dinner allowed this cohort to acknowledge the commencement of Senior School and for families to meet each other. Also featuring this year group was the Year 7 Production, *The School of Magic*, inspired by the ideas of one of the Year 7 students and expertly reworked by the Director into a full-scale production. All 73 students participated in designing and creating their costumes, sets, digital artwork, and dances as they told the story of the Amethyst School of Magic, where the rules are clear: learn the spells, do the assignments, and do not ever enter the out-of-bounds areas. Our students relished being on the stage of Henderson Hall, and our parents and friends were delighted with their children's efforts, as were we. The Year 11 Leadership evening saw these students welcomed to Stage 6 and acknowledged as school leaders in front of their parents. As is tradition at Macquarie, students received their senior tie and Bible to mark the event's significance.

Our Annual 'Macquarie's Got Talent' showcase was a resounding success, drawing a record audience and featuring a diverse range of high-quality acts. From vocal and instrumental performances to dance, comedy, and oratory acts, our students displayed their talents with confidence and flair. The event was made even more enjoyable with a variety of platters provided by our Parents and Friends Association.

The Year 12 Music Showcase evening was another memorable event on our calendar. Parents and friends were invited to enjoy a night of music as our students performed their HSC programs.

Grandparents Day is always a special day at our School. Our guests enjoyed a chapel service before being welcomed into our classrooms. A picnic lunch with the children followed this.

In 2023, parents were welcomed to weekly assemblies and chapel services, and we were very pleased to involve our community in our ANZAC marches and assemblies, the NAIDOC day assembly and events, and the Year 12 Valedictory events. Family members also enjoyed our Carols evening, which featured each Junior School class, the Junior and Senior School Choirs, and solo items.

Special mention is made of the retention strategies and their success for students entering Stage 6 at Macquarie. The Senior Lawn and Common Room gives our senior students a space to call their own. Students in Stage 6 were also given some rights of passage regarding uniforms, and the Year 11 camp to Cairns is highly anticipated by each cohort coming through. Our Growth Mentoring Program has continued to prove critical in guiding students (and their parents) around subject selection and preparation for life beyond school. With these strategies and a greater focus on teaching and learning, the School has doubled its number in Year 11, 2023, and is projected to do the same in 2024.

### **Acknowledgements**

None of these achievements or events could have occurred without the significant contribution of many people.

I offer my thanks and gratitude to Mr Craig Mansour, the outgoing Headmaster, who dedicated himself to the School's growth and success over nine years. I also thank the Chair of the Board, Mr Martyn Mitchell, for sharing his formidable expertise, experience, and wise counsel so generously. Thank you also to all of our Board Members: Mr Carl Palmer, Mrs Elizabeth Shuttle, Mr Michael Sutherland, and Mrs Clare Pendlebury.

I want to thank the Parents and Friends Association for bringing our community together, their work in the Clothing Pool, and their numerous fundraising efforts throughout the year.

Thank you to the School Leadership Team, who have dedicated themselves to leading with grace, skill, and determination, giving our students and staff every opportunity to discover their own excellence. Thank you also to our dedicated staff who work so hard to give every student the opportunity for success. I would like to extend my thanks to all parents for the encouragement they show their children and for their unwavering support of our School.

Thank you especially to our students. Every day, I am impressed and inspired by their talents, approach to learning, and generosity of spirit.

Finally, a special thanks to our class of 2023 for their contribution to Macquarie, not only this year but throughout their time at Macquarie. I am sure they will make a remarkable impact on the world.

**Mrs Alison Mitchell**  
**Acting Principal**

## DEPUTY AND HEAD OF SENIOR SCHOOL

Students at Macquarie enjoy rich learning experiences within and beyond the classroom. We are committed to nurturing the whole child's growth so that they may become citizens who will make a positive difference in the world.

With our Building Learning Power Teaching and Learning Framework firmly embedded into the curriculum, students routinely demonstrate developing skills in resilience, being relational, reflective, and resourceful learners. Students apply their learning power skills across all core subjects and electives.

In 2023, the Macquarie Agricultural Pathways Program (MAPP) entered its second intake, seeing ten students from Years 7 & 8 combining fieldwork with bookwork on the farm one day a week. Practical animal production activities, including tagging, drenching, vaccinating, weaning, and weighing livestock, were some of the activities the children participated in. Hands-on plant production tasks, including measuring feed availability of pastures, plant identification, and soil biology, also formed part of the learning for these students.

The Macquarie Advanced Learning Model is a talent development mentor program for high-ability Senior School students. It features teachers, industry specialists, university scholars, academics, and community leaders supporting students in designing, constructing, or investigating an individual project or set of experiences and transferring this understanding into the wider world. Three students participated in this program in 2023.

Student wellbeing has always been a priority at Macquarie, but even more so this year, with Student Wellbeing targeted as the School's strategic intent focus. Using the PERMA model, students have learned about developing positive relationships, managing stress and anxiety, and time management skills through various workshops, information sessions, and presentations. A select group of students from our current Year 10 cohort have participated since 2020 in the Blackdog Future Proofing Study, which aims to discover how we can use our phones to deliver preventative mental health interventions on a large scale.

Macquarie's co-curricular offerings continued to develop in sports, arts, agriculture, academics, and service learning. Students are encouraged to participate in our co-curricular program to complement academic study and maximise their potential in areas of interest while building essential teamwork, leadership, and problem-solving skills. Activities in the Senior School include Livestock Show Team, Equestrian Sports, Whether Challenge Team, Junior and Senior Choirs, Band, Year 7 Production, Condition Training, Swimming, Athletics, Cross Country, Rugby Union, Rugby League, Futsal, Cricket, Netball, Soccer, Touch Football, Debating, Da Vinci, Chess, Science and Engineering, Public Speaking, Duke of Edinburgh Award, and Service Volunteering. Each year group in the Senior School participates in an annual Outdoor Education experience. Year 7 attended camp at Somerset, where they enjoyed canoeing, archery, rock climbing, and team-building activities. One of the highlights was a night walk and bonfire. Year 8 participated in an exhilarating Urban Challenge in Sydney, where students navigated all forms of public transport as they made their way in groups across the city. Students also worked in a soup kitchen run by Kids Giving Back, where they prepared a fantastic 105 meals for people experiencing homelessness. Year 9 completed their Duke of Edinburgh Bronze level hike located at Somerset. Year 10 participated in a varied version of the Urban Challenge, which included a silent disco on Cockatoo Island, swimming in the ocean, and a 17 km hike from Narrabeen to Manly. Year 11 travelled to Cairns for a week-long experience that included visiting the Daintree, the Great Barrier Reef, snorkelling, scuba diving, canyoning, and cultural immersions. Year 12 concluded their time at Macquarie with a retreat to Toukley on the coast, with time to study but also to reflect on their time at School and to consider the adult they will be beyond the school gates.

At Macquarie, there are multiple opportunities for students in the Senior School to experience leadership. Each semester, a new Student Representative Council is selected to be a voice for others. Year 12 students buddy up with Kindergarten students, reading with their buddies one morning a week.

In Year 10, students train to be peer support leaders and work with our newest members in the Senior School in Term 1 to help them form new friendships. All students in Years 11 and 12 are considered leaders, with some stepping into badged leadership roles, including Captains, Vice-Captains, and Prefects.

Part of our ministry plan is for our students to grow a heart for service at the School. To this end, students participate in service activities, including Cook for Good, where students prepare food for Anglicare. This food is distributed to people in our community who are in need. Students meet with Dubbo Senior Citizens in a neighbouring aged care facility to interact and share stories. Another service activity is collecting recyclable materials from classrooms and staff rooms.

Our Year 12 2023 charity was The McGrath Foundation. Throughout the year, students conducted bake sales, casual clothes days, and a Pink Stumps cricket match between staff and students to raise funds for this great cause. Macquarie students also participated in Operation Christmas Child, where families fill shoe boxes with gifts for those who would otherwise not experience the joy of receiving a gift at Christmas. With another school year behind us, we should feel proud of all we have achieved, for the growth and learning that has taken place, and for the contribution of our community as we work together to provide an outstanding education for students at Macquarie.

**Mrs Alison Mitchell**  
**Deputy and Head of Senior School**

### 2023 SENIOR SCHOOL STUDENT LEADERS

School Captains	Dugald Shepherd and Isabella Walker
Vice Captains	Toby Bannon and Molly Quilty
Prefects	Nicholas Anderson, Ally Bogie, Dinesh Srinivas, Siobhan Utete

### 2023 SENIOR SCHOOL HOUSE CAPTAINS

Chisholm	Cuthbert	Dunlop	Flynn
Annabelle Stephens Thomas Williamson	Emeline McCullough Airlie Smith	Tozula Yamba Shellby Adams	Kathryn Rice Benjamin Hignett





## HEAD OF JUNIOR SCHOOL

As we reflect on the events of 2023, we are reminded of the resilience and strength of our Junior School community.

Our academic programs continue to thrive, providing dynamic and engaging learning experiences. Our students continue to willingly participate, strive for excellence and grow as learners. Students engaged in the SoundsWrite and Spelling Mastery programs, focusing on phonics and initial and extended code sounds, spelling rules and word morphology. Our PRIME Mathematics program sees our students engaging in lessons focused on mathematical problem solving using Concrete, Pictorial, Abstract pedagogical approaches. These programs have helped support the development of key literacy and numeracy skills and we have our learning support team to identify any necessary interventions.

The commitment of our School community to the Macquarie Teaching and Learning Framework has led to increased student outcomes and their individual awareness of their own Learning Powers. Throughout the year our students have worked to strengthen their skills for learning and demonstrated a passion for learning.

The wellbeing of our students and staff remains a key priority, with the implementation of our Wellbeing Framework in 2023 working to support the holistic development of our students.

This Framework allows staff to provide specific supports and strategies for our students. The Second Step Social and Emotional Learning program continues to be a core curriculum within our Junior School, helping to promote self-awareness, problem-solving and positive coping strategies.

Essential skills for learning, emotional regulation, showing empathy, compassion, friendship building and assertiveness skills are explicitly taught and practised weekly.

Junior School students have engaged with co-curricular activities such as sport teams, debating and chess competitions, STEM and construction, livestock preparation and showing, and music ensembles. These opportunities not only developing their academic and personal growth, but also allowing for creative expression and social connections. Key events this year included our NAIDOC celebrations, Dubbo Show, Dubbo Eisteddfod, Kindergarten's 100 Days of School, Book Week, Macquarie's Got Talent, Grandparent's Day and our Community Christmas Carols.

Our Co-Curricular Program evolved further in 2023 with students having opportunities to engage in our Junior School Electives program. At Macquarie, we recognise that every student is a unique individual with diverse talents and passions. While the core curriculum is essential for a well-rounded education, we believe that a student's interests should also be nurtured and explored.

Our Electives program offers a wide range of interest-based subjects, including Textiles, Coding, STEAM, Circus Skills, Engineering and Problem Solving, Cooking, Environmental Studies, Geography, Drama, Performing and Theatre Arts. We are excited to build on the foundation of our Electives program into 2024, and continue to provide a platform for students to explore their interests, develop new skills, and create new connections with their peers.

Throughout the year our students have actively engaged with the local community through various charity and fundraising events, demonstrating compassion and empathy for those in need. Students worked to fundraise and

create care packages for children at our local hospital, and raised money for the Heart Foundation and the Starlight Foundation. These endeavours have helped our students develop a strong understanding of the world around them and the importance of making a positive impact. As we conclude another year, we look back with pride and gratitude for all that we have accomplished together.

We should be proud of the incredible efforts and involvement of everyone in our School community. Congratulations again to our Junior School students, on their enthusiasm and outstanding achievements in 2023!

**Mrs Keera Job**  
**Head of Junior School**

### 2023 JUNIOR SCHOOL STUDENT LEADERS

School Captains	Ella Taylor and Tom Kidd
Vice Captains	Ivy Rich and Mason Shanks
SRC Captains	Rosalie Bagshaw and Jimmy Pirie

### 2023 JUNIOR SCHOOL HOUSE CAPTAINS

Chisholm	Cuthbert	Dunlop	Flynn
Henrietta Canning Charlie Furney	Scarlett Mealey Max Szymkow	Alexis Mitchell Logan Hosking	Polly Pilon James Kelly



## STUDENT REPRESENTATIVE COUNCIL

2023 saw the first full year of a Senior School Student Representative Council (SRC) at Macquarie Anglican Grammar School. In 2023, the SRC was proud to be appointed two Year 11 Prefects tasked with taking charge of the SRC and guiding their council through a mirage of student suggestions and initiatives. Our SRC consisted of 4 representatives from each year group over the course of the year, meeting weekly to lead positive changes for our school.

Changes over the course of the 2023 academic year included a shift for equality in the Stage 6 boys jewellery policy, now matching the girls standards. Pearls have been introduced as an acceptable earring option for girls, enriching the current range of sleepers and plain studs.

A navy pant has been introduced into the Senior School girls uniform, longed for contribution by multiple SS ladies. This is set to be a welcome advancement in our uniform options.

One of the most successful SRC initiatives during 2023 was arranging and executing the collection of nearly 50 shoe boxes across our school for the Samaritans Purpose initiative, Operation Christmas Child. The SRC distributed information and shoe boxes for all of our Tutor Groups and core classes to fill, providing gifts for children in less fortunate situations in developing countries. This initiative was a huge success across the school.

Leading into 2024, the SRC are excited to continue developing their presence within the Senior School at Macquarie Anglican Grammar School.

**Miss Prue Murray**



## PARENTS AND FRIENDS ASSOCIATION

What a year!

2023 was exciting, with another year of focus for the P&F helping to connect our school community and raise funds along the way.

We continued with our small yet mighty committee, with a key group that was supported by subcommittees for specific activities, allowing parents and families of the P&F able to support for a specific activity or shorter commitment. This saw the committee with lots of new faces throughout the year and allowed us to say yes to a few ad-hoc activities such as the sports carnival canteen - we are very grateful for everyone who jumped in and helped when they could.

We continued with our strong focus to keep our goals tangible, with a strong focus on connecting and building up the school community. Agreeing that we are catering to a wide range of families at Macquarie, we kept activities smaller and cost-effective, attempting to be inclusive of all families. Our activities included:

- The Easter Raffle
- Winter Pie Drive
- Macquarie's Got Talent Grazing Platters
- Parents Night Out
- Sports Carnival Canteen
- Colour Fun Run – that was held off until 2024 due to rain

· A spotlight certainly needs to be shone on our Clothing Pool Team- run by Annabel Orford and her subcommittee, they went above and beyond and continued to make this a very steady and reliable fundraiser.

As always communication was key and at times a struggle- as we encouraged families to get involved with posters, social media, newsletters and word of mouth, and continued with the Fundraiser Register and Pitch Night for inspiration for fundraising item ideas.

As we were unable to select a specific fundraising item/s, we ended the year successfully raising over \$35k that will be sitting in the P&F account ready for the next committee. It also meant our activity focus was on small and fun events to stay present, but also not asking for parents to put their hands into their pockets for big ticket items or tickets.

We do feel that not having an item makes fundraising and asking families for support harder than when you have your 'eye on the prize' and would encourage future committees and the school to really fine tune and select an item as soon as possible.

We also got to work closely with Alison Mitchell as she stepped in while Craig Mansour was on leave- which only extended the strong connection between P&F and the School. This relationship is an important conduit between school and families and being able to openly communicate and coordinate with the School is incredibly important for the overall tone in the School community.

We also said goodbye to Craig Mansour and were part of his farewell- thanking him for his support and enthusiasm for the P&F and also reminding him that though he will be missed, the School is only just warming up.

We ended the year with a full and enthusiastic committee, with all three committee members stepping down. A huge thank you to Alison Attenborough and Bill Williamson who without them, we would not have been able to keep the P&F alive and functioning as it did with the skeleton team. They did an amazing job!

You have all made this year fun and I for one have seen all the energy you have put into this year, Thank you.

**Mrs Sarah Christian**  
**President of the P&F**

# Contextual Information about the School

## INTRODUCTION

Macquarie Anglican Grammar School is a growing K to 12 Independent School, strategically placed to provide high quality education for the families of the central west region of NSW.

Situated in Dubbo, Macquarie Anglican Grammar School has, in its 21-year history, developed an enviable reputation for its standards and achievements; emphasising academic excellence, pastoral care, co-curricular engagement and growth in faith and values. Located on a 24-hectare site, Macquarie has spacious, modern facilities, with plans for future building development to provide accommodation for up to 800 students. Macquarie Anglican Grammar School has a proud history of involvement in the wider community and community service is a compulsory element of the Senior School curriculum. The Junior School runs an innovative curriculum focusing on developing strong literacy and numeracy foundational skills alongside a rich co-curricular program. Offering an extensive range of subjects and elective choices, Macquarie has outstanding vocational programs and facilities to complement its academic program.

## CHARTER

Macquarie Anglican Grammar School is owned and operated by The Anglican Schools Corporation, which is an incorporated body that was created under the powers given to the Synod of the Anglican Church Diocese of Sydney by an Act of Parliament of the State of New South Wales and is a legal entity in its own right. The Corporation's governing document, the Anglican Schools Corporation Ordinance 1947, may be obtained from the Australian Charities and Not for Profit Commission website.

## MEMBERS OF GOVERNANCE COMMITTEE

Chair - Mr Martyn Mitchell  
 Members - Mrs Clare Pendlebury,  
 Mr Michael Sutherland, Mrs Elizabeth Shuttle and  
 The Reverend Carl Palmer.

SCHOOL FACTS	
School Sector	Non-Government
School Type	Combined
Year Range	K – 12
Location	Provincial
Total Enrolments	560
Girls	265
Boys	295
Indigenous students	9%
Language background other than English	6%
Student attendance rate	91%

# Our Future

At Macquarie, we uphold the belief that actions resonate the loudest - we believe, we learn, and thus, we act. This ethos, which we term Faith in Action, serves as the bedrock of our institution.

As the global landscape evolves, we remain steadfast in our commitment to fostering innovation and embracing the resilient "can-do" spirit emblematic of our region's prosperity. Our vision is to cultivate a community within our independent school that embodies innovation and integrity, while simultaneously honouring God through the avenues of teaching, learning, and service to others. We recognise that our Christian ethos fortifies both our academic and pastoral endeavours, ensuring that we address the unique needs of each student with care.

Our aim is to mould our students into graduates who are eager and equipped to make meaningful contributions to their local community and the broader world.

Encouraged to cultivate exemplary character, our students emerge as independent thinkers endowed with formidable resilience. They exhibit honour and compassion through their interactions and attitudes towards others. Macquarie students embrace progress and take initiative, assuming ownership of their learning journey and actively engaging in their lives.

The Macquarie Strategic Intent Framework 2023- 2024 delineates specific objectives as we ardently endeavour to embody Faith in Action. Through the next two years of steadfast implementation, we aspire to continually enhance educational practices within our school. Beyond the implementation phase, our journey persists, with the educational outcomes for our students progressively improving with each passing year.

## 2023

### The Wellbeing Framework

## 2024

### The Co-curricular Framework



# The Wellbeing Framework

Guided by our commitment to the wellbeing of our students and staff, we have expanded our efforts to encompass a holistic approach to wellness, integrating positive psychology, social and emotional learning, and staff professional development into our initiatives. Aligned with the Australian Student Wellbeing Framework, our approach emphasises the core principles of student voice, partnerships, and support, fostering environments conducive to student wellbeing, safety, and positive relationships. Through initiatives such as staff professional development sessions focused on wellbeing, positive psychology, and social and emotional learning, we equipped our educators with the tools and insights necessary to nurture student wellbeing effectively. Furthermore, we introduced positive psychology principles to our students through engaging assemblies and shared resources such as SchoolTV with parents via newsletters, fostering a collaborative approach to supporting student wellbeing both within and beyond the school gates.

As a community rooted in faith, our commitment to nurturing resilient young individuals is unwavering. In living out our mission to develop compassionate leaders within a Christ-centered education, we recognise the importance of empowering our students with the skills to care for themselves and others. The Wellbeing Framework symbolises our dedication to realising this mission, providing a comprehensive continuum of support and education from Pre-K to Year 12, ensuring that every member of our community has the opportunity to thrive, learn, and make a positive difference in the world.

**Mr Wade Richardson**  
**Head of Wellbeing**



# The Co-curricular Framework

At Macquarie Anglican Grammar School, our co-curricular framework complements the formal academic curriculum. These activities encompass a diverse range of experiences, such as clubs, sports, volunteer work, workshops, and competitions, which offer students opportunities to develop various skills, interests, and values beyond what is traditionally taught in the classroom.

Co-curricular activities not only enhance students' personal and social growth but also contribute to

their development by nurturing teamwork, leadership, creativity, and a deeper understanding of their own interests and passions, ultimately preparing them for an enriching educational experience.

Each program on offer is focused on developing our students' skills to live out our mission of being resilient young people who make a difference in the world through our Values of Faith, Community, Character and Excellence. Our Co-curricular framework is split into five distinct programs:

1

## Academics

Traditionally considered the core of formal education, academics can also be viewed as a co-curricular domain in the broader educational context. Co-curricular activities encompass all the educational experiences that occur outside of the regular classroom curriculum. When academics are included within this framework, it means that they are not limited to the conventional classroom setting but extend to various supplementary educational activities and opportunities. Examples at Macquarie include: Da Vinci Decathlon, Debating and Chess.

2

## Livestock

This vital and multifaceted co-curricular domain encompasses a range of activities and opportunities for personal and educational growth. Co-curricular activities in agriculture can be incorporated into a student's overall learning experience to enhance their understanding of agriculture, foster practical skills, and develop a deep appreciation for the agricultural sector's significance in our society. The Macquarie Cattle Show Team has achieved numerous accolades across a range of local and national shows, including the Sydney Royal Easter Show. The two most notable awards in 2023 were winning Best Champion School at the National All Breeds Junior Heifer Show and winning Champion School at Dubbo Show.

3

## Creative and Performing Arts

This co-curricular domain refer to various artistic and expressive activities. The Macquarie Creative and Performing Arts program is accessible to all students from Pre-Kindergarten to Year 12. Our focus is to provide opportunities for students to discover ways to express themselves through various art forms, including instrumental and vocal music, clubs and competitions, exhibitions, and performance opportunities. The program is designed to develop skills across the arts, build confidence and a sense of community and belonging. 2023 has seen growth in the student enrolments in both our Junior and Senior School choirs and school band. We have been fortunate enough to utilise the knowledge of our own staff as well as access external professionals to assist with conducting the band and private instrumental lessons.



4

### Competitive Sports Program

The Macquarie Competitive Sports Program is designed to develop pathways for our students to participate in elite competition across a broad range of sports. The program exposes students to individual and team sports that will enable them to build confidence, develop friendships and find a lifetime of enjoyment and health. Examples include: Swimming, Rugby League (including League Tag), Rugby Union, Netball, Futsal, Cricket, Equestrian, Athletics and Cross Country.

5

### Outdoor Education Program

Our Outdoor Education Program features an annual camp experience commencing from early years through to Year 12. Each program is designed to develop a variety of skills and provide students with a range of opportunities to engage with environments that will challenge them and see them grow through both personal and physical development. In 2023, we saw the addition of the Great Aussie Bush Camp for our Year 5 students. Our current program includes:

Kindergarten: Zoo

Year 1: Games and Movie Night

Year 2: School Sleepover

Year 3: Zoo Snooze

Year 4: Burrendong Sport and Recreation

Year 5: Great Aussie Bush Camp

Year 6: Canberra

Year 7: Somerset

Year 8: Urban Challenge - Sydney

Year 9: Somerset

Year 10: Urban Challenge - Sydney

Year 11: Cairns

Year 12: Toukley Retreat

As we move forward with our Co-Curricular Framework, we continue to finalise the design of a Senior School awards system to complement the current Macquarie Participation Program running in the Junior School. This award process will see students recognised for their efforts and achievements in school in each of our 5 domains. The continued development of the award system and the conception of a sixth domain, Service Learning, will be the focus for the Co-Curricular team in 2024.

### Miss Alice Barber

#### Stage 3 Leader





## THEME 2 - OUTCOMES AND RESULTS

# Student Outcomes in Standardised National Literacy and Numeracy Testing

### NAPLAN TESTS IN YEARS 3, 5, 7 AND 9 FOR 2023

All Australian students in Years 3, 5, 7, and 9 are assessed using national testing in Reading, Writing, Language Conventions (spelling, grammar and punctuation), and Numeracy. 98% of students at Macquarie participated in NAPLAN in 2023 which was above the Australian average.

The table below shows the average student NAPLAN results from Macquarie Anglican Grammar School in 2023. The cell colour conveys that our School's results are 'above' or 'close to' those of all students nationally. Macquarie's NAPLAN 2023 can be found on the My School website <https://www.myschool.edu.au/school/43820/naplan/results>

	READING	WRITING	SPELLING	GRAMMAR	NUMERACY
Year 3	411	421	408	411	420
Year 5	515	504	517	518	503
Year 7	551	558	539	547	552
Year 9	574	580	559	557	573

NAPLAN participation for Macquarie Anglican Grammar School is 98% NAPLAN participation for Australian students is 95%

Above Table and Data sourced from ACARA My School.

### INTERPRETING THE TABLE

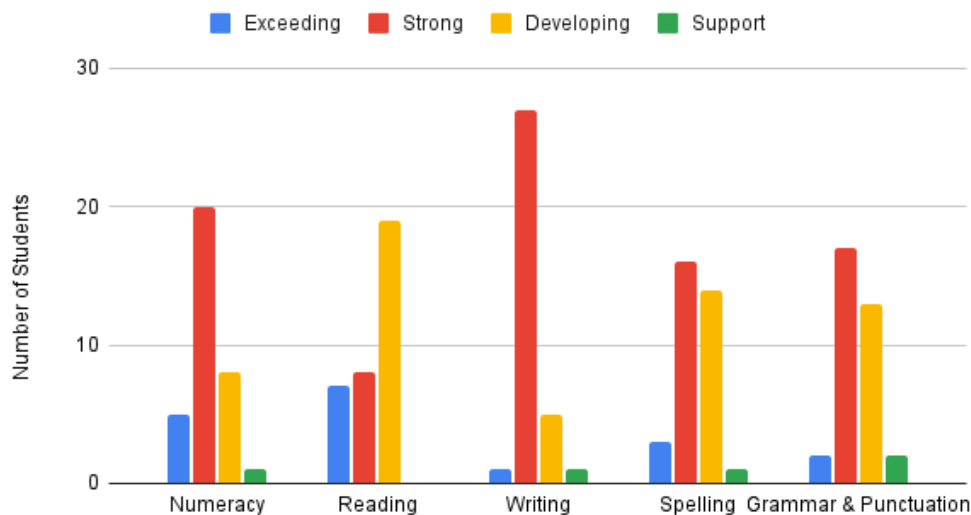
Selected schools average when compared to students with a similar background

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

## YEAR 3 SUMMARY

In 2023, Macquarie Year 3 students continue to show pleasing progress towards their foundational skills. Of particular note were Numeracy and Writing where 81% and 82% of students respectively achieved strong and exceeding expectations results. Also pleasing was that less than 0.5% of students required additional support across any of the domains.

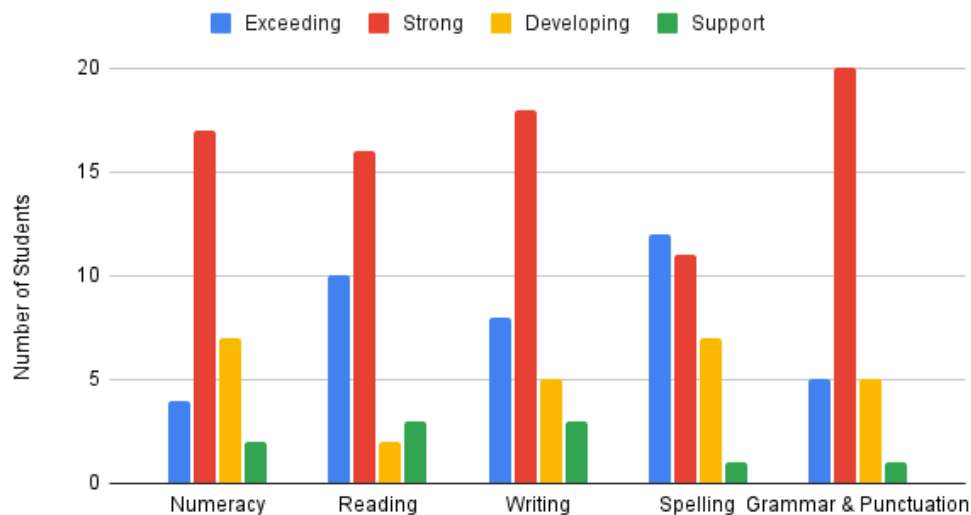
### Year 3



## YEAR 5 SUMMARY

Macquarie Year 5 students continued to perform well with students performing 'above' the Australian average across all domains except Numeracy, which was close to the Australian average. Over 80% of students in Reading and Grammar and Punctuation were strong or exceeding.

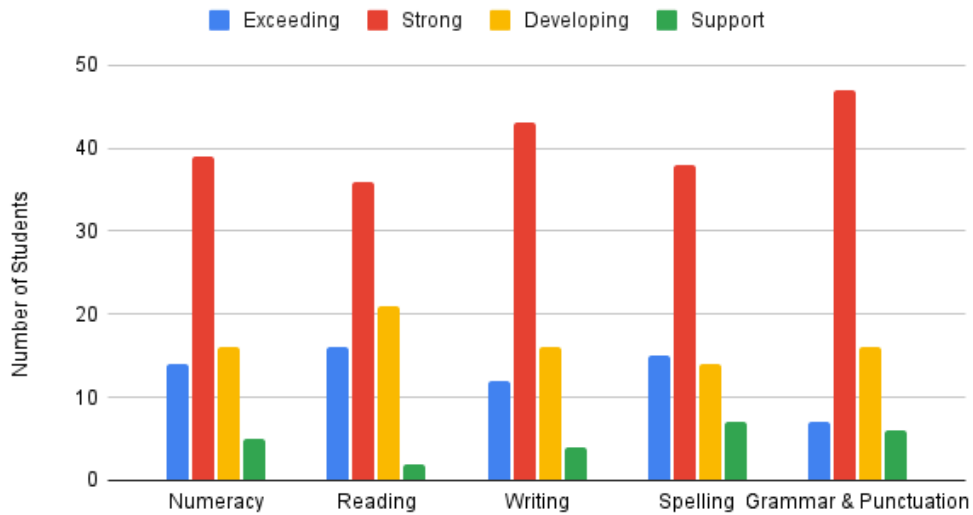
### Year 5



## YEAR 7 SUMMARY

In 2023, Year 7 at Macquarie continues to perform well with students performing above the national average in writing and close to the Australian average across all other domains. Over 70% of students performed in the exceeding and strong bands across all domains.

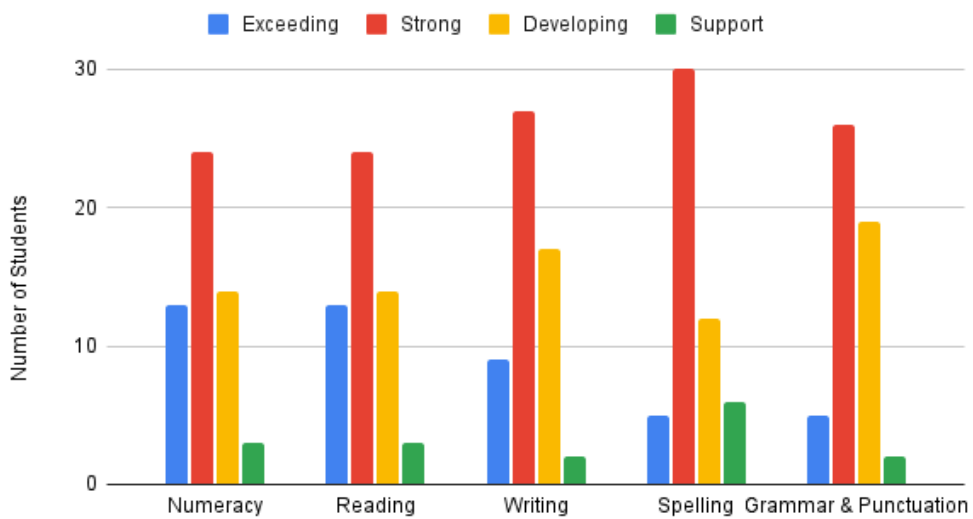
### Year 7



## YEAR 9 SUMMARY

Year 9 students at Macquarie performed close to the Australian average across all domains. 69% of students were working at an exceeding or strong level for Numeracy and Reading.

### Year 9



# Post-school destinations

## YEAR 12 LEAVERS

Of the 13 students who presented for the HSC, the majority have received offers for post school education. Some have taken on gap years deferring their preferred university or training options to commence in 2025. Some have followed pathways directly into the workforce with several students taking on apprenticeships and traineeships.

The table below provides examples of some of our 2023 HSC cohorts destinations post school.

Tertiary Institution	Offers Made	Category
University of Newcastle	3	Biomedical Science Early Childhood and Infants Education Speech Therapy
Wollongong University	3	Psychological Science Business Law Pre Medicine
Griffith University	1	Business
University of NSW	1	Engineering

## SENIOR SECONDARY OUTCOMES (Student Achievement)

The Record of School Achievement (RoSA) is a cumulative credential for Years 10 to 12 and can be awarded to students not taking the Higher School Certificate. At the end of Year 10, 2023, one student chose to access their RoSA credential to pursue an apprenticeship.

## HIGHER SCHOOL CERTIFICATE 2023

A cohort of 13 students sat for the Higher School Certificate (HSC) in 2023 at Macquarie, completing at least 10 units of study across NSW HSC courses. One student completed a Life Skills HSC. Two students studied a non-ATAR pathway and 21 % of students undertook a vocational training course as part of their HSC.

### Vocational Education and Training

Four students gained external qualifications in:

- Real Estate Practice (Cert III)
- Automotive Vocational Preparation
- Animal Studies (Cert II)
- Sport and Recreation (Cert II)

5 students from Dubbo Christian School studied Primary Industries at Macquarie, with all obtaining a Certificate II in Agriculture.

5 students (38%) achieved one or more of the 15 Band 5 (E3) results. 21.4% of all Macquarie student results were Band 5 or Band 6. Macquarie's average in 17% of subjects was above the State average. This cohort's highest scoring ATAR was 92.10. The strongest performing subject was Music 1 with this course being the highest-scored course for 2 of the 4 students. 3 of the 4 students received a Band 5 result in Music 1.

Early Entry to University:

87.5% of students who applied for early entry to universities received offers to courses of their choosing.

## 2023 HSC RESULTS: PERFORMANCES BY BAND

PERFORMANCE BAND ACHIEVEMENT BY %						
SUBJECT	YEAR	NO OF STUDENTS	SCHOOL BANDS 3-6 %	STATE BANDS 3-6 %	SCHOOL BANDS 1-2 %	STATE BANDS 1-2 %
Agriculture	2023	0	0	0	0	0
	2022	4	75	81.15	25	18.85
	2021	4	100	77.51	0	22.49
Biology	2023	5	100	88.93	0	10.55
	2022	6	100	79.2	0	20.8
	2021	11	100	90.61	0	9.39
Business Studies	2023	8	100	87.4	0	11.66
	2022	6	83.34	89.38	16.66	10.62
	2021	6	100	85.97	0	14.03
Chemistry	2023	2	100	85.44	0	14.24
	2022	3	0	84.19	100	15.81
	2021	6	100	88.31	0	11.69
Economics	2023	0	0	0	0	0
	2022	2	100	92.69	0	7.31
	2021	2	100	94.14	0	5.86
English Standard	2023	5	100	89.31	0	20
	2022	7	71.42	87.52	28.58	12.48
	2021	19	94.73	90	5.27	10
English Advanced	2023	8	100	89.31	0	20
	2022	5	100	99.01	0	0.99
	2021	3	100	99.11	0	10
Food Technology	2023	0	0	0	0	0
	2022	1	100	84.49	0	15.51
	2021	5	80	84.89	20	15.11

PERFORMANCE BAND ACHIEVEMENT BY %

SUBJECT	YEAR	NO OF STUDENTS	SCHOOL BANDS 3-6 %	STATE BANDS 3-6 %	SCHOOL BANDS 1-2 %	STATE BANDS 1-2 %
Legal Studies	2023	0	0	0	0	0
	2022	2	100	83.96	0	16.04
	2021	3	100	85.48	0	14.52
Mathematics Standard	2023	9	88.88	81.77	11.11	17.57
	2022	6	100	81.12	0	18.88
	2021	11	100	77.89	0	22.11
Mathematics 2 Unit	2023	2	50	92.92	50	6.91
	2022	2	100	94.24	0	5.76
	2021	5	100	93.64	0	6.36
Modern History	2023	3	100	84.54	0	15.46
	2022	3	100	88.13	0	11.87
	2021	1	100	83.4	0	6.6
Music 1	2023	4	100	97.57	0	2.01
	2022	3	100	88.77	0	11.23
	2021	0	0	0	0	0
PDHPE	2023	8	100	88.78	0	10.27
	2022	3	100	78.93	0	21.07
	2021	8	87.5	85.73	12.5	14.27
Building and Construction	2023	0	0	0	0	0
	2022	4	100	71.74	0	28.26
	2021	0	0	0	0	0
Design and Tech	2023	4	100	94.79	0	4.97
Physics	2023	1	100	88.77	0	10.85
Society and Culture	2023	3	100	94.72	0	5.04
Studies of Religion	2023	5	100	96.68	0	4.15
SUBJECT	YEAR	NO OF STUDENTS	SCHOOL BANDS E2-4	STATE BANDS E2-4	SCHOOL BANDS E1	STATE BANDS E1
Mathematics Ext 1	2023	1	100	71.8	0	28.01
	2022	1	100	93.77	0	6.23
	2021	3	67	74.16	33	25.84
Mathematics Ext 2	2023	1	100	85.67	0	14.18
English Ext 1	2023	1	100	99.47	0	0.32

YEAR 12	12 QUALIFICATION/CERTIFICATE	PERCENTAGE OF STUDENTS
2023	HSC	100%
2023	AQF Statement of Attainment for Certificate 2 or above	21%

# Community





# THEME 3 - STAFFING

## PROFESSIONAL LEARNING, ACCREDITATION AND QUALIFICATIONS

During 2023, 52 individuals were employed as teachers at Macquarie Anglican Grammar School teaching across Years Pre- Kinder-12.

During 2023, 65 individuals were employed as either teaching or support staff at Macquarie Anglican Grammar School. 52 of these individuals were on the teaching staff (43.3 full-time equivalent) and 13 individuals (10.3 full-time equivalent) were employed as support or non-teaching staff.

All 52 teachers had teaching qualifications from higher education institutions within Australia or as recognised within the National Office of Overseas Skills Recognition (AEL-NOOSR) guidelines.

	CATEGORY	NUMBER OF TEACHERS
1	Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office Overseas Skills Recognition (AEL-NOOSR) guidelines.	52
2	Teachers who have teaching qualifications as a graduate from a higher education institution within australia or one recognised within the National Office of Overseas Skills Recognition (AEL-NOOSR) guidelines but lack formal teacher education qualifications.	0
3	Teachers who do not have qualifications as described in (1) or (2) but have relevent successfull teaching experience or appropriate knowledge relevant to the teaching context.	0

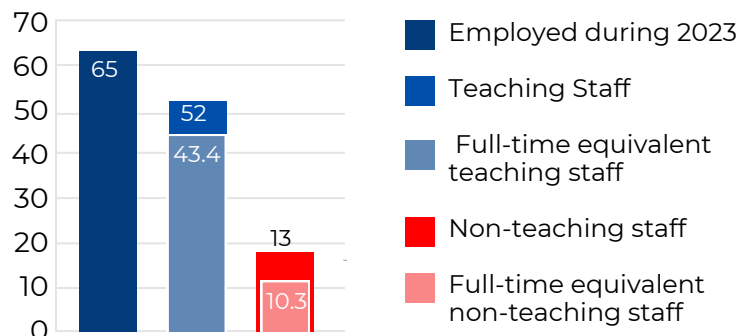
## SUMMARY OF QUALIFICATIONS OF ACADEMIC STAFF EMPLOYED BY MACQUARIE ANGLICAN GRAMMAR SCHOOL IN 2023

ISTAA Registration

CATEGORY	Conditional	Provisional	Proficient	Experienced
NUMBER OF TEACHERS	0	7	23	22

## WORKFORCE COMPOSITION, INCLUDING INDIGENOUS

During 2023, 65 individuals were employed as either teaching or support staff at Macquarie Anglican Grammar School. 52 of these individuals were on the teaching staff (43.4 full-time equivalent) and 13 individuals (10.3 full-time equivalent) were employed as support or non-teaching staff.



# THEME 4 - ATTENDANCE

2023		
91%	93%	88%
Attendance Rate for Years K-12	Attendance Rate for Years K-6	Attendance Rate for Years 7-12

6.1 ATTENDANCE BY YEAR/STAGE							
YEAR GROUP	Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
ATTENDANCE RATE	92%	94%	95%	94%	92%	95%	92%

YEAR GROUP	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Total School
ATTENDANCE RATE	91%	88%	89%	85%	88%	87%	91%

## MANAGING NON-ATTENDANCE

Class Rolls are marked electronically via Edumate each morning with a Roll Call during the Tutor Period.

A list of absent students (as notified by parent/carer calling in to the school) is prepared by the Receptionist and distributed to all staff electronically before the conclusion of Period One. Teachers are required to check their class rolls each period to ensure students are in class. Parents/Carers will verify any student absence via the Edumate Parent Portal.

The School has implemented the following systems and procedures in order to follow up unexplained absences from School:

Where an absence has not been verified as a legitimate absence the parent/ carer will receive a push notification through the School app.

Push notifications occur by 10am each day.

If a student is absent for a day, the School asks that the parent/carer log onto the parent portal or the App and give a reason for the student absence.

This is a legal requirement.

After 7 days Edumate will close the absence and it will remain an unexplained absence.

All information in relation to unsatisfactory attendance is recorded on the students' files and information with respect to attendance is provided in each student's School Report.

If a Parent/Carer requires extended leave for a student, they are required to complete an Application For Exemption From Attendance At School (under the Education Act 1990).

This leave is either granted or not granted by the Principal.

# THEME 5 - SCHOOL POLICIES

## **ANTI - BULLYING POLICY**

<https://magsnsw.policyconnect.com.au/module/223/page/4f6bff19-f13d-46f3-a79a-bd0ca5a5d350.md>

## **CHILD PROTECTION POLICY**

<https://magsnsw.policyconnect.com.au/module/214/page/79b3152d-18dd-4c19-b717-6c4c7e26b1c6.md>

## **DISCIPLINE POLICY**

<https://magsnsw.policyconnect.com.au/module/80/page/343cb5fd-cda6-48e3-8198-d4700bf957e3.md>

## **ENROLMENT POLICY**

<https://magsnsw.policyconnect.com.au/module/716/page/96bb524e-bece-42fd-a9f4-e7f419c2e61d.md>

## **COMPLAINTS POLICY**

<https://www.mags.nsw.edu.au/assets/Downloads/Child-Safe-Policies/Complaints-Handling-Policy.pdf>



## THEME 6 - STAKEHOLDER SATISFACTION

During 2023, parents were given various opportunities to provide feedback, including;

- Direct Contact with Teachers: Parents could approach teachers directly, via telephone, or through email.
- Direct Contact with the Principal: A special email address was set up for parents to address their concerns directly with the Principal.
- Parent Focus Groups: Regular focus group meetings were held to facilitate open communication.
- Information Evenings and Parents and Friends Association Meetings: Special events and meetings provided additional forums for discussion and feedback.

Parent satisfaction was measured through several methods:

- Email, Letter, and Telephone Contact: Communications expressing support or concern were reported to the School Council at monthly meetings.
- Parents and Friends Association Meetings: Opinions and correspondence received at these meetings were considered.
- Interviews with the Principal: Direct feedback was gathered during individual parent interviews.
- Teacher Feedback: Insights from teachers regarding parent interactions were collected.
- Monitoring Enrolments: Steady growth in enrolments was an indicator of satisfaction.
- Exit Interviews: Feedback from parents of departing students was analysed.

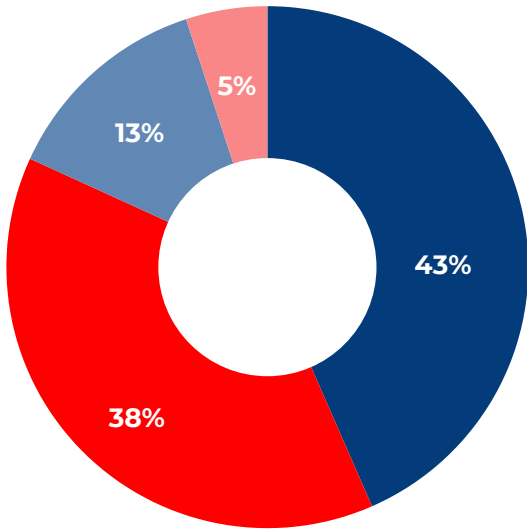
Student satisfaction was gauged using various approaches:

- Student Representative Council Meetings: Issues and suggestions were discussed at these meetings.
- Meetings between the Principal and School Captains: Regular meetings provided a platform for student leaders to communicate their views.
- Staff Meetings: Student-related discussions were a part of regular staff meetings.
- Parent Interviews and Association Meetings: Insights were also gathered through parent interactions.
- Leadership Training Sessions: Feedback was collected from students in leadership training sessions for Years 7-12.
- Monitoring of Macquarie Cares Entries: Entries were reviewed to gauge student welfare and satisfaction.

Staff satisfaction was assessed through multiple channels:

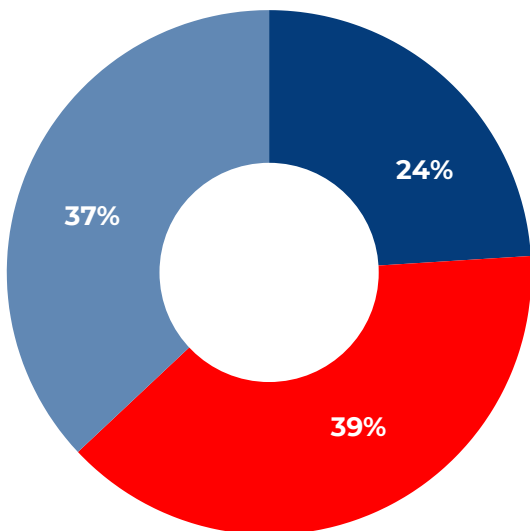
- Interviews with the Principal: Direct feedback from staff members was collected.
- Regular Staff Meetings: Open forums allowed staff to express their opinions.
- Executive Meetings: Regular meetings of the executive team included discussions on staff satisfaction.
- Professional Development Sessions: Opinions were gathered during professional development activities.
- Staff Representative Planning Sessions: These sessions facilitated structured feedback from staff representatives.

# THEME 7 - SUMMARY FINANCIAL INFORMATION



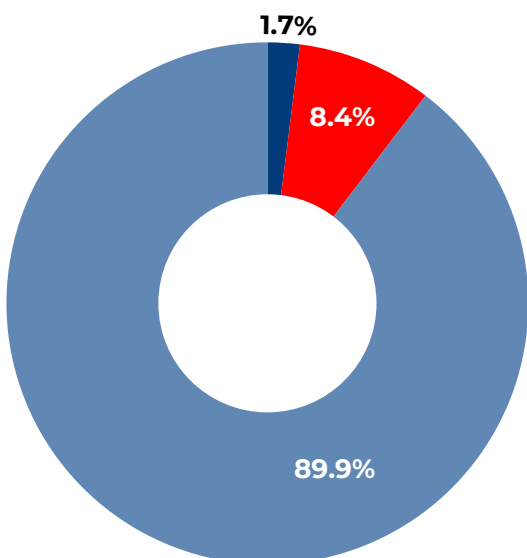
## INCOME

- Fees & Private Income
- State Recurrent Grants
- Commonwealth Recurrent Grants
- Other Capital Income



## EXPENDITURE

- Salaries, allowances & related expenses
- Non-salary expenses
- Capital Expenditure



## CAPITAL EXPENDITURE FUNDING

- Borrowing
  - Private Income
  - Govt Funding
- Capital funding included in this graph has been applied to a variety of facilities for the School.

# Excellence



# ANNUAL SCHOOL REPORT 2023

*Connect with us*



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**MACQUARIE**  
ANGLICAN GRAMMAR SCHOOL

FAITH IN *Action*