

St Euphemia College

Strive for Excellence



ANNUAL EDUCATIONAL AND FINANCIAL REPORT 2023



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Mission, Vision, Values and Strategic Plan

Mission

St Euphemia College's mission is to educate young people within an Orthodox Christian framework to pursue academic excellence, cultivate a love of learning and embrace social responsibility.

Vision

A learning community that fosters spiritual growth.

Values

Truth prevails,

Respect is paramount,

Empathy is extended and

Resilience is cultivated.

Strategic Plan

Between 2020 and 2024, we have identified three key areas fundamental to St Euphemia College educating holistically in a Greek Orthodox Christian framework. Our key focus areas are:

- **Future focused teaching and learning:** To ignite innovation in teaching and learning so that we may challenge and inspire critical and creative thinkers.
- **Health, support and wellbeing:** To prioritise the wellbeing of ourselves and others so that together we may enrich our lives and the life of our community.
- **Connected and engaged community:** To constantly pursue a positive school culture where all members of the school community are valued, engaged and involved so that students, teachers, families and the broader community may work collaboratively to cultivate a supportive learning and social environment.

Acknowledgment of Country

St Euphemia College acknowledges the traditional owners of the land on which we stand, the Darug people, and we pay our respects to Elders past and present of the Eora Nation. We extend that respect to all Aboriginal and Torres Strait Islander people reading this report.



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Messages from Key School Bodies

Message from the President of the Board of Directors

Once again by God's grace and the intercessions of St Euphemia, we have completed yet another successful school year in 2023. Firstly, I wish to acknowledge the tenure of our ex-Principal of St Euphemia College the Very Reverend Fr. Peter Mavrommatis who oversaw a growth in school enrolments and improved fiscal management.

Fr. Peter was also instrumental in instigating and overseeing the refurbishment of the secondary school blocks along with repairs to the School Hall and Library damaged by local flooding in 2022.

Following the appointment of Fr. Peter as the parish priest of the church of St Catherine in Mascot in March 2023, the School Board began a search for a new College Principal. After a lengthy recruitment and evaluation process, the School Board unanimously elected Mrs. Penny Pachos as the new Principal of the College. Mrs. Pachos left her previous role as Deputy Head of Academics at MLC School and commenced her new role as Principal of St Euphemia College on 6 November 2023. The School Board congratulates Mrs. Pachos and wishes her every success as the College enters a new chapter in its history.

I take this opportunity to thank Fr. Peter for his four-year tenure as Principal of St Euphemia College, especially during the challenging COVID pandemic. Fr. Peter's dedication and hard work cannot be overstated exemplified by the news from NESA that the College's registration has been renewed for a further five years without the need for an on-site inspection. Whilst Fr. Peter steps down from the role of Principal, he takes up the new role of College Chaplain. The Board is grateful with the blessing of His Eminence Archbishop Makarios that Fr. Peter will continue to be involved in the pastoral care of the College by offering spiritual counsel to our students.

To our departing Year 12 students, congratulations on the completion of the HSC and I wish them all the best in their future endeavors. I hope their time at St Euphemia College has been fulfilling and they leave the College with fond and lasting memories. I urge and encourage them to remain in touch with St Euphemia Church and College and to remember St Euphemia Church will always be there for them. I would also like to thank the teaching staff for their dedication and the inspiration they provide our students so they can attain the best exam results.

I wish to congratulate everyone involved in St Euphemia College's 'Changemakers' documentary film highlighting the Changemakers Project in 2022. This Project saw the transformation of two shipping containers into libraries sent to flood-affected Lismore and an under-resourced school in rural India. The documentary won 'Best Outreach Film' at the

Helsinki Education Film Festival International (HEFFI), which is a platform dedicated to improving education and learning experiences through films. HEFFI provides an unparalleled chance for educators and filmmakers worldwide to share ideas and methods that can revolutionise education. The film was produced by Mr. Chris Spyrou (an ex-student of the College) in collaboration with students and staff directly involved in the Project. The Project is a testament to the empathy and generosity of our students and the local community, inspired by the College's Director of Learning, Mr. Matthew Panayotopoulos.

I especially thank His Eminence Archbishop Makarios for his blessings and the love and support that he shows towards our Church and College. I would like to express my gratitude to all parents and caregivers who entrust St Euphemia College with the education of their child. The College will continue to strive and offer its students the best Orthodox Christian environment to nurture learning and spiritual growth.

Last but not least, I wish to express my heartfelt gratitude to our parish priest the Very Reverend Fr. Panagiotis Protopsaltis for the care and advocacy that he shows towards the College.

Wishing all staff and students a constructive and successful School Year in 2024.

Christos Spiropoulos
President of Board of Directors



Message from the College Principal



In November 2023, I began my first year as the fourth Principal, and first female appointed to lead St Euphemia College. For 34 years St Euphemia College has been dedicated to educating young people to love God, fostering a passion for learning and to be members of a caring Orthodox Christian community devoted to lifelong learning.

The College sadly bid farewell to and expressed its eternal gratitude to the Very Reverend Father Peter Mavrommatis for his stewardship as the Principal of St Euphemia College over the past four years.

Father Peter led the College through the challenges of the Covid pandemic, ensuring that our students stayed connected with their teachers and peers through the virtual environment. He also oversaw the introduction of new technologies and major refurbishments across the campus. The College is eternally grateful to Father Peter for his dedicated services to the St Euphemia College community and are comforted by the fact that he will remain as College Chaplain, serving as a spiritual guide and a source of support for all.

The students at St Euphemia College have always embraced challenges, whether it be on the sporting field, in the academic arena or in helping those in need. It was inspiring to see our students embodying the Orthodox Christian values of love, compassion and service to others. This was evident through our students' willingness to volunteer to help with community events, donating to charitable causes or simply lend a helping hand to another student on the playground.

Our Changemakers Project continued to shine, with the Changemakers documentary being shortlisted at the Helsinki Education Film Festival. Mr Matthew Panayotopoulos, Mr Chrisovalanti Spyrou and Dr Anthony Papagelis, represented the College at the film festival. During their visit to Finland, they also had the opportunity to tour Finnish schools, renowned for their excellence in education. They returned victorious, taking out the *Best Outreach Film*. Helsinki Education Film Festival co-founder, Ricky Carranza, said the 'Best Outreach Film' category is won by films "that reach out to people, whether an individual person, a particular group, a community or an entire nation. Changemakers' won the category because the message of the project clearly reached out to humanity," Mr Carranza said. "The project effortlessly inspired change and showed incredible heart."

Our achievements on the sporting field were unparalleled with our PSSA Primary School girls' soccer teams both emerging as 2023 Champions. In the Secondary School, the Open

boys' teams won the SWISSA Basketball Cup. Three of our competing teams in Oztag, the Open boys and girls and the Junior boys' team, were crowned as the 2023 SWISSA Champions. On the track, we had students achieve impressive results in the AICES Athletics Championships. The camaraderie and skills gained through team sports and representing the school are valuable experiences, and whilst we celebrated our Champion teams, we thanked all our students for their participation and contribution.

I wish to thank the Board of Directors and the President of the Board, Mr Chris Spiropoulos, for the enormous number of hours they voluntarily put into the support and leadership of the school. In addition, I thank the members of the P&F, as well as the dozens of dedicated

volunteers who assist throughout the year to support College events. I acknowledge the incredible hard work of all staff members who commit their time to the education and care of our students. Finally, I offer my sincere thanks and appreciation to the St Euphemia College Senior Executive, Dr Papagelis, Mrs Xanthoudakis, Mr Panayotopoulos and Mr Prevezanos. They are an exceptional team of leaders and are a pleasure to work with every day.

It has been a privilege for me to have recently joined this wonderful community. I would like to thank you all, parents, students and staff for your warm welcome and I look forward to 2024.

Penny Pachos
College Principal



Message from the College Captains



Our experience here at St Euphemia College was academically and emotionally rewarding. We thank our spiritual father, the Very Reverend Father Peter for his wisdom and kindness you blessed us along our school journey.



Thank you also to Ms Pertsoulis and Mr Prevezanos for guiding us during our earlier years of high school as pastoral care coordinators. To our Pastoral Care Coordinator during our final years, Mr Spyrou, thank you for your patience and support as you guided us to the finish line.

Although the majority of us have been at St Euphemia College since Kindergarten, most of us began our high school journey in 2018, and since then, each and every student has brought something valuable to the College. Academic or sporting achievements, character values and empathy. These gifts inspired us all, forging strong friendships that will last beyond life at school.

Our farewell marks the beginning of carrying on the spirit of St Euphemia College through the resilience, courage and determination that was refined here. We will all remember that the ATAR did not define us, but rather our lessons and values acquired here in our community.

We thank all our teachers for making every day special and made St Euphemia College our second home. You have been more than educators, you have been our guides, our mentors, our coaches and our role models.

Thank you to our parents for their unwavering support which has been imperative in our growth and development. You have been there amongst the crowd cheering us on from the sidelines and we are eternally grateful

Year 12, 2023, embrace the uncertainty ahead with an open mind, open arms, a sense of humour and the unforgettable memories of the last 13 years. We made it! This is the end of our school life. As we part ways and embrace the opportunities that await us, we will cherish and never forget the memories we created together. Life can be unfair at times so celebrate every victory and face every challenge with resilience. Armed with priceless knowledge, continue to support one another as you have already done so. Make your mark on the world.

Rafaella Gianna and Dean Mitsoulis

Message from Primary School Captains



2023 is the year that we, as school captains will treasure in our hearts forever. Our journey throughout the year as captains was a rewarding and unforgettable experience. It has been an honour serving the school.



We want to extend a heartfelt thank you to Father Peter Mavrommatis and Ms. Xanthoudakis for being our pillars of support throughout our journey. Your unwavering presence has been an essential part of our education.

In our roles as School Captains, we've been fortunate to play a part in crafting unforgettable memories and ensuring that this year will be etched into our hearts as one that truly stood out. We owe a massive shoutout to our dedicated teachers, who have been unwavering guides on our journey through Primary School. Their support and encouragement have been instrumental in our growth.

But, beyond a doubt, the heart of our Primary School experience lies with our fellow peers. They created a profound sense of belonging and love and made every day at school feel like a day at home, and for that, we are incredibly thankful. A round of applause also goes out to our amazing prefects. Their hard work and dedication turned 2023 into one of the best. We shared many memorable moments.

As Primary School Captains, our duty was to set a positive example. We cherished the opportunity to participate in events, from organizing cake stalls, indulging in gelato days and having fun during the colour runs. We strove to lead by example, following the footsteps of the Captains who came before us.

Finally, we would like to express our heartfelt thanks to our inspirational teachers. You played an instrumental role in guiding us on this journey towards becoming the individuals we are today. Your dedication to our education and personal growth is deeply appreciated, and we will carry your teachings with us into the future.

Chrysovalandou Condoleon and Haney Zeidan

Contextual Information About Our College



Saint Euphemia College is a Greek Orthodox co-educational Prep to Year 12 school located in the heart of Bankstown. Established in 1989 with 29 students, it has grown to provide a comprehensive education to in a safe, dynamic Orthodox Christian framework.

In 2023, there were 645 students of whom 344 are in the Secondary School. There are approximately equal numbers of boys and girls throughout the College. The College caters to a multi-culturally diverse student body, with many of our students coming from a language background other than English. The majority of students live largely in the southwestern suburbs of Sydney. Many students commence Kindergarten with low levels of literacy. Within our diverse student population we have students with disabilities. In 2023, the College enrolled 8 international students.

Our motto, *Strive for Excellence*, is present in all aspects of College life. Students strive to achieve academic excellence, a love for learning, social responsibility, spiritual growth and respect for a healthy mind and body. Although founded under the auspices of the Greek Orthodox Archdiocese of Australia, students from over 40 cultural and ethnic backgrounds attend Saint Euphemia College.

In the pursuit of virtue, the College promotes health and wellbeing for the whole person. The innovations, creations, ideas and thoughts students bring to the classroom are

valued and nurtured. As such, students hold a strong sense of 'filotimo' and are provided with opportunities to organise, and participate in, numerous community events, charities and missions.

The College provides students with an encouraging, and safe learning environment. Each student is known and supported throughout their individual learning journey and provided with opportunities to experience success and achievement. We are a community where the values of truth, respect, empathy, and resilience are at the forefront. The College continues to offer innovative learning opportunities, whilst also working closely with and utilising organisations external to St Euphemia College to promote learning opportunities. The College's success in its accelerated learning opportunities has been reflected in its outstanding HSC results in Modern Greek Continuers, Modern Greek Extension, Serbian Continuers, Mathematics Advanced and Mathematics Extension 1.

The balance between implementing evidence-based practices, such as the Positive Behaviour Management Strategies (PBIS) and leading innovative learning environments is the driving factor for consistent academic success. Our diverse range of curriculum includes VET courses alongside the NESA Curriculum.

As an IPSHA, SWISSA, AICES and HICES member school, we participate in sporting competitions, and debating and public speaking competitions. Our SWISSA competition gives students the opportunity to represent the College in several sports during regular weekly competition. Our students have the opportunity to represent the College in CIS (Combined Independent Schools) in volleyball, soccer and basketball. Our College has a strong co-curricular program with students also partaking in opportunities offered in Modern Greek and Serbian Language programs, Byzantine music lessons, musical instrument lessons, creative and performing arts, and Chess.

Affiliations and Memberships

1. Independent Schools Australia (ISA)

The Independent Schools Australia represents the interests of the independent school sector on a national basis such as in relation to Commonwealth funding and representative on national policy making bodies. Its eight-member State and Territory Associations of Independent Schools represent a sector with 17% of all school enrolments in Australia.

2. The Association of Independent Schools of New South Wales (AISNSW)

The AISNSW is the organisation that serves the interests of all independent schools in NSW. It protects the rights of member schools to offer an education to meet the varying sizes, religious affiliations and educational philosophies to suit the communities of each school. It supports our College in providing professional services including governance, professional development, delivery of government

programs and liaises with government bodies to represent the views and needs of independent schools.

3. Greek Orthodox Board of Education NSW (GOBE NSW)

GOBE includes the coordination of whole Archdiocese events and the furthering the interests of schools in this sector.

4. Heads of Co-educational Independent Schools (HICES)

The College Principal is a member of this association that provides a range of unique opportunities and collaborative experiences for our students in a co-educational context. Experiences include debating and sporting gala days.

5. Independent Primary Schools Heads Association of Australia (IPSHA)

This group gives our primary students an opportunity to be involved in further co-curricular activities and a networking, professional development opportunity for our staff.

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



Theme 2: Outcomes and Results

Standardised National Literacy and Numeracy Testing

Compare to  Students with similar background  All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	386	440	417	398	394
Year 5	500	512	527	522	525
Year 7	537	543	559	555	555
Year 9	576	573	580	587	581

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

NAPLAN information for St Euphemia College can also be found on *My School* [here](#).

Post-School Destinations

Most students who left school at the end of Year 12, following completion of their school education, enrolled at university, TAFE, or private colleges. Of the 51 students to complete their HSC and received an ATAR, approximately 90% were offered a place at university. This admission included entry into courses in the faculties of Arts, Business, Health Science and Law and other fields of study. A number of students will take a GAP year before beginning their tertiary education. For most of these students, it will involve some time spent overseas and joining the workforce for a short time.

In 2023, 13.5% of the cohort participated in vocational or trade training.

Qualification	Percentage of Students
HSC	98
AQF Certificate III or above	13.5
Completion of qualification	100

Higher School Certificate



St Euphemia College HSC 2023					
Subject	No. of Students	Band 3-6 State (%)	Band 3-6 School (%)	Band 1-2 State (%)	Band 1-2 School (%)
Ancient History	3	80.18	100	19.82	0
Biology	9	89.97	77.78	11.03	22.22
Business Studies	34	87.44	91.18	12.56	8.82
Chemistry	2	85.47	100	14.53	0
Design and Technology	11	94.82	100	5.18	0
Economics	9	91.99	88.89	8.01	11.11
Engineering Studies	7	94.64	100	5.36	0
English Standard 2	33	89.34	96.97	10.66	3.03
English Advanced	4	99.37	100	0.63	0
Food Technology	8	87.18	87.5	12.82	12.5
Geography	7	97.07	87.5	2.93	12.5
Hospitality Examination (Kitchen Operations and Cookery)	6	85.65	100	14.35	0
Information Processes and Technology	14	80.24	83.34	19.76	16.66
Legal Studies	24	89.6	100	10.4	0
Mathematics Standard 2	5	81.81	75.01	18.19	24.99
Mathematics Advanced	11	92.96	72.73	7.04	27.27
Modern History	4	83.86	100	16.14	0
Modern Greek Continuers	4	100	100	0	0
PDHPE	5	88.81	85.2	11.19	14.8
Physics	2	88.8	60	11.2	40
Serbian Continuers	4	100	100	0	0
Society and Culture	6	94.75	100	5.25	0
Studies of Religion II	3	94.66	100	5.34	0
Visual Arts	3	98.76	100	1.24	0

St Euphemia College HSC 2023					
Extension Course	No. of Students	Band E3-E4 State (%)	Band E3-E4 School (%)	Band E1-E2 State (%)	Band E1-E2 School (%)
English Extension 1	8	94.25	100	5.75	0
Mathematics Extension 1	11	71.83	80	28.17	20
Modern Greek Extension 1	27	95.66	100	4.34	0

St Euphemia College HSC 2020 - 2023					
HSC Year	No. of Students	Band 3-6 State (%)	Band 3-6 School (%)	Band 1-2 State (%)	Band 1-2 School (%)
2020	44	90	89	10	11
2021	43	90	88	10	12
2022	50	89	89	10	12
2023	51	90	92	10	8

Note that Senior secondary outcomes are documented on the *My School* website:
<http://www.myschool.edu.au>



Theme 3: Staffing

As educators at St Euphemia College, we stand together in our dedication to fostering an educational environment that fosters respect and care for our students.

At St Euphemia College we embrace all faiths and backgrounds for all our staff and students. None of our staff have identified as Aboriginal or Torres Strait Islander, but we strongly encourage applications from First Nations teachers and other staff.

The College staff engage in professional discourse and constantly seek opportunities for professional development to further enhance our teaching methods. Staff and students are encouraged to take risks and embrace challenges in order to grow and develop, enhancing their love of learning and accepting setbacks as opportunities for further growth.

Workforce Composition

School Staff	Number
Teaching	60
Full Time Equivalent Teaching	53.9
Non-Teaching	15
Full Time Equivalent Non-Teaching	12.2

Teacher Accreditation

Level of Accreditation	No. of Teachers
Conditional/Provisional	2
Proficient Teacher	58
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0

Teacher Qualifications

Category	Description	No. of Teachers
A	Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines	60
B	Teachers who have qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications	0

Theme 4: Attendance

The College applies policies and procedures to manage student non-attendance. Attendance monitoring processes allow for the identification of students with poor attendance and provide them with necessary assistance.

In 2023, 89.7% of students attended school each school day on average. This was a small increase from the daily attendance in 2022, with an average of 88.6% each school day.

Year Level	Attendance Rate (%)	Year Level	Attendance Rate (%)
Kindergarten	90.3	Year 7	90.2
Year 1	88.3	Year 8	89.7
Year 2	90.9	Year 9	90.0
Year 3	89.3	Year 10	90.7
Year 4	91.1	Year 11	89.4
Year 5	88.6	Year 12	89.5
Year 6	88.6		

Managing Student Non - Attendance

Attendance at St Euphemia College is managed via the daily electronic data collection in Homeroom. A roll is also marked for each period throughout the day.

The College maintains a register of daily attendance by keeping an electronic copy of the daily attendance, recording and maintaining documentation of reasons for absence and recording late arrivals, early leavers and partial absences.

The parents/carers of students who are absent will be contacted by SMS on the day of the absence. The parents of students who have non-verified absences are sent reminders via email and SMS.

Extended or repeated non-attendance not related to illness is managed in the following way:

- The College encourages parents/carers to understand their legal obligations to ensure their child attends school and does not condone absences for unauthorised reasons, including, but not limited to events such as birthdays.

- Students with high non-attendance rates are referred to the Year Advisor or Deputy Principal Primary who arranges an interview with parents/carers to discuss the non-attendance. The overall of the interview is to identify strategies to support the student to attend school. In some exceptional instances Attendance Management Plans are put into place.
- Where extensive periods of absence are due to illness, the College requests medical certificates and will consult with the parent/carer in supporting the health care needs of the student.
- For continued unjustified absences or concerns regarding “Educational Neglect”, the Welfare Coordinator or the Deputy Principal Primary School will contact the AIS Education Regulations and Program Implementation Team and/or will refer to the [Mandatory Reporter Guide](#).
- Leave during school term time is only permissible in exceptional circumstances and with permission of the Principal.
- In recognition of our diverse cultural community, our students are afforded extensive holiday periods in the June / July period. Families that require additional leave to visit family overseas must seek the approval of the Principal.



Theme 5: School Policies

The following College policies are publicly available on the website.

- ❑ [Enrolment Policy](#)
- ❑ [Child Protection Policy](#)
- ❑ [Anti-bullying Policy](#)
- ❑ [Discipline Policy](#)
- ❑ [Complaints Handling Policy](#)



Theme 6: Stakeholder Satisfaction

Students

The College organised a number of student forums in order for students to provide feedback to the College on the level of student satisfaction and engagement in learning. The College values student engagement. Actively participating in College events and specific year group activities fosters community and a sense of belonging.

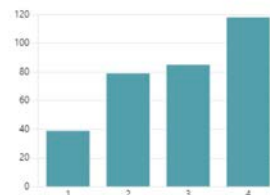
The College also provided a platform via a survey for students to share insight into their learning experience at the College. Three hundred and twenty-one students completed the survey.

The graphs show the results of the survey on the questions:

1. I get regular feedback from my teachers about my learning.
2. My teacher talks to me about the results I get in my assessments.
3. I have learning goals that help me be successful.
4. I know where I am going in my learning.

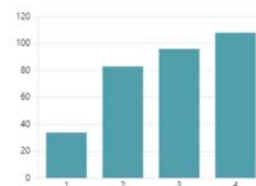
I get regular feedback from my teachers about my learning. (1 = not often, 4 = most of the time)

2.88
Average Rating



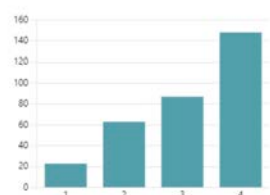
My teacher talks to me about the results I get in my assessments. (1 = none of the time, 4 = all of the time)

2.87
Average Rating



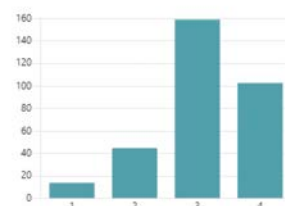
I have learning goals that help me be successful (1 = no goals, 4 = I have clear written goals for success)

3.12
Average Rating



I know where I am going in my learning. (1 = not really aware, 4 = very clear understanding)

3.09
Average Rating



Staff

Staff surveys have revealed a high degree of satisfaction by members of staff and the College enjoys a relatively low level of staff turnover retrospective of the large number of staff employed at the school.

Informal feedback from teaching and non-teaching staff indicates a general satisfaction in all areas of the College; community, team building and the learning culture. The key focus on whole-school improvement has been well received and an area the College will continue to develop in coming years.

Workload and lack of time are the main areas of concern from most teaching staff. The added administration requirements

Parents

The College utilises key events in the calendar as opportunities to gather feedback from parents. The College conducted several 'Meet and Greets' with parents, including parent teacher interview evenings.

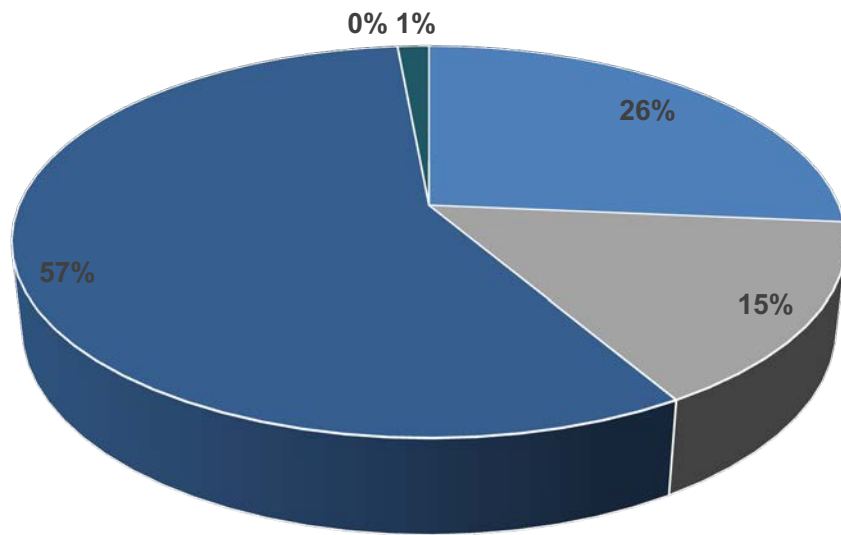
The responses revealed:

- Overall satisfaction with programs offered to their children.
- Parents feeling informed and engaged in their child's learning.
- Parents feeling supported, particularly at key transitional times; from Primary into Secondary and from Prep into Kindergarten.



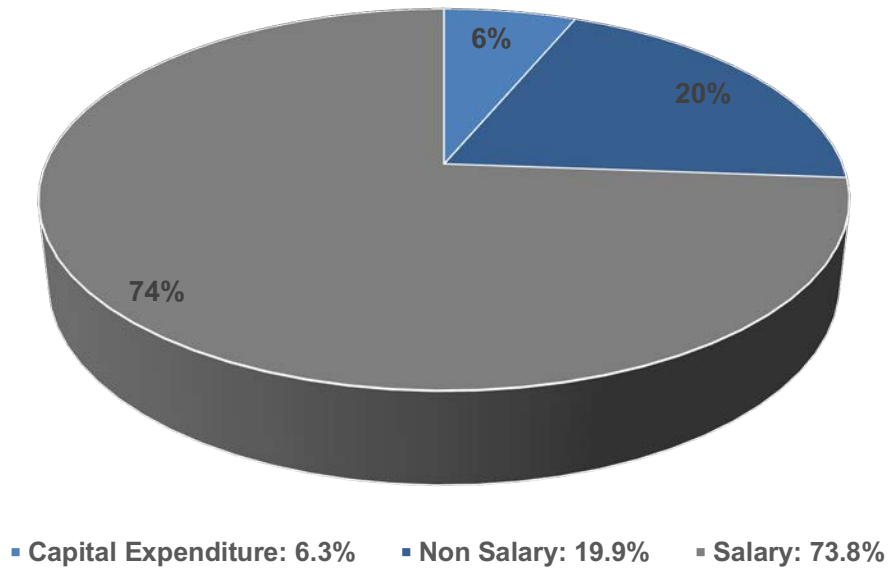
Theme 7: Summary Financial Information

Recurrent /Capital Income 2023



- Fees other charges: 26.4 %
- Commonwealth Recurrent Grants: 57.0%
- Revenue Other Sources: 1.4%
- State Recurrent Grants: 15.2%
- School Recurrent Grants: 0.02%

Recurrent /Capital Expenditure 2023



This information on the 2023 school year is provided to comply with the NSW Education Standards Authority, Teaching and Educational Standards and State and Federal Government legislation and is accurate to the best of my knowledge.

Penny Pachos
Principal

