



# **2024 EDUCATIONAL & FINANCIAL REPORT**

Prepared by Susan West, Principal  
June 17, 2025

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## CONTEXT

Liberty College has been providing quality Christian Education in Tamworth since 1999. In 2024, Liberty celebrated its 25<sup>th</sup> year of operation – an exciting milestone for the school and community. The College serves as a ministry of Liberty Church Inc. and is a member of Christian Schools Australia. Liberty College is fully registered and accredited as a primary school. The school is registered with NESAC and successfully completed its renewal in 2023 for another five-year period.

The school is located on the southern edge of Tamworth, just minutes from the city centre. The school property is surrounded by small farms with picturesque views of the Tamworth hills. Regional development is expanding towards the school including retail, industrial, sporting, tourism, aged care facilities and housing. This development has contributed to the growing population in the Tamworth Regional area which continues to increase each year.

The school caters for a diverse range of families and cultures. In 2024, the year finished with 41 families, with an FTE of 58 students. The student population includes students from Australia, the Philippines, India and some African countries. 33% of the students identified as First Nations people. The students interact well and enjoy the opportunities and challenges of learning together in a multigrade learning environment of 4 stage-based classes.

The school has a CTC (capacity to contribute) score of 80. Substantial support is needed and provided to families to access quality Christian education and for the students to receive high quality teaching and learning experiences. Addressing the barriers to education for this group of the community is a vital component of Liberty's enrolment process and the support programs that are offered by the school.

As a smaller school, Liberty offers a unique schooling option for many students that do not 'fit' into other schools. The school caters for a range of student needs and currently supports students presenting with autism spectrum disorder, speech and language delay, poor motor-coordination, learning disabilities, anxiety disorders, ADHD and other social-emotional disorders. In 2024, 22% of the students fell into one or more of these categories.

Liberty College has a well-stocked library including a large selection of modern teaching resources in each subject area. Students have access to a range of sport equipment and play areas to broaden and develop their physical activity. In 2024, the school took part in a Playground Study conducted by Good for Kids, Good for Life. The study highlighted the positive environment of the school playground at Liberty, promoting a range of active play opportunities and high engagement of both male and female students.

Liberty College provides a family atmosphere in which parents and caregivers are welcome to be involved as partners in their children's education through in-school volunteer work, home support and attendance at school events.

The school staff understand the importance of their role as facilitators for learning and models of Christian values to the children in their care. As committed Christians, all staff have the privilege of supporting parents in their responsibility to bring up their children "in the training and instruction of the Lord" (Ephesians 6:4). With this as our foundation, all subjects are taught from a biblical perspective, allowing the values of the Bible to form the basis of teaching and learning experiences.



Term 1 Joy School Fundraiser



Harmony Day



School Commissioning Service

## Messages from Key Bodies

### Principal

In 2024 the school community celebrated 25 years of service in Tamworth. The celebrations were held in May with an Open Day, Thanksgiving Service and Formal Dinner. Past and present families and staff attended the events which honoured the founding Pastors and team that pioneered the start of this new Christian School in Tamworth back in 1999.

Four classes ran throughout the year which provided stage-based learning for students and a team of staff to undertake many additional learning and community activities.

Liberty students competed at a Zone and State level in Swimming, Cross Country and Athletics for the first time. Students travelled to Newcastle and Sydney to compete in five different meets as part of the Hunter Christian Zone in the Christian Schools Sports Association.

A growing staff adds to the ability to share the load and I would like to thank the staff for their commitment to providing such a rich Christian education for the students. Our students are very blessed to have staff that genuinely care about them and want to see them reach their full potential.

My role as a guest speaker at Liberty's mainly music ministry continued throughout 2024. It is a great opportunity to support the ministry, promote the school and provide practical advice to families who are raising a new generation of young people in challenging times.

Presentation Night at the conclusion of the year was very well supported with 180 attendees. Students performed some musical items and nine Grade 6 students were farewelled. They are heading off to five different high schools in the local area in 2025. The 2025 School Leaders were announced, and we congratulate Nate Tindall, Unaswi Macikama, Tyler Christian, Malaya Gray, Elliot Staatz and Adonis Karavas as they take on leadership roles in the school in the coming year. At the event we also honoured Mrs Julie Haworth, who has served on the teaching staff for seven years in many different teaching roles. Julie's input into the life of the school and her support of staff and families will be missed.

I wish to thank the school and church community for their concerted efforts throughout the year as we partner with families to teach and nurture young people. I particularly thank the Incorporated Board for their support of me in my role as Principal and the Liberty Prayer Team for upholding the school in prayer throughout 2024.

Mrs Susan West  
Principal

## School Council

Liberty Christian Primary School continues to have stable enrolments giving us a solid financial base for the year. There are some financial constraints with changed government funding criteria in 2024.

I continue to be very thankful for the incredibly hard work by all the school staff; for all their extra time, effort, and dedication. All our staff go beyond the norm in ensuring that our students get the very best education, but most of all, to develop each and every student into the mighty people they were meant to be.

A major upgrade of our network was undertaken with the installation of fibre optics to all sectors of the property. This dramatically improved access to the internet and the network. The student laptops purchased in 2022 are coming to the end of their useful life and are planned for replacement in the coming year.

Our Principal Susan West continues to provide great leadership and support to the school. Our teachers are well connected and focused, with a willingness to innovate and team build over and above the expectations of the School Council Chairman. The scarcity of teachers in general and with Christian faith in particular continues to loom as a huge problem for us and the wider education sector as we proceed into 2025 and beyond.

Finally, we will not forget our vision for our school community: to acknowledge Jesus as Lord in our lives, to strengthen every family and most importantly, to enable every student to fulfil their God-given destiny; to become the most amazing person they have been designed to be. There is nothing better than seeing our students develop into mighty young men and women of God!

A big thank you to all the school community, our families, and students, along with the staff and church family for the fabulous work everyone puts in to make Liberty Christian Primary School the very best school in Tamworth.

Mr James Ardill

School Council Chairman



ANZAC Day March

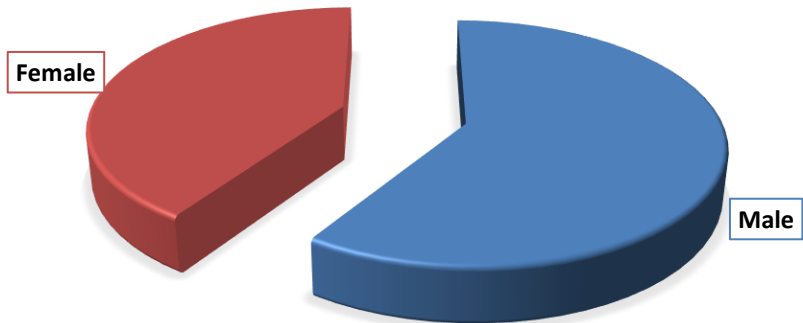


25<sup>th</sup> School Anniversary

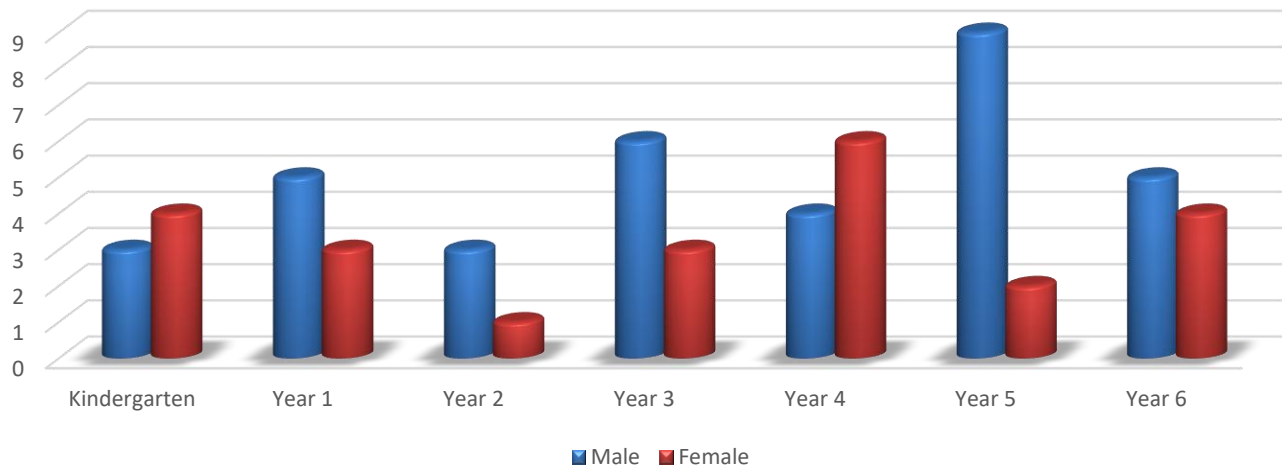
Characteristics of Student Body

The 2024 school cohort of 59 students came from 42 families as recorded at Census date.

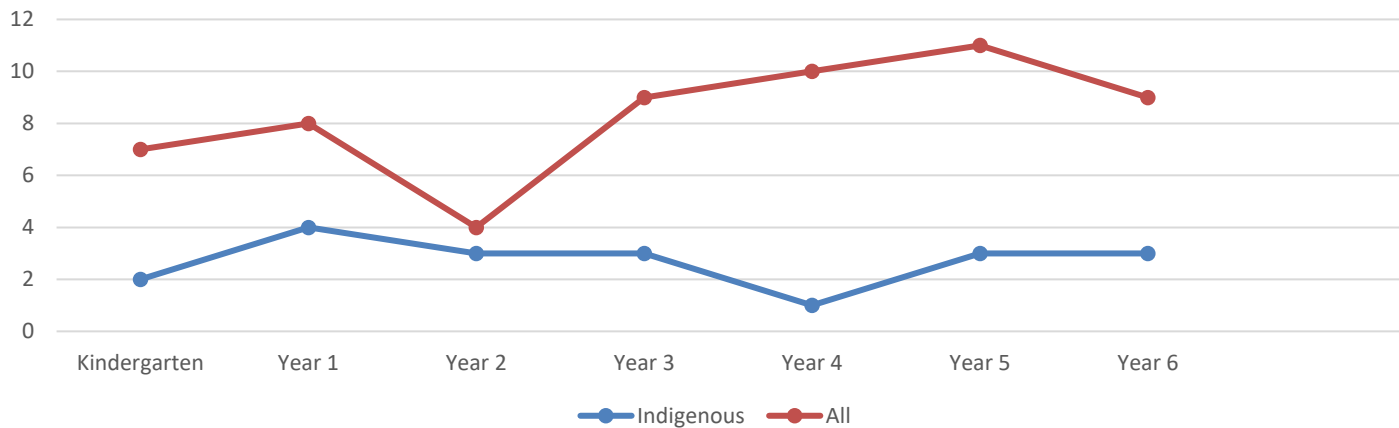
Student Gender



Student Composition per Grade



ATSI Composition



## Achievement of Priority Areas from 2024

Priority Area	Desired Aim	Progress
<b>Enrolments</b>	To increase student numbers in the lower grades so that each year level has approximately ten students in it.	Student enrolments grew in 2024 so that five of the grades had eight or more students in them. The largest cohort was in Year 5 with 11 students. The lower grade levels remained the smallest cohorts.
<b>Student Achievement</b>	To improve student writing skills with a recognized improvement in the school's NAPLAN results in this domain.	A deliberate focus on writing promoted growth in student achievement. NAPLAN results for both Year 3 and 5 reflected an increase in average score. This can be seen in the data pulished in this report.
<b>Curriculum</b>	Review and update the school's Scope and Sequence documents to reflect new resources available and the new NSW 3-6 English and Mathematics curriculum.	Numeracy Scope & Sequence documents were reviewed and updated to reflect the new 3-6 curriculum. Work continues to be required in Literacy.
<b>Community Action</b>	Actively engage students in fundraising efforts to support the work of Joy School in Uganda.	Each term, a class took on the responsibility to plan, organize and run a fundraiser for Joy School. Activities included a Mufti Day, Donut Day, Fair Stalls and a Movie Afternoon. A total of \$1100 was raised throughout the year.
<b>Technology</b>	Upgrade technological services to the school to increase internet speed, access to teaching and learning materials and monitor online safety.	Fiberoptic cabling was installed to each classroom which improved download speeds from an average of 10 Mbps to approximately 100 Mbps. A second router was also installed to support internet access at the furthest classroom to ensure equal supply of internet service to all classrooms.
<b>School Environment</b>	Re-establish the school vegetable garden with parent volunteers and student help so it can be used to produce food items for the Crunch & Sip® program.	The school vegetable garden was not re-established however with increased staff and keen volunteers, this is anticipated for 2025. Interest has been growing among the staff, student, and parent population to develop this area.



## Student Wellbeing

Increase the involvement of senior students in leadership tasks within the school and to create a Year 6 Commemorative shirt with student input.

Year 6 students took on the role of leading the morning Assembly one day a week. This helped to develop confidence and skills in Public Speaking.

A Year 6 Commemorative shirt was designed by students. This is the first cohort to have a Year 6 shirt and students were proud to wear it on sports days and special occasions.

## Communication

Increase the information provided to families by the teaching staff about individual class matters, including photos of events and student achievement.

An increase in the number of published Compass Newsfeed items for the infants' classes occurred. This is still an area of focus as teachers learn the process of uploading information onto Compass.

## Staff

To build a cohesive and collaborative team among staff as staffing numbers increase.

Staff Afternoon Tea once a term was an opportunity to connect staff and build team. This was mostly supported by Teaching and Support Staff.

## Governance

Have all Board Members complete the required hours of Board Governance Training.

Board Members added another 3 hours of Governance Training during the year. This was in webinar form, provided by Christian School's Australia.



War Memorial Ceremony



Deadly Australians Incursion



## Priority Areas for Improvement in 2025

Priority Area	Desired Aim
<b>Enrolments</b>	Increase student numbers in Kindergarten and Year 1 so that each year level has approximately ten students in it.
<b>Student Achievement</b>	Continue to improve student writing skills with a recognized improvement in the school's NAPLAN results in this domain.
<b>Teaching and Learning</b>	Identify and implement a wider range of teaching strategies so that student needs are met, and they engage more fully in the teaching and learning opportunities provided.
<b>Community Action</b>	Students to make regular visits to a local aged care facility to show Jesus' love and build confidence in interacting with elderly people.
<b>Technology</b>	Replace older laptops with new devices to maintain 1-1 devices in each classroom.
<b>School Environment</b>	Re-establish the school's community garden with parent volunteers and student help so it can be used to produce food items for the Crunch & Sip® program.
<b>Student Wellbeing</b>	Establish the Exceptional Me and Strength programs for Year 6 students.
<b>Communication</b>	Improve communication about the school through production of promotional material published in the wider community.
<b>Staff</b>	Introduce measures to increase staff wellbeing by commencing a 'Wellbeing Wednesday' initiative.
<b>Governance</b>	Board Members complete the required hours of Board Governance Training.



Outdoor Classroom Day



CSSA Zone Athletics



Police Cybersafety Presentation

## Respect and Responsibility

The school has taken action to promote respect and responsibility between all members of the school community. The discipline policy's underlying principles are based on responsibility and therefore this is already an integral part of the ethos of the school. The school is committed to encouraging a high level of respect among students, parents and carers and staff.

Strategies include:

- The School Rules comprise 5 areas of responsibility for students. The rules were formed with a Biblical foundation to Love, Honour and Serve others. These have been integrated into the life of the school and are well-known by students. Staff refer to these when discussing student behaviour expectations.
- The school implements the “Bucket Filler” program. This program is a character development program that is based on the premise that everyone carries an invisible bucket that holds their good thoughts and feelings. When our buckets are full, we feel happy and when our buckets are empty, we feel sad. Children quickly understand that they can fill buckets when they do and say things that are kind, considerate, caring, and respectful. They also learn that when they are mean, inconsiderate, uncaring, or disrespectful, they dip into buckets and remove those good feelings. During this school year we are encouraging, reminding, and recognizing everyone's efforts to be bucket fillers.
- Class-based teaching and learning activities - what is respect?, how do we show respect?, respecting others, gaining respect, taking responsibility for our actions and personal responsibilities. Such values are readily displayed in the multi-grade classroom as students interact and respond to each other, regardless of a student's age. Issues of respect and responsibility are reflected in many of the Key Learning Areas.
- The WorryWoo program presented to Kindergarten promotes respect of others, acknowledgement of differences and responsibility in regards of personal behaviour and how students respond to their peers.
- A list of responsibilities for staff, students and parents is published in the school handbook.
- Year 5 and 6 students attend a leadership training day run by the GRIP Leadership Team. This event provides student leaders the opportunity to liaise with peers from other schools, learn and practice leadership skills, learn the importance of showing respect for those around them and develop confidence in their ability as leaders to take on this responsibility at a school level. This has proven to be a worthwhile strategy towards promoting respect and responsibility within the school. In a small school, the value of senior students in modelling and mentoring younger students has a profound impact and building capacity in senior students to take on this responsibility is a key to success in this area.
- Service Students are rostered weekly from the Stage 3 class to take on tasks. It is the students' responsibility to collect the mail daily and return it to the office for the duration of one week. Other duties include raising and lowering the flag, collecting the clipboard at the end of the day with messages for staff and students and ringing the afternoon bell.
- A ‘Student of the Week’ award is presented to a student in each class every Friday. The criteria to achieve this award includes demonstrating behaviour that shows respect to peers and school staff, responsibility in various areas, ability to follow directions and represent the school with pride.

- Student leaders take on leading the sport teams with responsibilities including mobilising and encouraging their team, organising and setting up activities and supporting staff during daily fitness activities.
- The school participates in the Aussie of the Month program. Aussie of the Month is a primary school civics recognition program, delivered by the same network that presents the prestigious Australian of the Year Awards. Aussie of the Month recognises and celebrates personal endeavour, achievement, and contribution to the community and reflects the universal values we share as Australians, such as: fair go, mateship, respect and inclusion. This is a worthwhile way to encourage and celebrate respect and responsibility at Liberty.
- Year 6 students have the responsibility to lead morning assembly, welcoming students and staff, giving necessary reminders and information and inviting staff to speak. This provides opportunity to highlight senior leaders as models for the younger students.
- Students in Stage 3 are involved in setting up and packing up for the mainly music program each Friday during term time. This program is a ministry of Liberty Church, providing a music-based interaction program for caregivers and young children. School students set up the morning tea area with mats and chairs along with some playground activities as a service to the mainly music group.
- In 2025, a partnership with a local nursing home will be established. This will allow students to visit the facility as a community engagement initiative and spend time with residents. Activities such as talking with residents, craft and singing will occur.



Cross Country



UNE Discovery Incursion

# OUTCOMES AND RESULTS

## Standardised National Testing

NAPLAN testing in grades 3 and 5 is used to assess student learning and to compare performance against National averages. Literacy and Numeracy are taught in accordance with the NSW National Education Standards Authority syllabi and amount to approximately half of the school timetable subject allocations. The table below shows the average score in each of the domains for students at Liberty.

Year 3 NAPLAN 2024 Cohort = 8 students	Year 5 NAPLAN 2024 Cohort = 9 students
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	2023	2024				
Compare to	<input checked="" type="radio"/> Students with similar background		<input type="radio"/> All Australian students			
	Reading	Writing	Spelling	Grammar	Numeracy	
Year 3	343	401	387	376	395	
Year 5	464	461	453	487	485	





NAPLAN participation for this school is 85%

NAPLAN participation for all Australian students is 95%

<sup>NB</sup> A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison colour to be available. Grey shading indicates participation did not meet these thresholds.

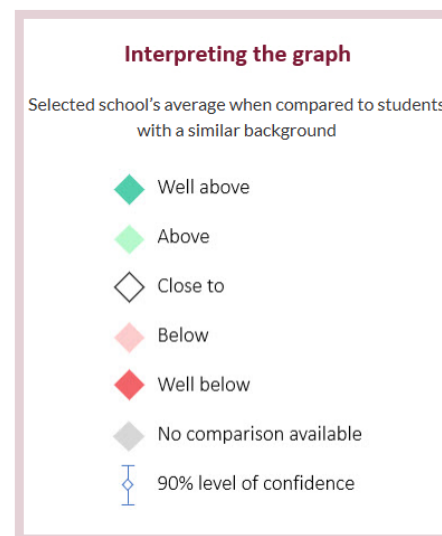
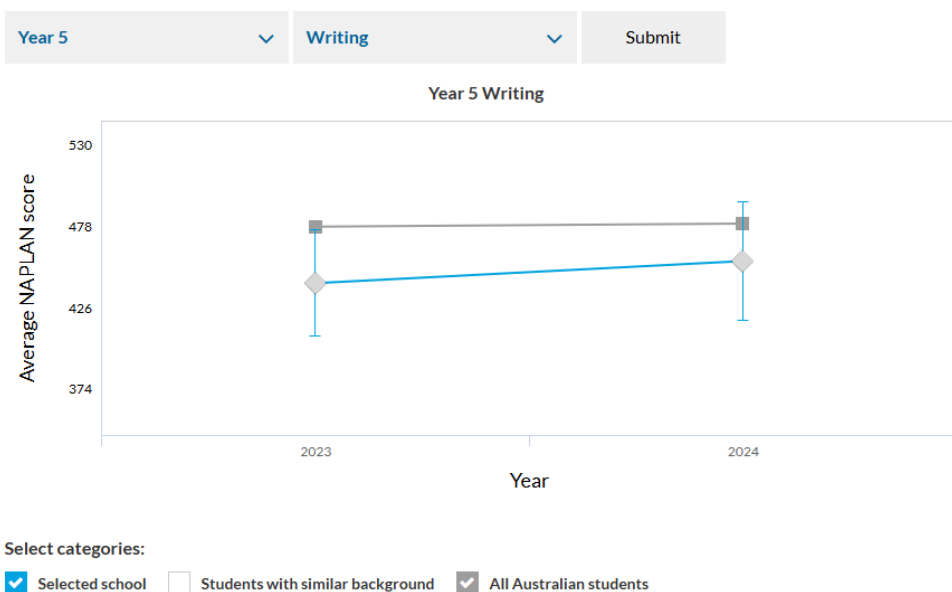
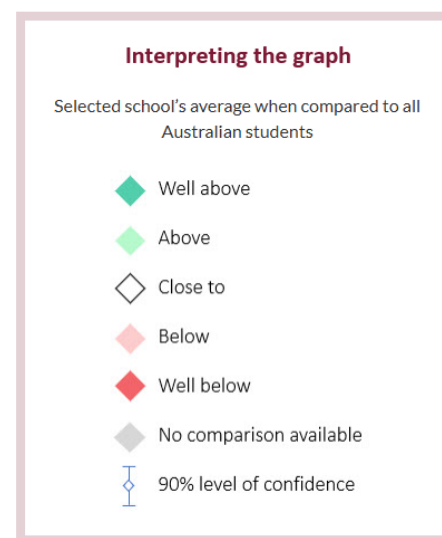
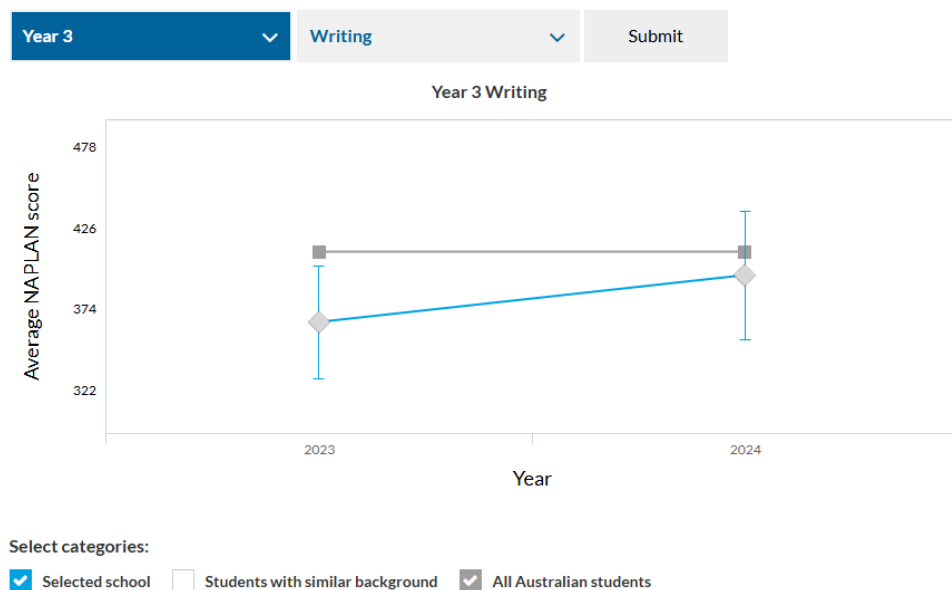
### Interpreting the table

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

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

For additional information, click [here](#) to visit the My School website.

Writing was a focus area for 2024 and results show the improvement in student writing skills.



## STAFFING

### Curriculum Delivery

All the teaching staff have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEINOOSR).

### Teaching Qualifications

Surname	Name	FTE	Accreditation	Years of Teaching Experience	Subjects Taught	Year/Role	Qualifications		
							Qualification	Location	Obtained
West	Susan	1.0	Proficient	28	Primary KLA's	K-6 Casual	B. Education (Primary)	Sydney University	1997
							Masters in Leadership	Morling College	2020
Campbell	Karen	1.0	Proficient	43	Primary KLA's	5/6	Diploma of Teaching	Armidale College of Advanced Education	1982
							Bachelor of Education	Australian Catholic University	1994
Haworth	Julie	0.8	Proficient	47	Primary KLA's	3/4	Diploma in Teaching	Armidale College of Advanced Education	1977
Simpson	Heather	0.4	Proficient	38	Primary KLA's	K-6 RFF	Diploma in Teaching	Armidale College of Advanced Education	1994
							Bachelor of Education	Armidale College of Advanced Education	1988
Pyke	Bellinda	1.0	Proficient	3	Primary KLA's	Kinder	Bachelor of Education (Primary)/Early Childhood Studies	University of Newcastle	2016
Kelly	Cecilia	0.6	Proficient	2	Literacy	K-6 Literacy Support	Bachelor of Teaching (Early Childhood)	Macquarie University	1997
Dillon	Jessica	1.0	Proficient	1.5	Primary KLA's	1/2	Bachelor of Education (Early Childhood)	University of Southern Queensland	2023



## Workforce Composition

All staff at Liberty College are committed Christians and are linked in with a local church. All staff subscribe to the school's Statement of Faith outlined in staff contracts and are committed to teaching from a Christian worldview perspective.

All staff continued in their previous capacity into the 2024 school year. One staff member identifies as Indigenous, and three staff members are from other countries. Support staff are utilised both in the classroom and playground. The focus of support staff time in the classroom is for students with disabilities and general classroom and teacher support. Additional staff are also employed to work in ancillary roles, including office roles and finance and cleaning and maintenance. Liberty Church Incorporated employs 19 people, 10 of which are employed in a part-time capacity.



Leader's Speech Day



UNE Far Out Science Day

## ATTENDANCE

The attendance rates per grade for 2024 are outlined in the table below.

Year Level	All	Indigenous
K	86.81%	81.4%
1	84%	74.9%
2	70.9%	69.1%
3	92.9%	90.5%
4	86.4%	86.3%
5	83.6%	82.8%
6	81.9%	83%
<b>TOTAL</b>	83%	81%

Proportion with Attendance Rates $\geq 90\%$
<b>Non-Indigenous</b> 57%
<b>Indigenous</b> 44%



Remembrance Day Ceremony



Term 2 Joy School Fundraiser

## SCHOOL POLICIES

A full text of the school's policies can be found on the school's website. Click on the direct link to the policies below.

[Child Protection](#)

[Discipline](#)  
(including Anti-Bullying)

[Enrolment](#)

[Managing Complaints](#)

Click [here](#) to visit the Policy Section of the Liberty Christian Primary School Website.

## STAKEHOLDER SATISFACTION

The annual School Community Survey encourages reflection across 6 domains: School Values, Community, Communication, Teaching and Learning, Student Welfare and School Facilities. Each focus area had a series of statements and the opportunity to make additional comments was provided. Respondents graded the list of statements in each area using a five-point grading scale from fair (1) to excellent (5).

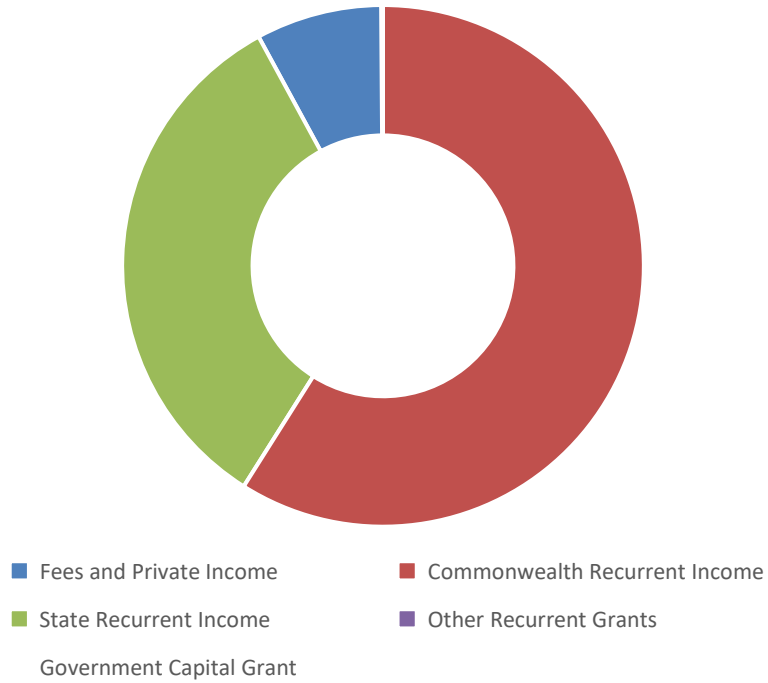
**Responses**

7

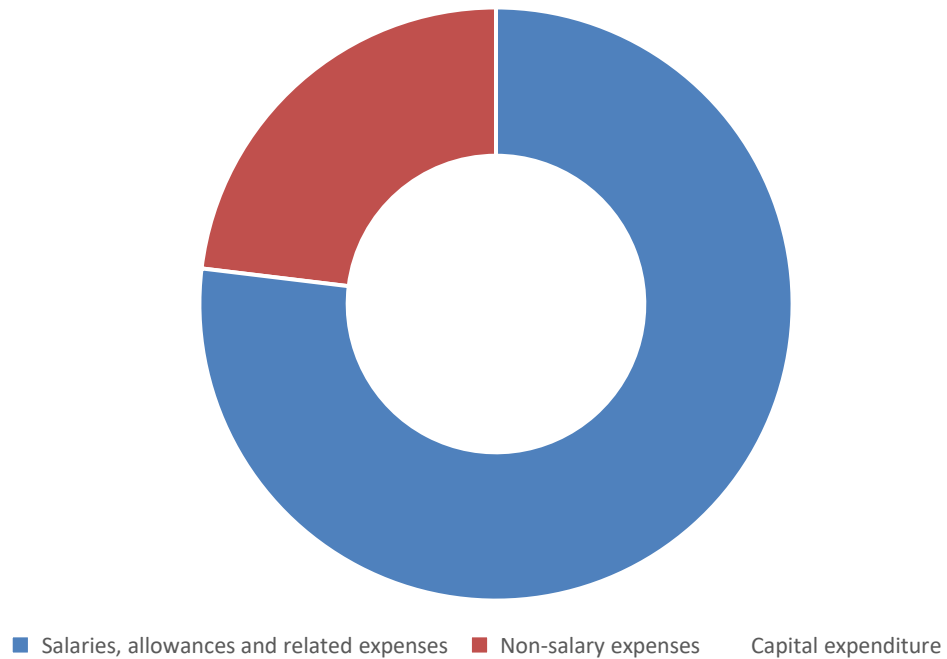
Components	Average Response	Comments
School Values	4.8	Liberty College provides a loving and caring environment for school families that supports families and aligns with Christian family values. The staff model this behaviour and students are encouraged to do the same with each other. A Parent respondent wrote, "We appreciate the Christian values our child is learning from the school."
Community	4.6	Liberty prides itself on providing a friendly and supportive community. Family attendance at events is encouraging. The Staff Commissioning Service was attended by 40% of school families and 46% of the student cohort marched on ANZAC Day. These non-compulsory events were held on non-school days and brought the school, church and wider community together.
Communication	4.5	The Compass App is a useful tool for communicating with the school community. Families can access the school calendar, event information, a newsfeed, semester reports and also book parent-teacher interviews. In addition, a school newsletter is published each term giving families an overview of what is coming up in the term ahead.
Teaching and Learning	4.7	"We are happy with the individual attention given to our child" was a comment from a caregiver. At Liberty, we offer teaching and learning opportunities that are designed to meet ALL students' needs. During 2024, teachers have been using a range of resources to enhance the teaching and learning experience for students.
Student Welfare	4.6	Liberty has several strategies in place to meet student welfare needs. This includes student access to key staff and provision for practical needs to be met, such as food and clothing. Good connections with families are also a key strategy to meet the welfare needs of students.
School Facilities	4.7	Liberty has well-maintained grounds and gardens. The learning areas are spacious and provide both carpeted and vinyl flooring to suit a range of learning activities. The expansive area of artificial grass on the north side of the classrooms provides a welcoming, passive play area and eating space for students.

## FINANCIAL INFORMATION

Recurrent/Capital Income



Recurrent/Capital Expenditure



<b>Recurrent Income</b>	
School Fees	81830
Excursions	11786
Other Private Income	18149
State Government Grants	474298
Commonwealth Government Grants	844477
Other Recurrent Grants	1643
<b>TOTAL RECURRENT INCOME</b>	<b>1432183</b>

<b>Capital Income</b>	
Other Capital Income	NIL
<b>TOTAL CAPITAL INCOME</b>	<b>NIL</b>

<b>Recurrent Expenditure</b>	
<b>Salaries and Allowances</b>	
General Teaching Staff	589505
Salaries – all other staff	612799
Workers Compensation and other salary related expenses, LSL provision	42569
Superannuation	135476
Teaching expenses and materials, administrative and clerical expenses and sundry administrative expenses	143338
Buildings and grounds operations, rent building and equipment – maintenance	4902
Interest – bank overdraft and recurrent loans	NIL
Depreciation	34561
<b>TOTAL RECURRENT EXPENDITURE</b>	<b>1563150</b>

<b>Capital Expenditure</b>	
Land, Buildings and improvements	NIL
Plant and machinery	NIL
Other capital expenditure	NIL
<b>TOTAL CAPITAL EXPENDITURE</b>	<b>NIL</b>

<b>Loans</b>	
<b>Refundable Enrolment Deposits</b>	
Opening Balance	NIL
Closing Balance	NIL
<b>Recurrent Loans</b>	
Opening Balance	NIL
Closing Balance	NIL