

2023 Annual Report *Snapshot*

Message From Key Bodies

2023 saw a renewed sense of anticipation and, as we emerged from the pandemic years of 2020-2022, the School Community embraced the challenges with agility and determination.

The 2023 Higher School Certificate results were exceptional, marking the best results in the School's history. The School attained 11 State rankings (two students achieving First in Course) and 22 All-Rounders (students achieving a Band 6 or equivalent in 10 or more units). The total number of Band 6 results (481) was a record achievement. We also had a record number of nominations (85) for subjects with HSC practical works for OnStage, Art Express, Encore, Shape and InTech with four selections for Visual Arts and one for Music.

Preparations for offering the International Baccalaureate Diploma to students in the Senior School is well underway, with implementation set to occur in 2025. The King's School is already an IB World School with its delivery of the PYP in the Preparatory campuses at Parramatta and the Southern Highlands. The introduction of the IB Diploma in 2025 will provide another pathway for students seeking an international university placement.

2023 also saw a change in Chair of the School Council. I would like to thank Mrs Rosemary Abrahams for her commitment and service to our School as a Governor and Chair, and welcome Mr Ken Chapman into the role. The School is blessed to have such an accomplished, experienced and qualified group of men and women on the School Council, two-thirds of whom are Old Boys of our School, committed to ensuring that The King's School holds true to its founding purpose to produce young leaders of Christian character and wisdom willing, ready and able to live lives of service for the betterment of others. I also wish to thank the commitment, professionalism and hard work of the School's Extended Executive across all the School campuses and members of LeadCOMM.

As we reflect on the achievements of 2023, we look forward to the continued growth and success of our students, staff, and the entire School community. Thank you to our students, parents, staff, families, Old Boys and extensive diversity of volunteers, from Sports Clubs to Music Groups to the King's Women's Network and our Governors. The King's School is an extraordinary Christian community seeking to make an outstanding impact for the good of society.

Fortiter et fideliter!

Mr Tony George Headmaster

In 2023, The Council of The King's School met eight times, and the Council Executive met five times, to oversee the governance of the School. There were an additional twenty meetings of the various sub-committees of Council. The Council underwent a governance review, which resulted in changes to the sub-committee structure and an improvement in the governance arrangements.

The Council is responsible for policy, strategy, risk management and the financial oversight of the School, including the setting of fees. The day-to-day running of the School is delegated to the Headmaster.

The Council currently comprises of the Archbishop of Sydney, fifteen Governors, ten of which are appointed by the Synod of the Sydney Diocese of the Anglican Church and five of which are appointed by The King's School Old Boys' Union. There are two Council appointed positions that are currently vacant.

In 2023, the following persons were members of the School Council:

The Most Reverend Kanishka De Silva Raffel (President), Mrs Rosemary Abrahams (Chairman of Council) (retired in August 2023), Mr Mark Bradford (Honorary Treasurer), Mr Ken Chapman (appointed Chairman of Council in August 2023), Dr Christine Grice, The Reverend Dr Ed Loane, The Reverend Martin Robinson, The Reverend Canon Timothy Swan, The Reverend James Warren, Mr Mark Webeck (retired in February 2023), Mr Peter Whittington, Mr Charlie Taylor, Mr Edward Lloyd, Mr Rowland Long, Bishop Gary Koo (joined in February 2023), Mr Grant Bonner (joined in March 2023, with his term ending in September 2023), Mr Craig Turner (joined in September 2023 and resigned in October 2023), Mrs Emma Maple-Brown (joined in September 2023), Mrs Julia Anderson (joined in December 2023), Mr Andrew France (joined in December 2023).

Mr Ken Chapman Chairman of Council

Inaugural address excerpts:

"We are incredibly privileged to receive a world-class education from a school like King's, that is equipping us with the ability to make a difference. Our eight core values guide us through uncertainty and affirm our purpose in improving the world for others. King's teaches us to tackle challenges with tact and belief and it is for that reason that we should be full of hope.

...coming to King's means building resilience by getting familiar with failure. Whether it's stepping out of your comfort zone at the confidence course, overcoming your nervousness when trying out debating, or testing your physical limits in the School Cross Country, we persevere. King's teaches us about the value of continuous improvement, and seeing success as a journey rather than a destination.

Our biggest strength as a school is that even as the world becomes increasingly individualistic, our King's community only continues to grow more vibrant and diverse... Even though we are different in what we believe or where we come from... we are a community that cares about each other. We care about the School. We care about our shared purpose in becoming men of character to serve others... If we care, King's will be the strongest it's ever been. If we care, we can overcome the challenges of our time. And if we care enough, we can go on to change the world. Caring can change the world."

Ethan Zhu Senior School Captain

The Preparatory School is an amazing place with endless possibilities and adventures. It has been an honour and privilege to serve as the Prep School Captain for 2023. Our School has been the most essential, inspirational source in shaping us into fine Kingsmen over the past year. We have learnt to take risks, to make good choices daily, and learnt life skills, such as coming out of our comfort zones.

Learning is a major part of the school day-to-day activity. A few highlights have been Kindergarten Rocket Day, launching ten small businesses in Year 4 and conducting independent investigations into global issues such as discrimination, the cost-of-living crisis and linking with experts in the field to assist with inquiries in Year 6.

We have learnt the importance of community spirit and giving back to the community throughout the year. We have also learnt the meaning of respectful relationships within and outside of our school. At each year level, we have interacted with our sister school Tara, whether it be joint choirs, music days, sport lessons, write a book in a day, and learning about leadership together. These experiences shape our values for life, and we are grateful to have been given the opportunity.

Ethan Natkunamanickam Preparatory School Captain

Tudor House is an amazing adventure and I am grateful for all the adventures and opportunities this community has provided me. Adventures are fun, exciting, can take us to new places, require us to try new things and force us out of our comfort zones. Learning to take risks and set challenges involves making decisions in different circumstances. We can and should aim to make good choices each day.

For me, TUDOR stands for so much and I will share some words to describe the best Tudor has to offer:

T for Tradition (and for teamwork), U for Unique (there's no school like Tudor), D for Difficulties (and challenges to be overcome), O for Outdoors (and the 169 acres we have at school), R for Risk-taking – responsibly and respectfully.

Our school isn't just about academics and sporting achievements; it's about values too. We've learned about respect, compassion, humility and the importance of looking out for one another. It is about living out the values with my friends in Years 5 and 6, and when I am around the younger children. These lessons will stay with me long after I leave these grounds.

Edward Karoll Tudor House School Captain

Initiatives Promoting Respect & Responsibility

In 2023, the Student Representative Council (SRC) was led by President Isamu Naito for the commencement of the year, with James Napoli taking the reins during Semester 2. The SRC was comprised of 24 members from Years 7 through to 12, with equal representation of day boys and boarders who wish to make the School a better place. From Term 1, our focus was on modesty, an important theme that ran through many of The King's School projects. The SRC represented the School at several events, including celebrating International Women's Day and raising money for numerous charities at events throughout the year, such as the Swimming Carnival. As the year went on, there emerged a deeper focus with the SRC getting back to its roots, in that events were organised "for the boys". We held the inaugural 'East' vs 'West' State of Origin Touch Football competition, which gave the boys an opportunity to unify and strengthen bonds between one another.

As the 'East' vs 'West' theme perpetuated, an inaugural Basketball competition was held towards the end of the year as an entertaining and enjoyable send-off for the senior students. It was an exciting and busy year for the SRC and we look forward to a productive 2024 serving the boys of The King's School.

Mr Scott White SRC Coordinator

The year of 2023 was marked by the vibrant, full calendar of school events and activities. The Preparatory School celebrates the diversity of our community. In line with the School's strategic goals in global thought leadership, the Prep School enhanced staff pedagogy around multilingualism. Through surveys and parent meetings, staff gained a clearer understanding of each boy's and each family's complex linguistic profile to inform academic learning and appropriate provision.

Throughout 2023, many initiatives have been employed to promote respect, responsibility and inclusion. School Values and IB Learner Profile Attributes were explicitly explored with Prep students, and through indoor and outdoor learning activities with students from neighbouring schools and campuses.

Students undertook authentic service action in keeping with the School's Mission Statement through local projects with Anglicare Telopea Foster Care, Arcare Nursing Home, and preparing ration packs for SES workers. Global initiatives included Jobs for Compassion to support the four Compassion children in the Philippines, Colombia and Kenya, and the Operation Christmas Child.

Mr Peter Allison Head of the Preparatory School

Tudor House has a big focus on challenge and adventure. The approach to education requires a healthy risk appetite for all students from Pre-Kindergarten to Year 6. The focus on respect, responsibility and the other six school values underpins the adventurous spirit that runs through the School. Students are regularly given the opportunity to extend themselves, try new things and push the boundaries of their capacity and all of this happens in a safe, supportive and caring environment.

Our Year 5 students became the first graduates in Australia of the Kids MBA program and whilst learning about business, they learnt about social and corporate responsibility, sustainability, ethical decision making and caring for the community. This culminated in their business projects, sharing proceeds with a local charity.

Our Year 6 students conquered Mount Kosciuszko and were forced to demonstrate responsibility and respect when walking through the National Park, while also channelling their spirit of adventure. For some it wasn't the most 'fun' experience, but it certainly was one that allowed for significant personal growth and development.

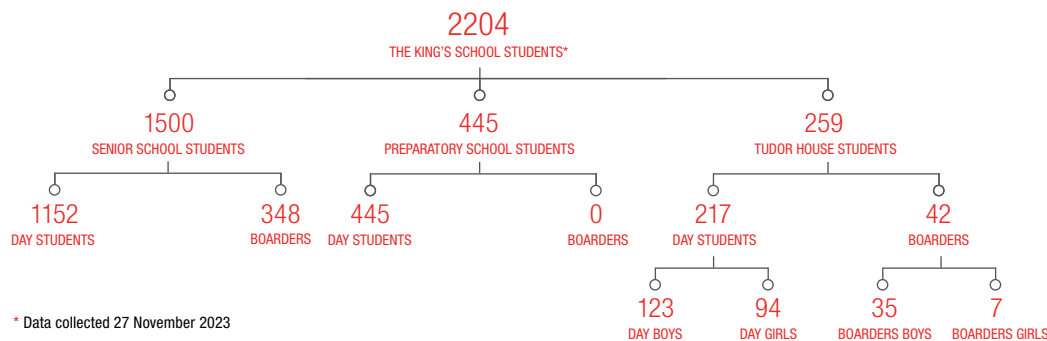
Mr Adam Larby Head of Tudor House

For more information about our values and promotion of respect and responsibility, please visit [here](#).

The King's School's Mission Statement captures the historical context of the School's founding sentiment in describing the School as: 'A Christian Community that seeks to make an outstanding impact for the good of society through its students, and by the quality of its teaching and leadership in education.'



Contextual Information About The School



* Data collected 27 November 2023

The King's School, North Parramatta, NSW [here](#)
 The King's School, Tudor House, Moss Vale, NSW [here](#)

Academic Standards – NAPLAN

	Reading	Writing	Spelling	Grammar	Numeracy
Preparatory School Year 3	457	471	473	475	489
Tudor House Year 3	456	417	417	428	430
Preparatory School Year 5	549	550	552	565	571
Tudor House Year 5	530	515	510	533	527
Senior School Year 7	595	584	588	592	625
Senior School Year 9	611	609	605	607	655

The most recent information relates to 2023 NAPLAN results, which are available on the [My School](#) website.

NAPLAN testing moved from May to March and the NAPLAN scale was reset. NAPLAN achievements prior to 2023 to that from 2023 onwards are thus, not comparable. You can access the 2014-2022 NAPLAN results [here](#).

Academic Standards – HSC

INDIVIDUAL STUDENT RESULTS

ATAR Top 1% in the State

Chris Yoo 99.95, Steven Wan 99.90, Daniel Wei 99.85, Justin Cao 99.80, Jason Lee 99.70, Elijah Bradford 99.65, Karl Huang 99.50, Anand Jayanthi 99.40, Andy Qi 99.25, Pravin Nagaratnam 99.20, Felix Chan 99.05, Michael Liu 99.00

Individual Subject Rankings – 11 Top NSW Rankings

Anand Jayanthi – German Extension 1st, Chris Yoo – Chinese Continuers 1st, Arjun Karuppannan – German Extension 3rd, Chris Yoo – Software Design and Development 3rd, Lenard Chang – Automotive 4th, Steven Wan – Drama 4th, Thomas Kleijn – Business Services 4th, Jamil Chung – English EAL/D 6th, George Tait – Drama 9th, Samuel Turner – Drama 10th, Simon Nivison – Mathematics Standard 1 10th

All Round Achievers List NSW Ranking – Above 90%

FOR SCORING 90% OR ABOVE IN 10 OR MORE UNITS

Anand Jayanthi, Angus Wruck, Arjun Karuppannan, Chris Yoo, Daniel Sun, Daniel Wei, Elijah Bradford, Felix Chan, George Tait, Jason Lee, Justin Cao, Karl Huang, Kaylen La Brooy, Michael Liu, Peter Xegas, Pravin Nagaratnam, Princeton Yuen, Ryan Ma, Steven Wan, Tom Gavan, Wilfie Wilkins, Zayed Tabish

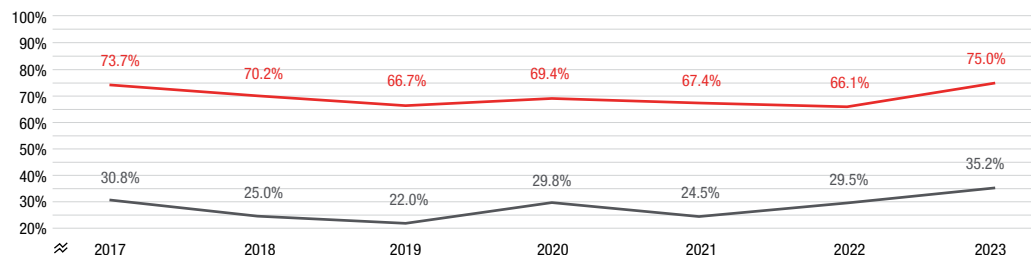
85 Nominations & 5 Selections

85 nominations: Drama (41), Industrial Technology (30), Visual Arts (8), Music (6) and 5 selections: Visual Arts (4), Music (1)

Academic Standards – HSC

HSC Results – Performance Trends Over Time

The graph below illustrates the high level of academic success as indicated by the percentages of Bands 5 & 6 HSC results over time.

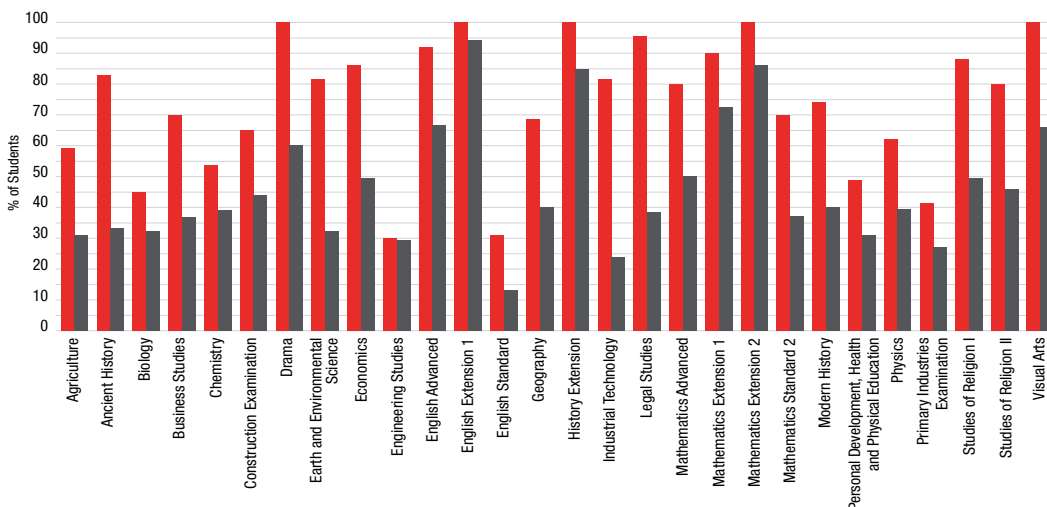


King's vs State Comparison



King's vs State Bands 5 and 6

Band 5 and 6 results reflect the highest level of academic success in the HSC.



The following courses attained 100% of students in the top two bands: Business Services, Chinese and Literature, Chinese Beginners, Chinese Extension, Chinese in Context, Drama, English Extension 1, English Extension 2, French Continuers, German Extension, History Extension, Hospitality (Kitchen Operations and Cookery), Information Processes and Technology, Japanese Beginners, Korean and Literature, Mathematics Extension 2, Modern Greek Beginners, Music 1, Music 2, Music Extension and Visual Arts.

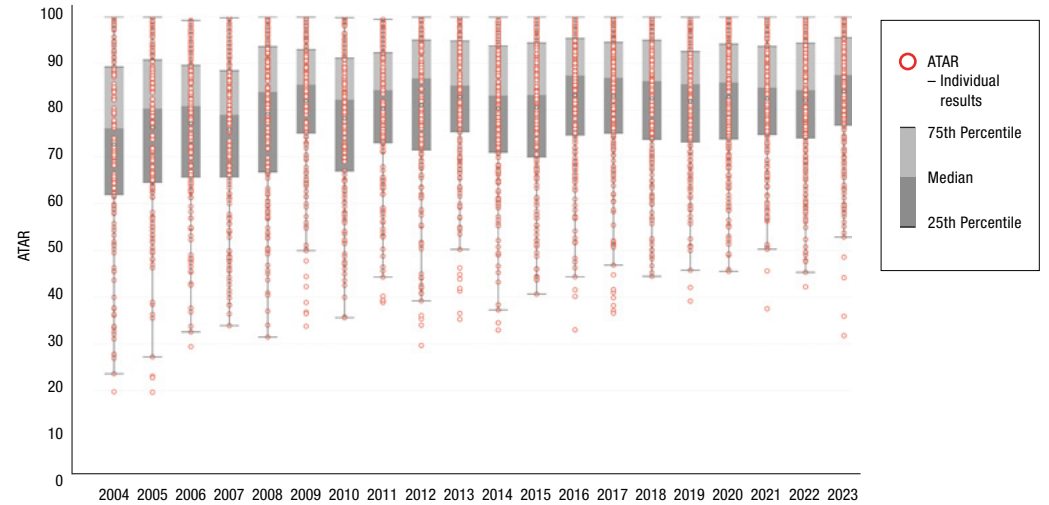
Academic Standards – HSC

HSC RESULTS – % of students above each ATAR

ATAR	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
99	1	2	3	1	3	5	5	3	2	8	8	1.5	6	6	8	7	2	6	7	8	5
95	9	12	13	11	10	18	20	14	18	25	25	19	22	26	24	25	17	23	23	22	29
90	22	25	29	23	21	36	34	27	33	40	41	35	34	42	41	38	35	40	34	37	42
80	37	42	51	53	47	57	68	56	57	60	64	58	60	67	66	63	63	63	60	58	67
70	54	58	66	69	69	71	81	72	78	77	80	76	75	79	84	80	79	82	80	80	83
60	71	77	82	86	80	82	91	84	88	88	91	91	87	92	91	91	92	92	91	92	92
50	86	86	93	95	93	96	95	93	96	93	96	95	95	97	96	97	98	98	99	97	98
Students	157	155	174	177	188	176	173	172	193	183	198	205	189	206	211	208	183	230	204	235	236
Median	73.85	76.15	80.38	80.90	79.00	83.95	85.45	82.25	84.30	86.80	85.30	83.15	83.25	87.45	86.95	86.30	85.60	86.23	84.68	84.30	87.50
Mean	71.55	72.70	76.30	77.21	75.83	79.25	81.95	78.25	80.30	81.08	82.85	80.38	80.53	83.20	83.02	82.58	81.89	82.93	82.02	82.10	84.00
Standard Deviation	18.29	20.06	17.94	16.24	16.75	16.83	14.76	16.03	14.79	17.06	14.47	15.13	15.57	14.54	14.78	14.26	13.52	13.70	13.81	13.90	13.60

- 67 students undertook Year 12 2023 VET and TVET Courses, whereby some students undertook more than one VET/TVET subject. This is a significant increase from previous years with the introduction of the Construction course being taught at King's.
 - VET: Business Services (9), Construction (25), Outdoor Recreation (11), Primary Industries (18)
 - TVET: Automotive (8), Electrotechnology (1), Engineering Pathways (1), Hospitality (Kitchen Operations and Cookery) (2)
- Seven Year 12 students undertook the Sport, Lifestyle and Recreation Studies Course (NESAS Content Endorsed Course).
- 26.6% of Year 12 students undertook vocational or trade training.
- 99.6% of Year 12 students attained a Year 12 certificate or VET qualification.
- One student required a RoSA certificate.

ACADEMIC OUTCOMES ANALYSIS

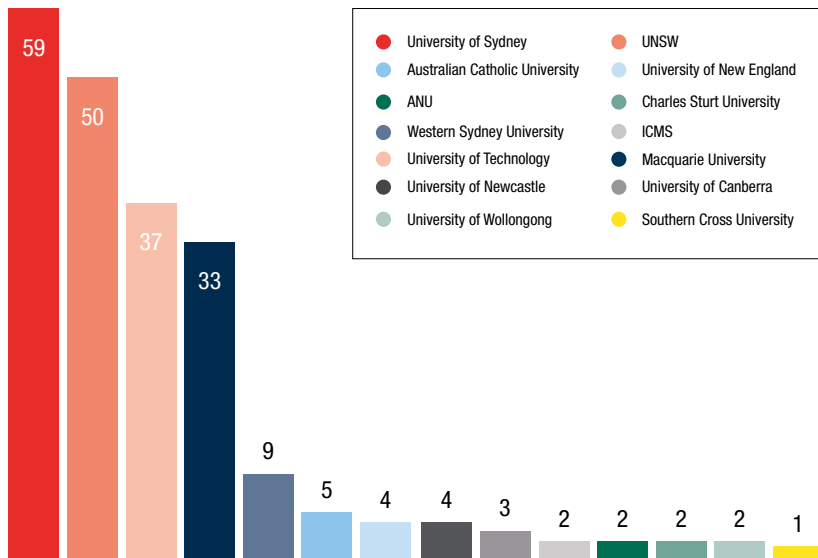


This graph illustrates the distribution of ATAR results 2004-2023. Over several years, HSC results from the tail of the cohort continue to improve and our middle cohort results continue to strengthen.

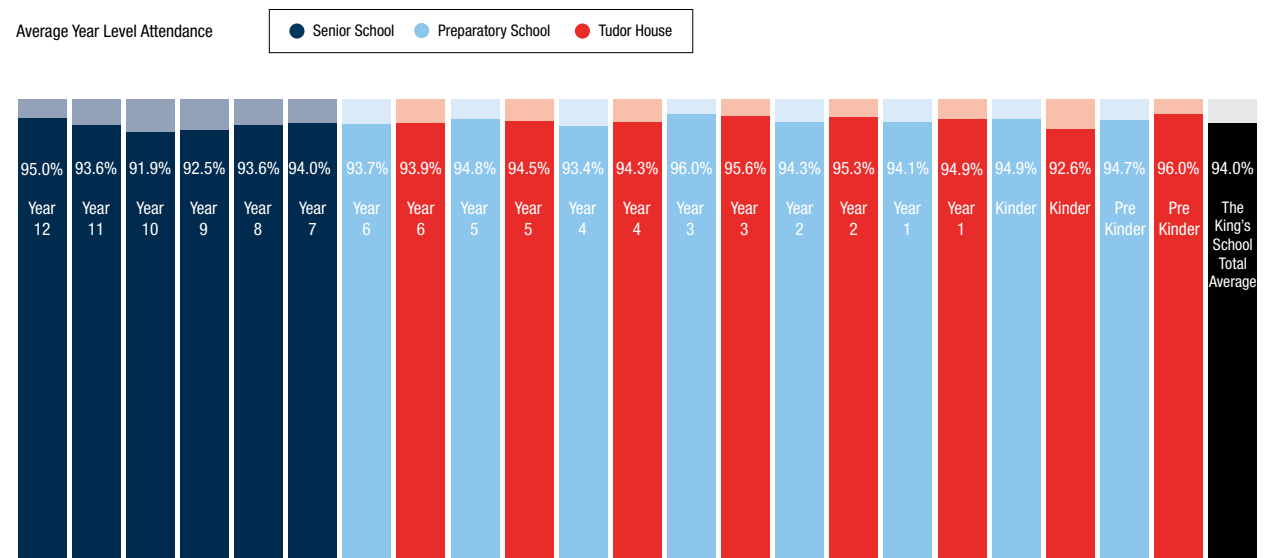
Approximately two-thirds of King's boys consistently attain an ATAR above 80.00, placing them within the top twenty per cent of students. The median ATAR across NSW is usually around 70.00. In 2023, the median ATAR at King's was 87.50. Sixty-eight King's boys achieved an ATAR greater than or equal to 95.00.

For a more detailed analysis, please download the [Year 12 Academic Results & Success Stories 2023](#).

Tertiary Institution Places

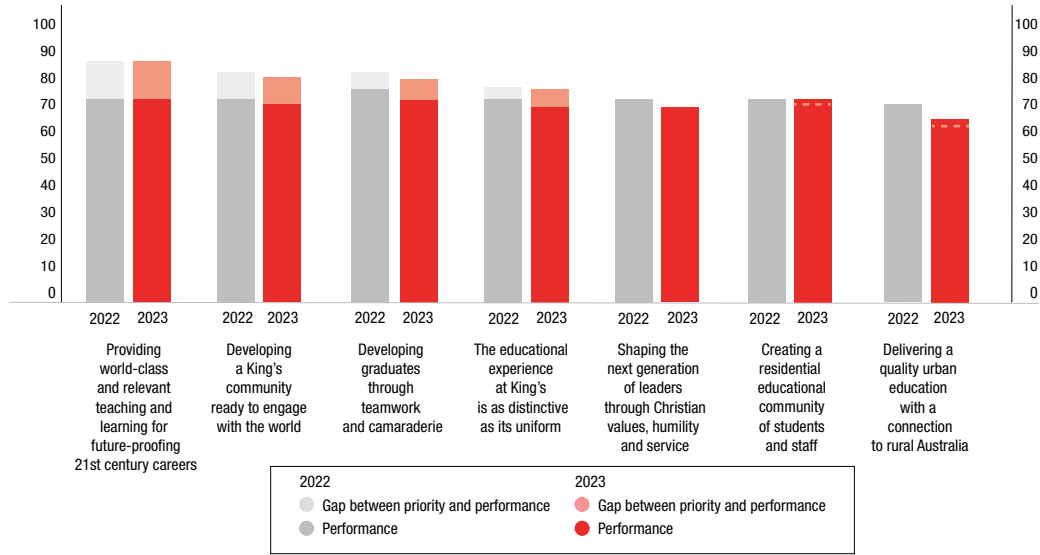


Student Attendance



Priorities and Performance of the King's Distinctives

In 2023, previous priorities and performance statements have been identified as KPI's for the purpose of measurement of performance. The School strives to ensure that performance against each of the priorities continuously improves.



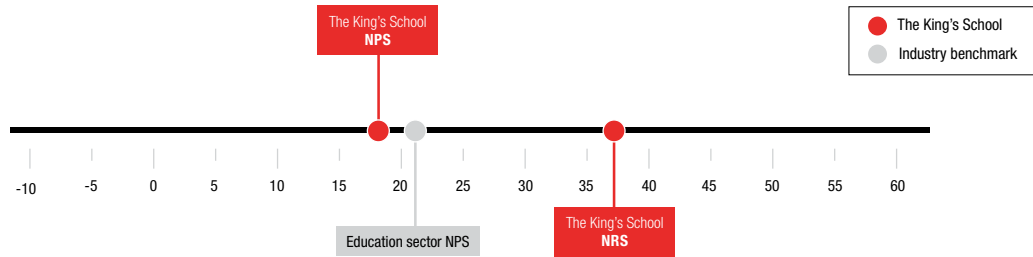
Parent and Student Satisfaction

NET PROMOTER SCORE (NPS)

On a scale of 0 to 10, how likely would you be to recommend The King's School?

NET REPEATER SCORE (NRS) (Parents only)

On a scale of 0 to 10, how likely is it that you would make the same decision to send your child to The King's School if you were able to remake your choice?



Score: 012345678910 NPS = (10+9) - (0+1+2+3+4+5+6) The NPS and NRS ranges from -100 to 100. Scores above zero are considered a good score.

Student Wellbeing

Students agree:

The Housemasters are effective in supporting students



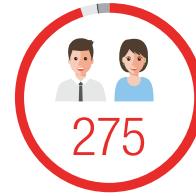
The School provides a caring and safe environment



The teachers are effective in supporting students



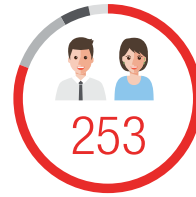
Teacher Accreditation and Qualifications



275 teaching staff have teacher education qualifications from a higher education institution within Australia or AEI-NOOSR recognised guidelines.



Teaching Workforce Composition



In 2023, The King's School had a total of 253 Teaching staff made up of the following (including Teachers who hold leadership position, eg: Headmaster) who do not teach NES Curriculum.



Non-Teaching Workforce Composition

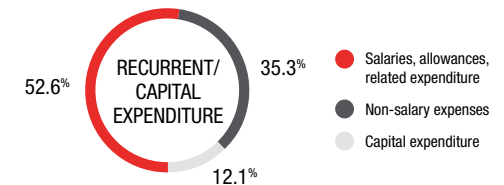
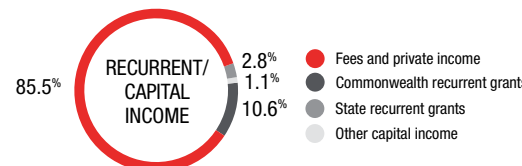


Ancillary support staff includes a mix of full time and part time employees in Administration, Finance, Property, Boarding, ICT, Health Centre, Teaching Support and Operational staff.



In 2023, there were six staff at The King's School that identified themselves as Indigenous or Torres Strait Islander. This is not a mandatory requirement.

Summary Financial Information



Policies and Procedures

The King's School has a full range of documents about initiatives, policies and procedures available on our intranet portal. The full text of the following policies are available on the [School website](#), unless otherwise indicated below:

- Student Anti-bullying Policy
- Statement of Commitment to Child Safety
- Child Protection – Responding and Reporting Policy
- Behaviour Management Policy
- Enrolment Policies
- Complaints and Grievances Resolution Procedure (Students and Parents) Policy

NON ATTENDANCE PROCEDURE

Parents are required to contact the School to advise student absence by phone or email. Unexplained/unjustified absences are advised by the School via SMS. Signed notes and/ or medical certificates are required after two consecutive days.

Further information is available in The Student Diary.

Staff Engagement



Staff are satisfied in their role.

* Full Engagement Survey result from 2021. Results of Pulse Surveys conducted in 2023 were similar to the Full Engagement Survey results. The next Full Engagement Survey is scheduled for 2025.