

Annual Report 2023



WILLIAM
CAMPBELL
COLLEGE



Our School

William Campbell College is a special assistance School with a focus on students who have or who are currently experiencing trauma and or childhood adversity. This could be due to being in out of home care both past and present, mental health difficulties and other forms of disability. The school has a Christian based ethos along with several evidence-based practices that support the students to not only make academic progress but their social and emotional development and quality of life.

In 2023 the school catered for years Kindergarten to Year 6, situated at one campus which is conveniently located close to a neighbouring town and easy access from the highway. The campus is set on 120 acres of natural land. The school is non-denominational and co-educational with a slightly higher ratio of boys to girls. Most of the students on arrival have been performing below the expected age academically and therefore learning programs are tailored to meet the needs of the students.

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Context and message from the School Board

As a School Board we are committed to ensuring the College meets the governance including financial and objectives pertinent to the objectives and outcomes of a Special Assistance school. The Board is delighted to report that this our 1st year of operation is attaining excellent outcomes for students who could not or would not meet the criteria expected of them through mainstream schooling. Individually, every student has achieved many milestones in their individualised learning and the Board commends the Principal, Teachers and SLSOs, for their commitment to ensuring each student can become the best of who they are.

Outcomes and results

2023 was a very exciting year that saw the commencement of our little school. Last year, we did not have any students enrolled in year three or five and therefore, no students participated in NAPLAN. We have, however, had our first four students complete NAPLAN in 2024 and we look forward to sharing their results in due course. Students' assessments have been completed within the school and it has been wonderful to see the students' growth.

Staffing

Our staffing at the school is made up of both primary and secondary trained teachers. Teachers undergo additional specialised training to support our students. At our school we embrace all faiths and backgrounds for all our staff and students. We have staff who identify as aboriginal or Torres Strait Islander, and we continue to encourage applications from First nations teachers and other staff.

Level of accreditation	Number of Teachers
Conditional Teacher	1
Provisional Teacher	1
Proficient Teacher	4
Highly accomplished Teacher	0

Work force composition

Principal	Full time
Compliance manager (casual teacher)	Part time 3 days per week
Teacher	Full time
Teacher	Full time
Teacher	Full time
Teacher	Part time 4 days per week
SLSO	Full time
SLSO	Part time 4 days per week
Casual SLSO	As required

Attendance 2023

The school officially opened in February 2023 student number increased throughout the year and the attendance rates are as follows: -

Term 1	
Year level	Attendance Rate
Kindergarten	No students
Year 1	No students
Year 2	93%
Year 3	No Students
Year 4	90%
Year 5	No Students
Year 6	69%
Term 2	
Kindergarten	100%
Year 1	91.70%
Year 2	95.6%
Year 3	91.70%
Year 4	91.50%
Year 5	No students
Year 6	91.50%
Term 3	
Kindergarten	96%
Year 1	88%
Year 2	94.6%
Year 3	88%
Year 4	84%
Year 5	97%
Year 6	94%
Term 4	
Kindergarten	100%
Year 1	90%
Year 2	90%
Year 3	85.6%
Year 4	80%
Year 5	90%
Year 6	88%

Whole school attendance for the year

Year level	Attendance
Kindergarten	98%
Year 1	89%
Year 2	93%
Year 3	85%
Year 4	86%
Year 5	95%
Year 6	89%
Whole school	90.86%

Whole School rates

In 2023 the whole school attendance was an average of 90.86%

The school focuses heavily on school attendance; therefore, we monitor this closely in accordance with our attendance policy. Should attendance become unsatisfactory we follow procedures to work with the families and make necessary plans and procedure to support a more positive attendance. Absences are followed up on the day of the absence to encourage positive communication and attendance at the school. Should patterns in absences occur or parents and carers and having difficulties with their child attending, the school provides the necessary assistance.

School policies

Child Protection:

<https://wccollege.complispaceprimary.com.au/module/214/page/d77149f9-19f3-4059-8fee-0cf773c0bc7d.md>

Bullying Prevention and Intervention:

<https://wccollege.complispaceprimary.com.au/module/51/page/6d6ac28d-09e5-4a77-a772-c21c91e2bd1e.md>

Student Welfare and Discipline Policy:

https://www.williamcampbellcollege.nsw.edu.au/files/ugd/da2750_d6dcbdd857934379bb85c97235cc58cb.pdf

Complaints Handling Policy:

<https://wccollege.complispaceprimary.com.au/module/49/page/6df6084e-76d6-445e-a898-8c1b27bc04d4.md>

Enrolment:

<https://wccollege.complispaceprimary.com.au/module/51/page/baf8d9fa-eac7-4fbb-b086-ba15635cd0a0.md>

Stakeholder satisfaction

With 2023 being our first year of operation the focus of our Student and Staff satisfaction was centred around growth, structure and support. Due to the nature of our school, building a safe and supportive environment for all was a key component, therefore the initial year of operation was about building strong underpinnings for supporting the College's growth, Ethos and practice. The information has been based on surveys, anecdotal feedback and attendance at school events and functions.

Student Survey

Student feedback explored how students feel about their learning environment and the support they receive from staff. The students who attend this setting have had previous negative experiences of schooling and therefore are very sensitive to change and the environment around them. Students were asked the following questions.

The survey conducted showed that all students had a positive outlook of school.

100% of students felt that teachers expect them to do their best.

85% of students felt strongly that teachers treated them fairly with 11% stating almost always.

99% of students always feel safe at school with 1% almost always feeling safe.

77% of students always like being at school with 23% enjoying being at school most of the time.

100% of students felt that the school is always looking for ways to improve.

100% of students feel they have to opportunity to do interesting things.

A summary of students verbal feed back is as follows: -

"My school takes care of each other" (K)

"My school takes care of each other" (K)

"I love to learn at my school" (Yr.3)

"I feel happy at College because I get to ride a bike during enrichment time." (Yr. 4)

"I feel stylish because of my uniform, I didn't like College before" (K)

"At this College the teachers know how to help me." (Yr.5)

"I feel safe because everyone is kind and caring" (Yr.5)

Staff survey

Continuing the theme of growth, structure and support, a staff survey was conducted to ascertain how supported and heard they felt in their employment at the college.

The survey results show as follows: -

100% of staff feel their mental health and wellbeing is supported.

100% of staff feel supported in the classroom.

99% of staff feel their manager motivates them to be more effective with 1% feeling almost always.

100% of staff have confidence in the decisions made by their manager.

99% of staff feel they have the opportunity to contribute their views before decisions are made that affect them 1% feeling most of the time.

100% feel the learning and development activities they have completed are helping to develop their working practice.

Written comments from the survey are as follows: -

"Great team environment, great place to work."

"I have never felt more heard and appreciated working in a school, the staff and leadership are amazing and very supportive. I absolutely love working at this school."

"Great place to work! Most supportive team I have ever worked with."

"Absolutely love working here. I felt welcomed instantly and really enjoy the way we all support each other"

"I have never felt more heard or appreciated. Both the staff and leadership are amazing and extremely supportive of one another. I feel very lucky to be a part of this team and this College. I absolutely love that I can say I work at William Campbell College."

"Briefing briefings would be welcomed, being shorter and more focused. I am happy working here and look forward to coming to school each morning."

Parent survey

Parent and Carer feedback was conducted, and parents were asked: -

Why they chose to send their children to the College.

What has their child accomplished since being at the college.

How would you like to see the College grow.

Parent and carer feedback was positive and raised some ideas for future planning such as extending into High schooling and farming.

The majority of parents and carers chose to send their child to the College for the specialised provision and the highly trained staff and supportive environment.

Parents and carers would like to see other facilities such as a dedicated library space, additional play equipment, drama / dance space, more classroom space to accommodate more students and farm animals such as chickens.

Parents verbal feedback has consisted of: -

"William Campbell College is a great College it has saved our Childs education."

"Love the learning environment and supportive staff. Would like a stronger parent community to develop."

"Teachers are amazing, so is the principal."

"Thank you! We are so grateful, the communication, collaboration with families and students and pure dedication has made the biggest difference."

"Great staff, very caring, always smiling and happy – even the teacher's dance! "

Financial Information

The financial information presented in this Annual Report has been derived from the audited Financial Statement from WSC Group for William Campbell College (WCC) for the calendar year ended 31 December 2023.

2023 was WCC first calendar year in operation resulting in a deficit of \$78,736 due to one-off set up costs.

