



SYDNEY JAPANESE
INTERNATIONAL
SCHOOL
シドニー日本人国際学校

ANNUAL REPORT 2023

SYDNEY JAPANESE INTERNATIONAL SCHOOL ABN: 30 000 734 921

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MESSAGE FROM KEY SCHOOL BODIES

Message from the Principal

*“We develop our students to be ‘Kakehashi’ *(bridges), which connect communities and cultures, contributing both locally and to the broader global society by virtue of their exceptional bilingual abilities and cross-cultural understanding.”*

Welcome to the Sydney Japanese International School. We are one school offering two curriculums, situated half an hour from Sydney city in a serene environment surrounded by the natural beauty of the Northern Beaches. Authorised by the Japanese Ministry of Education, Culture, Sports, Science and Technology, and registered as an independent school by the New South Wales Education Standards Authority, SJIS provides a unique education which exceeds the regular Japanese and Australian curriculums.

We develop our students to be ‘Kakehashi’ * (bridges), which connect communities and cultures, contributing both locally and to the broader global society by virtue of their exceptional bilingual abilities and cross-cultural understanding. SJIS offers two divisions, each with a separate curriculum: the Japanese Division, teaching the curriculum as currently taught in Japan from Year 1 to Year 9 with daily English lessons and the International Division, teaching the NSW curriculum from Kindergarten to Year 6 with daily Japanese language lessons. The two divisions study side-by-side and participate in mixed bilingual lessons in Visual Arts, Music, PE and coding. This very unique mixed-lesson environment, with English and Japanese flying around the classroom, provides students with opportunities to utilise their language skills and promotes cross-cultural learning. SJIS is dedicated to nurturing the individual learning needs of our students. We provide an enriched learning environment that empowers young people to succeed. We welcome families from all nationalities and backgrounds to participate in our unique education rich in Japanese and Australian culture and virtues.



Shinichiro Sumida

Principal



Message from the Head of International Division



Melita Abraham

Head of International Division

“2023 can only be described as a year of growth, purpose, and achievement.”

As the new Head of the International Division, it was my responsibility to ensure a smooth transition from one leadership style to another without too much disruption to the students' learning in 2023. This could have been a challenging process however because of the school spirit and the warm welcome of the school staff, students, and greater community, the transition was seamless.

The noticeable community feel of the school is tremendous with such a supportive PTA, a mix of expert and experienced teaching staff, caring and respectful students, and productive office staff all combining to make an excellent school.

“2023 saw processes streamlined. Safety was placed at the forefront of all decisions made.”

Located on the edge of magnificent bushland, the school is also open to the potential threat of bushfires. With the assistance and local knowledge of the local branch of the Rural Fire Service, a new revamped Bushfire drill was implemented along with revised Fire and Lockdown drill procedures.



Our special events Risk Management process was also reviewed to ensure that all excursions, incursions, and events held on the school grounds are safe and compliant and that the risks are understood by all staff members. The parental permission form was updated to an electronic version to ensure the timely response to excursions was met.

There was a huge effort to update and revise compliant school policies and for these to be uploaded onto the school's website. For our school, this is a massive task as all policies must be translated into Japanese as well as English.



All staff completed CPR training in October 2023. This has now been added to the school's internal staff calendar as an annual part of mandatory training along with anaphylaxis and allergy training.

“The school achieved excellent academic results with NAPLAN indicating that zero students at our school require additional support in 2023.”

Our students achieved excellent results in the ACARA NAPLAN assessments. 2023 saw the introduction of a new grading system so instead of Bands the students results come under the following four headings:

- Exceeding - exceeds expectations
- Strong - meets challenging but reasonable expectations
- Developing - working towards expectations
- Needs Additional Support

More information on the school results in the NAPLAN results section.

Teachers completed several hours of professional development to ensure they have the best support to create and implement new units of work along with new scope and sequences and

“2023 has the new NESA English and mathematics syllabus in action in our K-2 classes and Japanese Language Department.”

assessment tasks for our K-2 students. Our 3-6 teachers were given collaborative planning time during 2023 to



start preparing for the implementation of the new 3-6 syllabus in 2024 along with completing professional development on the new syllabus.

Our school is unique in offering a Japanese language class for all our International Division students regardless of their language background. In 2023 the JLD planned and prepared for the NSW new syllabus content in the modern languages K-10 curriculum. They have worked as a team to create rigorous and challenging language activities for our already highly skilled language learners and completed professional development to gain a full understanding of how the new syllabus works.

“The school value of generosity was evident in the students with many charitable events organized across the school year.”



Our students showed their true spirit of generosity by participating in several charitable events throughout the year with the school running fundraisers for The Koala Hospital in Port Macquarie and The Toys and Tucker Christmas appeal for Anglicare. These charity events showcase how our community comes together for the common good.

Harmony Day in March, the students raised much needed funds for the Emergency Action Alliance to support those affected by the catastrophic earthquakes in Turkey and Syria where more than 50,000 people lost their lives and thousands more were injured or left with no home. The money raised provided food, water, warmth and shelter to those who lost their homes.

The School's Values are an integral part of the school's ecosystem and 2023 saw the values highlighted in the International Division with Value Certificates introduced and a focus on our Values in Inter assemblies.



“Building staff capacity not only benefits the school but also our students.”

The introduction of the K-2 coordinator and the Years 3-6 coordinator roles has meant curriculum and professional development for the staff has been effective and continuous. Our coordinator roles are designed to work as instructional leaders for the International Division teachers. This middle leadership role supports the Head of International and our teachers in preparing our young people for rewarding lives as engaged citizens in a complex and dynamic society. They inspire and motivate children, staff, and the school community. They model reflective practices and set high expectations of leaders, teachers, students and self. The role at SJIS is still evolving.

“Collective teacher efficacy is one of the biggest drivers of improved student outcomes.”

according to Professor John Hattie's effect size studies in Visible Learning.

At SJIS we are working hard to ensure we all have the same goal for our students whether they are in the International Division or the Japanese Division. Lesson planning together, team teaching, and mixed lessons all contribute towards a common goal for our students.

Thank you to all our students who show up each day with a smile on their faces and a big 'Good morning' or 'Ohayogozaimasu'. You are the true spirit of the school.



Message from the Parent Teacher Association (PTA)

“We send our children here not just for education through schoolwork, but because we want them to have a closer connection to Japanese culture, language and community.”



Adam Liaw
PTA President

The PTA has had an excellent year, applying its efforts to the future improvement of school facilities and to our popular events that bring the whole school community together.

SJIS is a different type of school to others in New South Wales. We send our children here not just for education through schoolwork, but because we want them to have a closer connection to Japanese culture, language and community. I believe the PTA plays a vital role in facilitating our school’s culture, closing the circle that joins us as parents and families, with SJIS staff and our children.

Events like the PTA barbecue and the Fun Fair are important moments in the calendar that bring our families together as part of the SJIS community. One highlight for me was the performance of the staff

band – Sensei-tional – which showed the students a different and more musical side of their teachers.

This year, the School has engaged in many facilities upgrades ranging from resurfacing of the 200m running track on the school oval, the renovation of toilets in the assembly hall to replacing new musical instruments and stereo equipment for the school music room.

The PTA’s fundraising activities will assist to bring benefits to students in coming years. I would like to thank all the wonderful class representatives and volunteers who work so hard to help the PTA achieve its goals for our children. Their efforts build the foundations of our strong school community.



CONTEXTUAL INFORMATION ABOUT THE SCHOOL AND CHARACTERISTICS

History

In May 1969, the Japanese Society of Sydney realised the need for a Japanese Primary education for those children of Japanese expatriates. This was the start of the Sydney Japanese School, which was located on a church site in Lindfield and consisted of just one classroom of 33 students. It was the first overseas Japanese school in a developed country.

In 1971, the school relocated to its current site in Terrey Hills to accommodate the rapidly growing number of enrolments.

Up until 1975, SJIS offered one stream of education for students in Year 1 to Year 9, which was the Japanese Government Curriculum, predominately catering for Japanese families. In 1975, the school recognised a growing need for a culturally-based private primary school in Sydney's Northern Beaches. As a result, SJIS established a second stream of education, the International Division, which followed the Australian curriculum for students in Kindergarten through to Year 6.

In 1984, the school purchased its neighbouring 5 acres of land for further expansion. Since then, further developments have continued to take place. A 200 metre running track was completed in 1993. Three years later, a new double storey building complex was built for administration and additional classrooms. The school continues to grow and prosper to this day as it accepts more enrolments from families looking for a world-class, bilingual education for their children.

Celebrating over 50 years of bilingual education

In 2019, SJIS celebrated 50 years of providing world-class bilingual education to all nationalities. Our education is not limited to academic excellence, but includes an enriched education alive with the Japanese arts and culture. Children immerse themselves in a global classroom and playground, giving them the opportunity to embrace a global mind-set, equipped to thrive in an ever-changing and inter-connected world. We pride ourselves on nurturing the traditional cultural roots of the Japanese tradition, combined with a desire to lead the way in quality, innovative education.



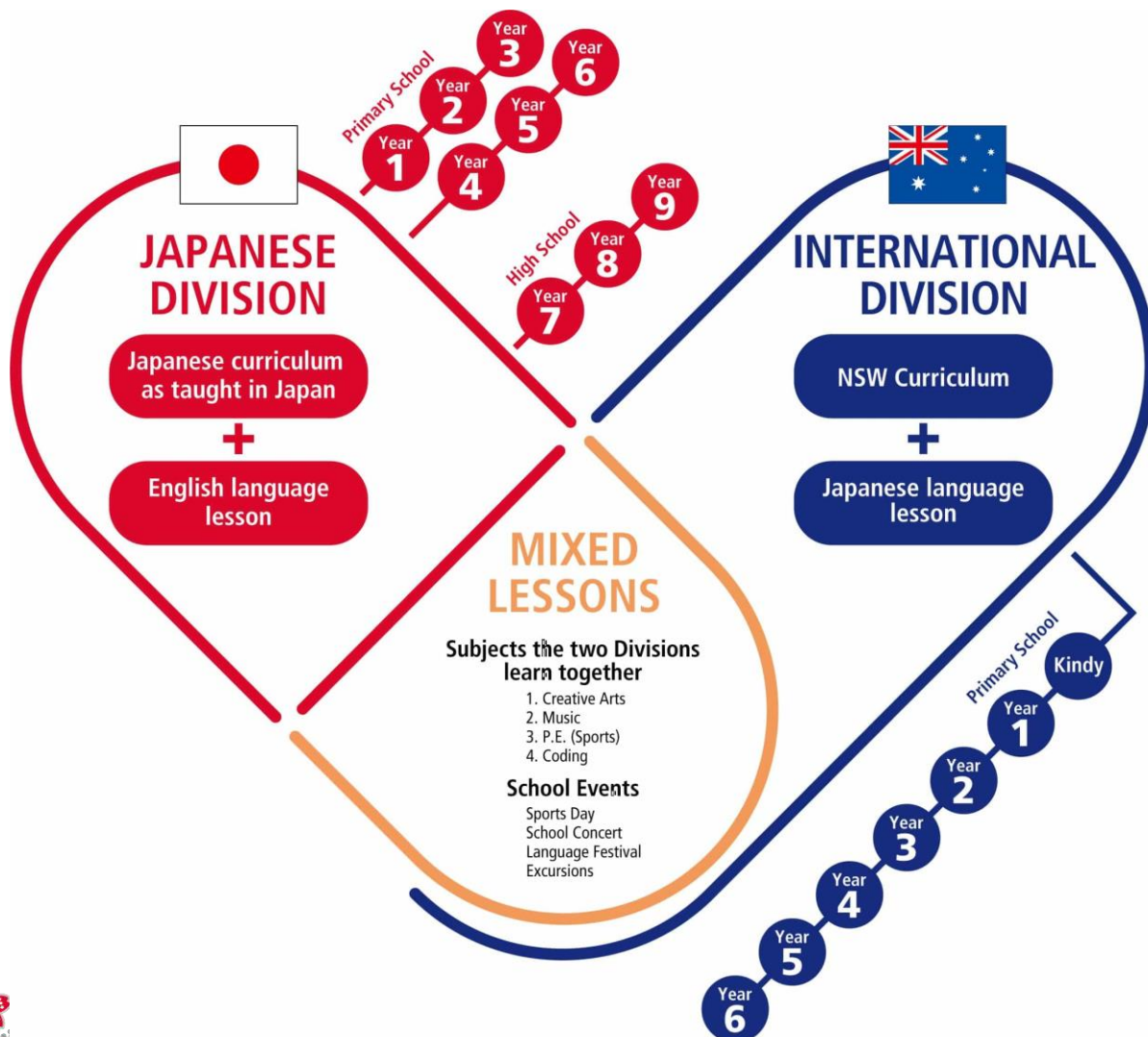
Our Mission



Sydney Japanese International School (SJIS) is one school offering two curriculums: Japanese and Australian. Authorised by the Japanese Ministry of Education, Culture, Sports, Science and Technology, and registered by the New South Wales Education Standards Authority, SJIS provides a unique education which exceeds the regular Japanese and Australian curriculums.

We develop our students to be 'Kakehashi' * (bridges), which connect communities and cultures, contributing both locally and to the broader global society by virtue of their exceptional bilingual abilities and cross-cultural understanding. We cultivate this experience at the SJIS campus, in a serene environment surrounded by the natural beauty of Sydney.

SJIS is dedicated to nurturing the individual learning needs of our students. We provide an enriched learning environment that empowers young people to succeed.



Courtesy

Act in a courteous manner
towards others

礼儀正しさ

礼儀正しく接すること

Honesty

Be truthful and sincere
in all your relations with others

誠実さ

誰にでも常に誠実に接すること

Our Values 私たちが大切にしていること

Through our values, we reflect a school community that everyone—students, teachers, and families—can be proud to be part of. These values help build our common culture. They guide us in our decisions, our day-to-day conduct and they form the basis of our school spirit.

私たちが大切にしている価値観を通じ、児童・生徒、教職員、保護者がこの学校の一員であることに誇りに思うことができる学校でありたいと思っています。これらの価値観により、国境を越えたひとつの文化を築くことができます。そしてこの価値観が、私たちの決断や日々の行動を導き、学校の精神の基礎を築くのです。

Responsibility

Assume responsibility for your obligations,
your actions and your belongings
Be punctual and wear your school uniform proudly

責任感

自分の役目、行動や持ち物に責任を持つこと
時間厳守を心がけ、本校児童・生徒であることに誇りを持つこと

Justice

Seek the fairest and most just way for all

正義感

皆にとって、もっとも公平で正当であることを求めること

Generosity

Consider others in your daily activities
and be generous in your thoughts,
deeds and words

寛大さ

日々他人を思いやり、寛大な心と言葉と行動を持つこと

Perseverance

Continue in a course of action
even in the face of difficulty

忍耐力

困難な状況を受け入れ、
時には我慢することを覚え、努力を続けること

Respect

Be respectful of others, yourself
and your environment

敬意

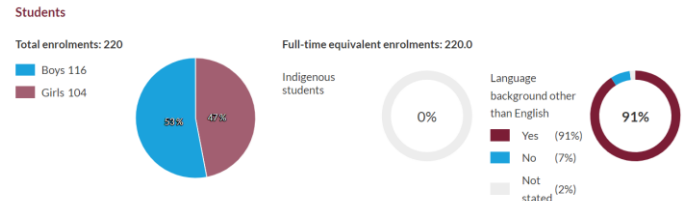
他の人、自分そして環境に対して、敬意を示すこと



Characteristics of the student body

Sydney Japanese International School has two Divisions registered by the New South Wales Government. The International Division is for Kindergarten to Year Six. The Japanese Division is a school of a prescribed kind for foreign nationals or children of foreign nationals from Years One to Junior High School (Year 9)/ 47 percent of enrolments are in this Division.

In 2023 the population of the International Division was 121 students. The gender split was 57% boys and 43% girls. Approximately 48% of these students came from a household where both parents are Japanese, another 23% had no Japanese background, and 29% of the students have one parent or grandparent from Japanese backgrounds.



In 2023 the population of the Japanese Division was 101 students. The gender split was 47% boys and 53% girls. 74% of students were children of expats from Japan and 26% had dual citizenship or held Australian permanent residency status.

Students enrolled in the Japanese Division must be a Japanese citizen or a child of a parent who is a Japanese citizen. If students hold 'other countries citizenship' (other than Australian), and have been taking Japanese education, they may also be eligible to enrol into the Japanese Division (this is on a per case basis).

2023 Class Sizes	Boys	Girls	Total
Kindergarten Koala	7	7	12
Kindergarten Wallaby	9	6	15
Year 1 - International	15	6	21
Year 1 - Japanese	7	4	11
Year 2 - International	8	4	12
Year 2 - Japanese	8	11	19
Year 3 - International	8	5	13
Year 3 - Japanese	5	10	15
Year 4 - International	7	11	18
Year 4 - Japanese	7	8	15
Year 5 - International	6	7	13
Year 5 - Japanese	6	6	12
Year 6 - International	9	6	15
Year 6 - Japanese	5	2	7
Year 7 - Japanese	2	4	6
Year 7 - Japanese	2	6	8
Year 7 - Japanese	6	2	8
Total	117	105	222

High School Destinations
NBSC Manly Campus
Killarney Heights High School
Killara High School
Chatswood High School
Riverside Girls' High School
Barrenjoey High School
Ku-ring-gai High School
All Saints Grammar School
Davidson High School
Glenaeon Rudolf Steiner School





ACADEMIC PERFORMANCE

NAPLAN Results – Year 3 & Year 5 2023

The National Assessment Program — Literacy and Numeracy (NAPLAN) tests are conducted for all students across Australia in Years 3, 5, 7 and 9. Each year, over one million students nationally sit the NAPLAN tests. The students are assessed in the domains of reading, writing, conventions of language (spelling, grammar and punctuation) and numeracy.

NAPLAN data provide parents, schools, governments and the non-government school sectors with important information about whether young Australians are reaching important educational goals.

NAPLAN tests are the only Australian assessments that provide nationally comparable data on the performance of students in the vital areas of literacy and numeracy. This gives NAPLAN a unique role in providing robust data to inform and support improvements to teaching and learning practices in Australian schools.

Proficiency standards

In 2023 the NAPLAN proficiency standards changed to include 4 proficiency levels for each assessment area at each year level:

- **Exceeding:** the student's result exceeds expectations at the time of testing.
- **Strong:** the student's result meets challenging but reasonable expectations at the time of testing.
- **Developing:** the student's result indicates that they are working towards expectations at the time of testing.
- **Needs additional support:** the student's result indicates that they are not achieving the learning outcomes expected at the time of testing. They are likely to need additional support to progress satisfactorily.

Each of the standards represents increasingly challenging skills and understandings as students move through the years of schooling. The results for Sydney Japanese International School for 2023 were outstanding:

Reading (45 participants)

Exceeding - 15.5%

Strong - 69%

Developing - 15.5%

Needs Additional Support - Nil

Numeracy (44 participants)

Exceeding - 45%

Strong - 41%

Developing - 14%

Needs Additional Support - Nil



Writing (45 participants)

Exceeding - 13%

Strong - 82%

Developing - 5%

Needs Additional Support - Nil

Conventions Of Language (45 participants)

Exceeding - 24%

Strong - 69%

Developing - 7%

Needs Additional Support - Nil

Spelling (45 participants)

Exceeding - 22%

Strong - 73%

Developing - 5%

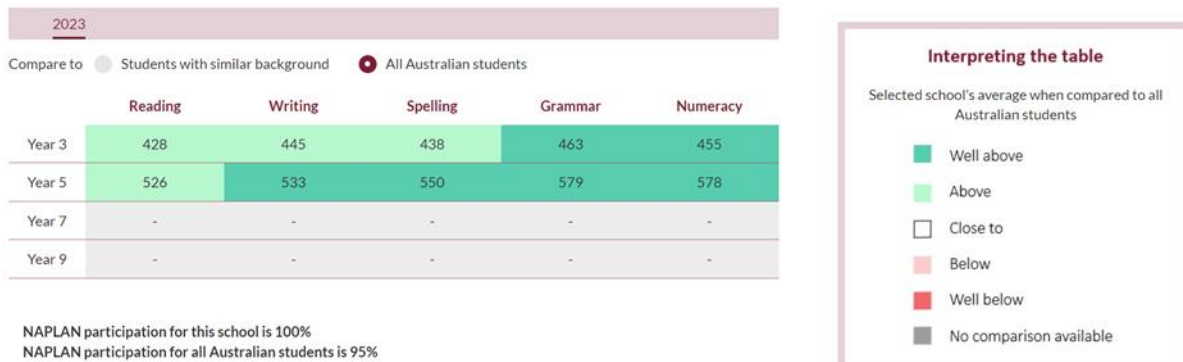
Needs Additional Support - Nil

Students in the Japanese Division who are eligible to sit NAPLAN join the International Division cohort to complete NAPLAN.

The full NAPLAN performance of SJIS can be viewed through the MySchool website, via the following link:

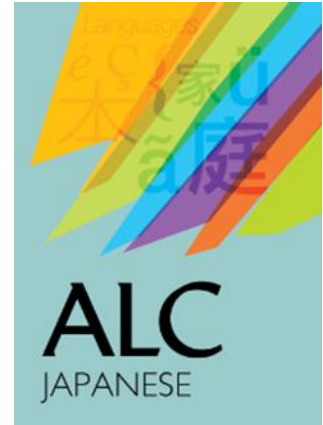
<https://myschool.edu.au/school/44002/NAPLAN/results>

Please note in 2023 NAPLAN testing moved from May to March and the NAPLAN scale was reset. This means you can't compare NAPLAN achievement prior to 2023 to that from 2023 onwards. You can access the 2014-2022 NAPLAN results by clicking the button under the 'Interpreting the table' legend.



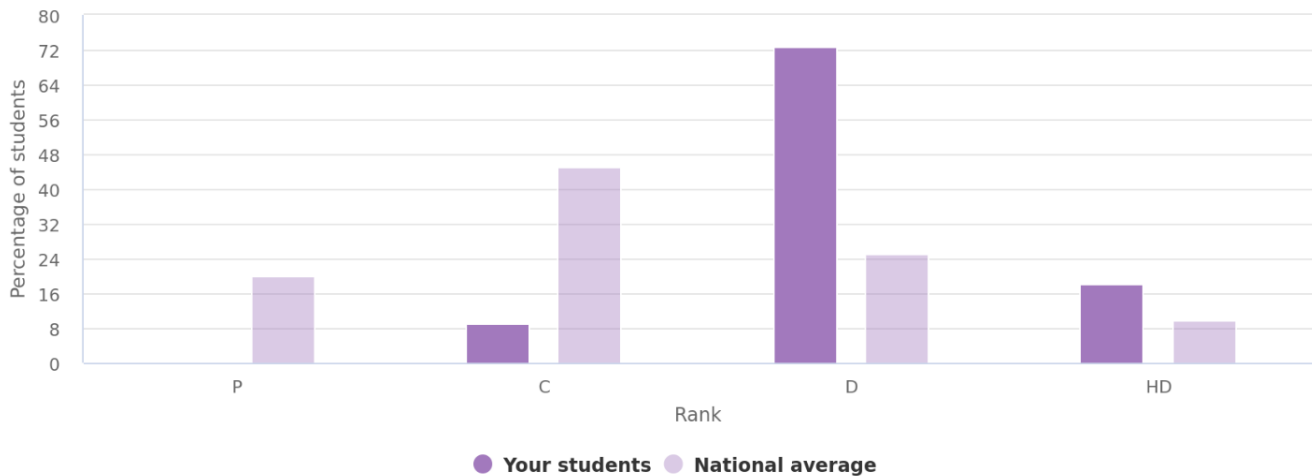
Assessment of Language Competence (ALC) – Years 4, 5 & 6

The Assessment of Languages Competence (ALC) is a set of tests designed to assess and evaluate language competence. ALC assessments are engaging for the learner and highly accurate, providing reliable insight into students' progress. 35 Students in Year 4, 5 and 6 completed the ALC Japanese Assessments in 2023, and when compared to Australian High School students performed at or well above other Japanese Language Learning students. We are always extremely proud of the result of our language learning students within the International Division.



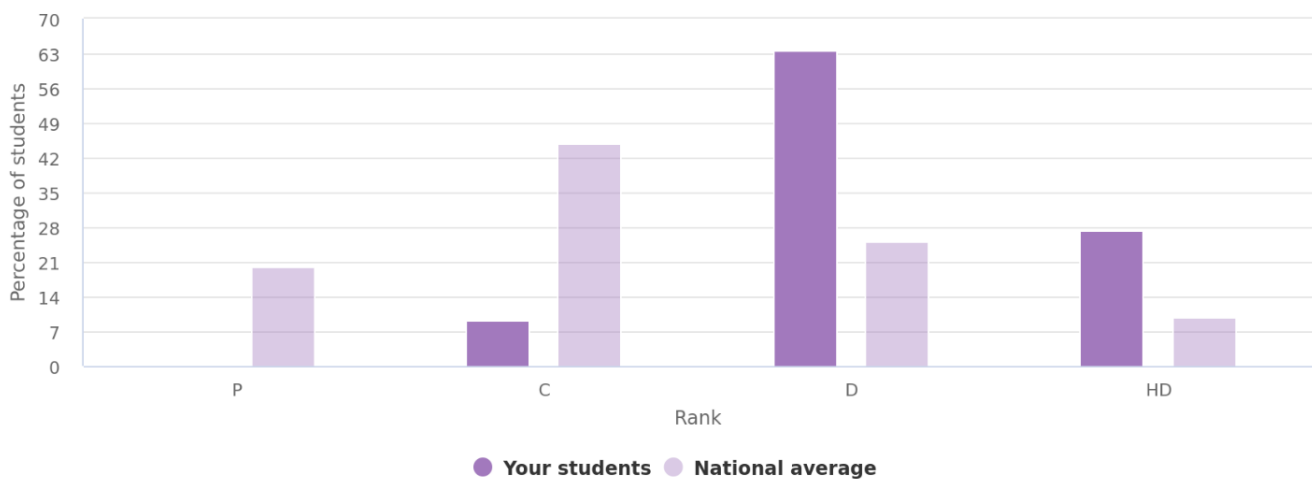
ALC Japanese / Group Report / Level 3 Reading - Rank Distribution

between 02-08-2023 and 31-08-2023



ALC Japanese / Group Report / Level 3 Listening - Rank Distribution

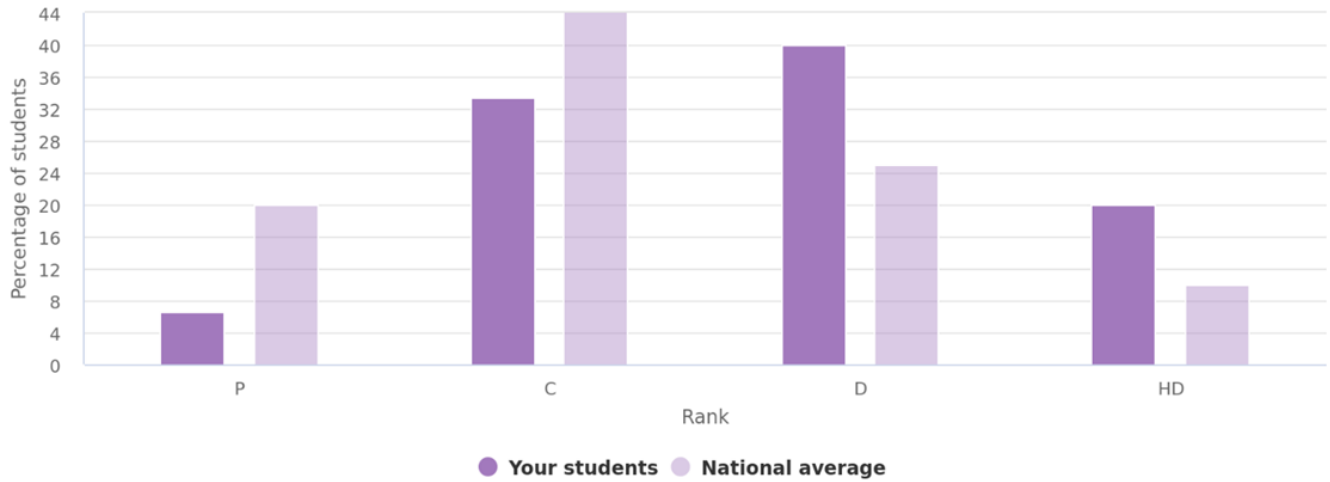
between 02-08-2023 and 31-08-2023





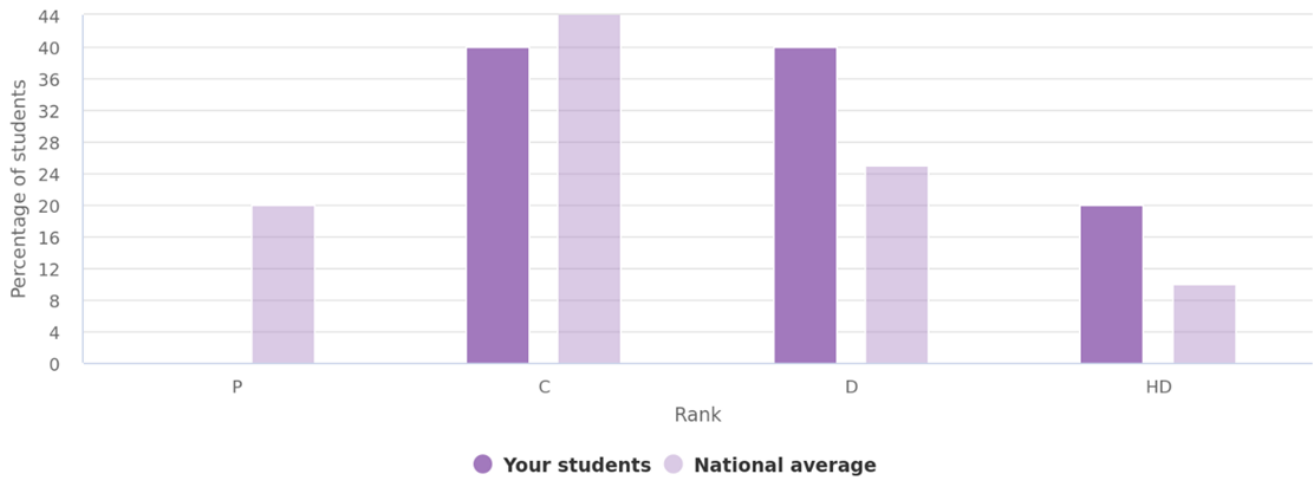
ALC Japanese / Group Report / Level 2 Reading - Rank Distribution

between 01-08-2023 and 30-08-2023



ALC Japanese / Group Report / Level 2 Listening - Rank Distribution

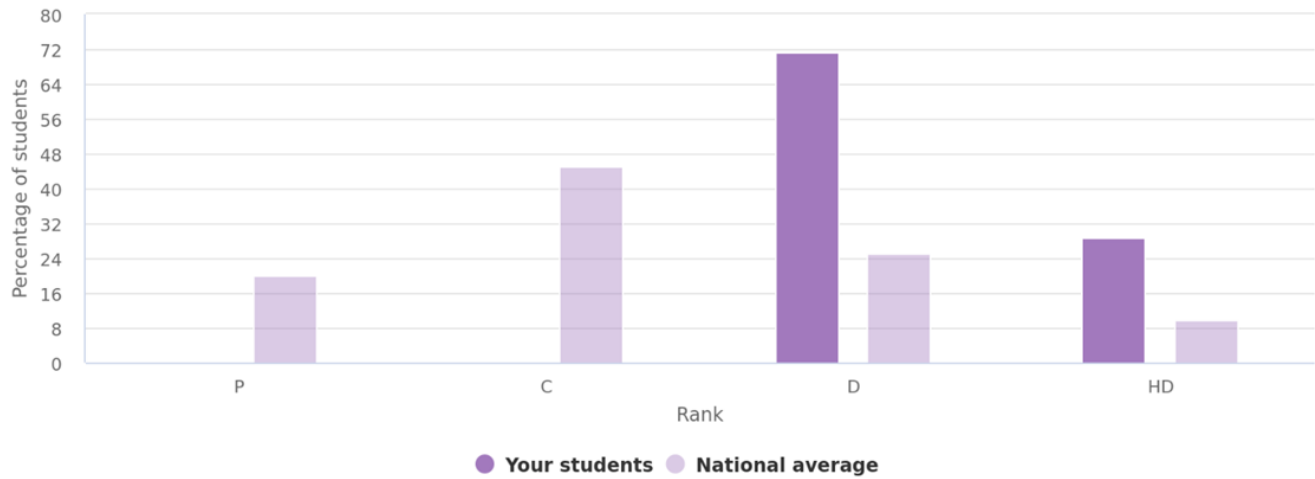
between 01-08-2023 and 30-08-2023





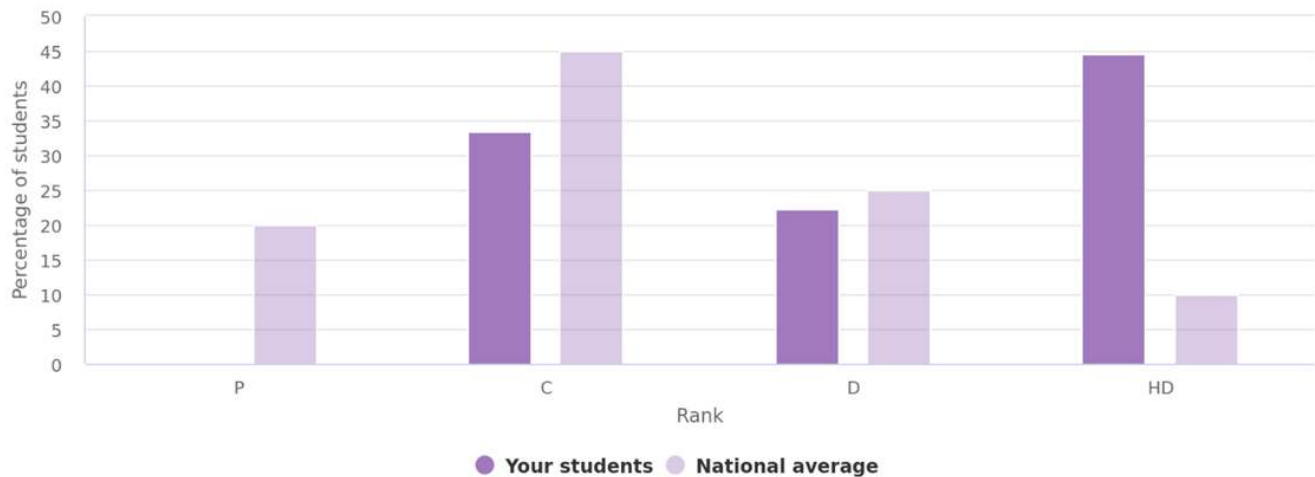
ALC Japanese / Group Report / Level 1 Reading - Rank Distribution

between 01-08-2023 and 30-08-2023



ALC Japanese / Group Report / Level 1 Listening - Rank Distribution

between 01-08-2023 and 30-08-2023



TEACHER PROFESSIONAL LEARNING, ACCREDITATION AND QUALIFICATIONS

Teacher Professional Learning

In 2023 professional learning across the school focused on ensuring all mandatory training was in place for all staff members. We all completed mandatory annual CPR and first aid training and along with mandatory training in the SJIS Code of Conduct and Child Protection policies.

Many staff completed a range of other important professional development modules to ensure our staff is kept up to date with changes in the syllabus and in line with evidence based programs to enhance the learning at SJIS.

Staff networked with others in the industry to encourage professional conversations.

Number of participating staff	Description of Professional Learning	Time (duration/frequency)	Online or face to face
Whole school	First Aid and CPR	6 hours	Online and face to face
Whole school	SJIS Code of Conduct	1hour	Face to face
Whole school	SJIS Child Protection	2 hours	Face to face
3	MultiLit course including InitialLit, MiniLit Sage, Language Lift	various	Online and face to face
4	Planning and Programming with the New English syllabus	Self paced	Online
3	Planning and Programming with the New Mathematics syllabus	Self paced	Online
3	Preparing for a Random Inspection in 2023 - K-12	3.5 hours	Online
5	Planning and programming with the new K-2 syllabus	Self paced	Online



Number of participating staff	Description of Professional Learning	Time (duration/ frequency)	Online or face to face
2	The Science of Reading	1 hour	Online
3	NSW Reportable Conduct and Allegations Against Employees	Self paced	Online
2	English K-2 Syllabus Resource Hub	Self paced	Online
1	Mathematics K-2 Syllabus Resource Hub	Self paced	Online
2	School Leaders of Accreditation Network	6 hours	Face to face
1	Experienced Teacher Accreditation Network meeting	7 hours	Online
4	NESA Modern Languages New Syllabus	2.5 hours	Online
1	Preparing for Implementation: Classical and Modern Languages K-6	8 hours	Face to face
1	Heritage Language Conference and learner's seminar	7 hours	Online and face to face
1	New Mathematics Curriculum course - leading and implementing	5 hours	Face to face
3	IPSHA Umbrella meetings	various	Online and face to face
1	Oliver LMS Training Modules	Self paced	Online



Teacher Accreditation

Level of Accreditation	Number of Teachers
Conditional	0
Provisional	2
Proficient Teacher	19
Experienced Teacher (AIS voluntary accreditation)	2
Total number teachers (NB: not including the Japanese Division)	21

Teacher Qualifications

Category	Number of Teachers
Teachers having teacher education qualifications from higher education institution within Australia	21
As recognised within the National office of Overseas Skills Recognition (AEI-NOOSR) guidelines	0
Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications	0

Workforce Composition

	Number of Teachers
Teaching Staff	33
Full-time equivalent teaching staff	29.1
Non-teaching staff	21
Full-time equivalent non-teaching staff	
We are not specifically aware of the backgrounds of staff nor the employment of Indigenous staff.	



STUDENT ATTENDANCE AND RETENTION RATES

Student attendance rates for the International Division

Class	%	Class	%
Kindergarten	94.29%	Year 4	95.50%
Year 1	94.27%	Year 5	95.14%
Year 2	94.48%	Year 6	93.81%
Year 3	95%	Whole School	94.64%

Non-attendance

The school has a comprehensive **absentee policy and procedures** by which it:

1. monitors the daily attendance/absence of students,
2. identifies absences from school and/or class(es),
3. follows up unexplained absences,
4. notifies parent(s) and/or guardian(s) regarding poor school and/or class attendance,
5. transfers unsatisfactory attendance information to student files.

SJIS supports parents by monitoring student attendance and helping to address attendance issues when they emerge:

1. Rolls are marked on Sentral every morning in Homeroom Time by classroom teachers by 9:00am.
2. If a child is absent from school, a parent or carer is expected to send an app notice or email by 8:00am to the class teacher/school.
3. If SJIS has not received notification of an absence by 10:00, the office staff rings parents to confirm the absence. The office staff will then update details to Sentral and pass them on to the class teacher.
4. Parents are expected to update the school regarding an ongoing pupil illness. When the child is absent, parents must send a school App notice or email to the teacher indicating the reason for the illness and the date(s) when absent.
5. In the case that students have an unexplained absence or a trend emerges for lateness and absence, the Head of the Division will discuss appropriate actions with parents/carers to resolve any attendance issues. To further help resolve a student's non-attendance, SJIS can request assistance from the Association of Independent Schools (AIS).



ENROLMENT POLICIES

Enrolment Policy

1. Applications for enrolment may be made by the parent/carer(s) of students from all backgrounds to commence at Sydney Japanese International School
2. Students enrolling into Kindergarten in the International Division must be five years of age on or before 31 July of the year of commencement. Children who begin Year 1 in the Japanese Division must reach their sixth birthday by 1 April of the year of commencement. All children who enrol in the Japanese Division are required to have Japanese citizenship.
3. **VISA** - it is a requirement of the school that families have the correct visas to legally live, work or study in Australia. The school does not accept applicants on a tourist visa.
4. The School will base any decision about offering a place to a student on:

Family relationship with the school

- Sibling of a current or ex-student;
- Parents who enrol their children at this school should especially understand and want to take advantage of the unique qualities inherent in a bilingual and multicultural environment
- Hold attitudes, values and priorities that are compatible with the School's ethos

The student:

- The contribution that the student may make to the school
- The student's reports from previous schools or prior school service

The school

- ability to meet the special needs or abilities of the student including the ability to master a foreign language
- vacancies in the year group
- suitability for the year group in which he/she applies

Other considerations

1. Order of receipt - when the application to enrol and payment of the application fee are received by the school
2. Students who relocate to Sydney from overseas or interstate
3. The School will meet with parent/carer(s) and conduct an assessment of the student before offering a place.
4. The School has absolute discretion in determining the weight of each of the factors it takes into account in determining whether to offer a place to a student.
5. Continued enrolment at the School is dependent upon the student making satisfactory academic progress, attending consistently, the student and the parent/carer(s) acting consistently within the School ethos and observing all behavioural codes of conduct as well as other requirements of the School which are applicable from time to time.



Enrolment Procedure

Before applying for enrolment parent/carer(s) should read:

- the enrolment section on the school website
- the Enrolment Policy
- the Current Fees Schedule

All are available on the School's website and from the School



All applications for enrolment must be:

- on the school's official application form
- signed by the parent/carer(s)
- sent to the enrolment officer email registrar@sjis.nsw.edu.au or submitted directly to school lodged with the applicable non-refundable application fee, paid to the accounting department at the school when the application is lodged.

When the Application is received, the Principal and the Deputy Principal of International Division at the school will consider it based on the school's enrolment policy criteria and:

- advise the parent/carer that the student must attend an assessment and the parent/carers must attend an interview,
- advise whether it will make an offer of enrolment, or
- advise the parent/carer(s) that the student's name will be placed on a waiting list and an offer made if a place becomes available

If the School makes an Offer of Enrolment or Conditional Offer of Enrolment the parent/carer(s) must sign an acceptance of the offer and of the conditions of admission on the forms provided and pay an enrolment fee and a refundable school bond.

If an offer of enrolment is accepted, not less than four months' notice must be given if the parent/carer(s) decide not to proceed with the enrolment to give the School time to fill that position. If the required notice is not given, one term's fees will be charged.

The School must be informed of any change of address or contact details after an offer (or conditional offer) of enrolment is made.



Transfer Policy

Procedure

Parents at Sydney Japanese International School can apply for a transfer from one Division to another. The School has absolute discretion in determining the weight of each of the factors it takes into account in determining whether to approve the transfer.



Applications for Transfer must be

- on the School's official application form.
- signed by the parent/carer(s).
- submitted to the School.

When the application is received, it will be considered based on the School's transfer policy criteria and the School will:

- advise the parent/carer(s) that the student must attend an assessment and that the parent/carer(s) must attend an interview.
 - advise whether the application will be approved.
- or
- advise the parent/carer(s) that the student's application will not be approved at that time.

Criteria

The School will base the decision in regard to approval of a transfer on:

A Student's:

- Nationality – Students enrolling in the Japanese Division must be a Japanese national or a child of a Japanese national. If a student holds citizenship from another country (other than Australia) and has been enrolled in the Japanese education system in Japan, they may also be eligible to transfer to the Japanese Division. This is on a per case basis and the student will need to meet certain entry requirements.
- Language ability – The student must have adequate language ability to access the curriculum, with support provided if necessary.
- Academic achievement – The student must demonstrate academic ability to learn the curriculum.
- Willingness to learn – The student must demonstrate a willingness to engage in learning to work towards the learning outcomes.
- Year of entry – The student must be of an appropriate age for the year level.



SCHOOL POLICIES

A summary of policies for Child protection/Student Welfare and Code of Conduct is provided here. The full text of policies can be accessed on the school website. Policies are also stored on the school's online filing systems Dropbox and Google Drive as well as the Staff Handbook. Any updates are shared with the SJIS school community.

Summary of Policy	Changes in 2023	Access to full text
Child Protection/Student Welfare - Rationale		
Sydney Japanese International School aims to provide a safe and supportive environment for its students to learn in. Sydney Japanese International School is committed to the legislative requirements contained in the Acts that relate to child protection in New South Wales. The focus of this policy is the school's preventative and proactive approach to safeguard students in our school and community. It details our duty of care in the protection of children from 'reportable conduct'. The procedures followed must be in accordance with all relevant legislation, and will take into account other appropriate practices and guidelines aimed at the protection of children. The school's policy and procedures will be amended from time to time to take into account amendments to Child Protection authorities, legislation and regulations. The Child Protection Policy sets out the school's policy in broad and general terms.	In 2023 the management team of SJIS worked together with the staff to create strong face to face training for the school's Child Protection Policy. Within this policy we set in stone the times throughout the year for face-to-face training of the policy for the staff. Each January the whole staff are presented face to face training of the Child Protection/Student Welfare policy. Each April new Japanese teachers are deployed from Japan so we have included an additional training time in April for them. All casuals are given a copy of the Child Protection/Student Welfare policy and to read and to sign. This is kept with the Executive Assistant.	The full text of the school's Student Welfare/Child Protection Policy can be accessed from the school website, online filing systems, on request and Staff handbook.
Code of Conduct - Rationale		
Sydney Japanese International School is one school offering two curriculums. Our Code of Conduct forms comprehensive directions to our employees and other workers as to the expected standard of behaviour. Our Code of Conduct is intended to apply to all employees, contractors and volunteers in their work with the school.	In 2023 the management team of SJIS worked together to strengthen the Code of Conduct policy. The policy was revamped to better reflect the school's seven values; courtesy, honesty, responsibility, justice, generosity, perseverance and respect. Within this policy we set in stone the times throughout the year for face to face training of the policy for the staff. Each January the whole staff are presented face to face training of the Code of Conduct policy. Each April new Japanese teachers are deployed from Japan so we have included an additional training time in April for them. All casuals are given a copy of the Code of Conduct policy and to read and to sign. This is kept with the Executive Assistant.	The full text of the Code of Conduct policy can be found on the school's website, online filing systems, on request and Staff Handbook.



OTHER SCHOOL POLICIES

School Policies available on the school website:
Homework
Enrolment
Transfer
Discipline
Anti-bullying
Complaints and Grievances
WWCC
Privacy

School Policies available from the school:
School Uniform
Sun Protection
Medication Administration
Nut free
Work, Health and Safety



SCHOOL DETERMINED PRIORITY AREAS FOR IMPROVEMENT

School Area	Ongoing Priorities
School Environment	• Child Protection/Student Welfare Policy (ongoing) • Promote a sense of belonging for students, parents and school staff • Review of teaching and SLSOs term timetables • Safety compliance documents are prepared and implemented eg Bushfire, fire and lockdown procedures • ELD and JLD timetables and class sizes reviewed • Review of the number of extra school activities in the year • Aboriginal Education review. Aboriginal flag flown for the first time
Teaching and Learning	• Implementation of the new K-2 syllabus • New syllabus K-6 alignment (S&S and programs for English and maths) • Improved NAPLAN results with a focus on reading and writing • New Modern Language syllabus preparation - JLD
Student Wellbeing	• Focus on the school's values to be incorporated into Japanese and Inter programs • Common wellbeing language across the school • The Resilience Project • Ethics in Japanese - mandatory one session a week
Leadership	• Finalising the role of K-2 and 3-6 coordinator in the International Division • Professional Development in line with Performance and Development Plans • Renew the name and role description of the Teacher's Aide to Student Learning Support Officer (SLSO) with more of a focus on student support
Community	• Academic Reporting to Parents revamp • Further all-staff training with Sentral database
Facilities, Infrastructure and Security	• Toilets in assembly hall completely renovated • Changed halogen lights in assembly hall to LED and the control console replaced • Installation of additional AED - one located in front office and one in the assembly hall



INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

There has been a substantial push to raise awareness of the school's seven values in 2023. To assist with raising awareness the International Division dedicated assemblies each term to the Values and students received certificates based on these values and staff started initial conversations of how these values can be embedded into Personal Development, Health and Physical Education (PDHPE) units of work. The Japanese Division continued with their School Values Assembly each term.

The management discussed a whole school approach to the Values assembly, initiating a Whole School Assembly each term to celebrate the achievements of the students through the values. This will promote a common language across the school and will bring the school together each term. This will start in 2024.

Our students showed their true spirit of generosity by participating in several charitable events throughout the year with the school running fundraisers for The Koala Hospital in Port Macquarie and The Toys and Tucker Christmas appeal for Anglicare. These charity events showcase how our community comes together for the common good.

Harmony Day in March, the students raised much needed funds for the Emergency Action Alliance to support those affected by the catastrophic earthquakes in Turkey and Syria where more than 50,000 people lost their lives and thousands more were injured or left with no home. The money raised provided food, water, warmth and shelter to those who lost their homes.



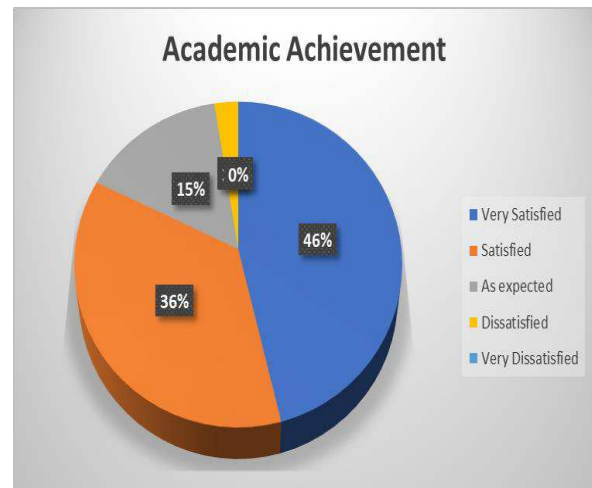
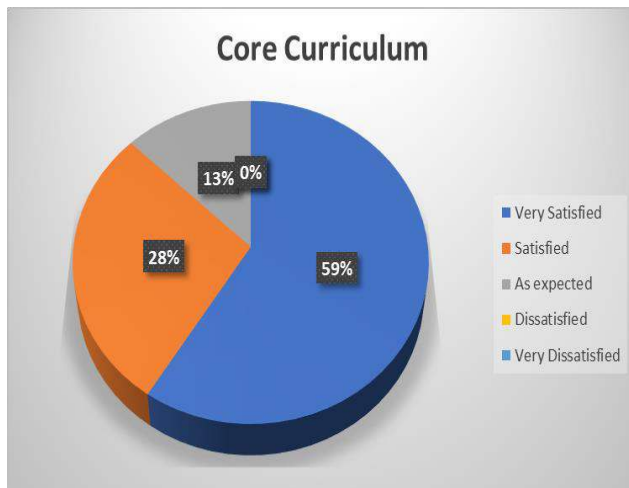
PARENT, STUDENT AND TEACHER SATISFACTION

Sydney Japanese International School has a very transient student population. This means our enrolment numbers fluctuate throughout the year. This is the very nature of being an international school along with having Japanese expat students. As students leave the school, we ask parents to complete an exit survey to assist the management team with future decisions.

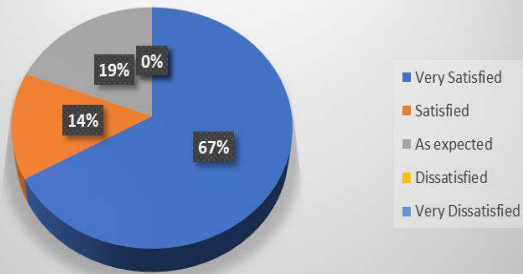
Below is a table representing the areas surveyed and the results in 2023:

	Very Satisfied	Satisfied	As expected	Dissatisfied	Very Dissatisfied
Core Curriculum	23	11	5	0	0
Japanese Language Program for INT Div.	14	3	4	0	0
English Language Program for JPN Div.	14	7	1	1	0
Academic Achievement	18	14	6	1	0
Teachers' Guidance	22	14	2	0	0
Communication between SJIS and Parents	27	10	1	2	1
School Fees	18	7	14	0	0
PTA Activities	15	6	14	4	0
School Events	28	8	2	0	0
School Bus Commute	15	9	11	4	0
Facilities and Equipment	22	15	2	0	0
Student Wellbeing	30	5	2	1	1
Total	246	109	64	13	2

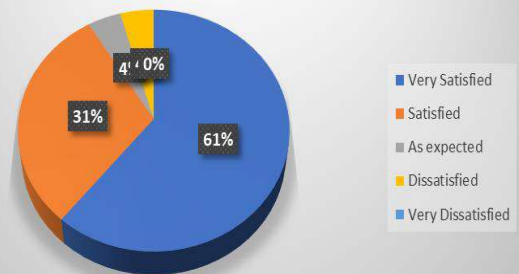
We pay particular attention to:



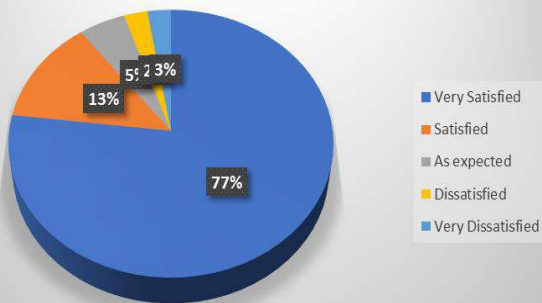
Japanese Language Program for INT
Div.



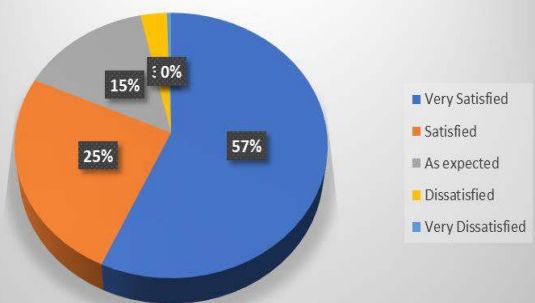
English Language Program for JPN
Div.



Student Wellbeing



Total



Some comments from parents include:

- At SJIS children play together regardless of what language they speak at home or what year level they're in.
- At SJIS children have the opportunity to learn to read, speak and write Japanese and English and deepen their understanding of Japanese culture, in Japanese while living in Australia. It is the very best of both worlds.
- The kids love the play spaces at SJIS as well as the tuckshop, the excursions, music and arts program and the opportunities to participate in a wide variety of cultural activities.
- Excellent and attentive local and Japanese teachers who develop close connections with their students
- Teachers create a nurturing environment of respect, fun and learning
- Children can emerge from primary school as bilingual scholars, ready to embrace learning at high school.

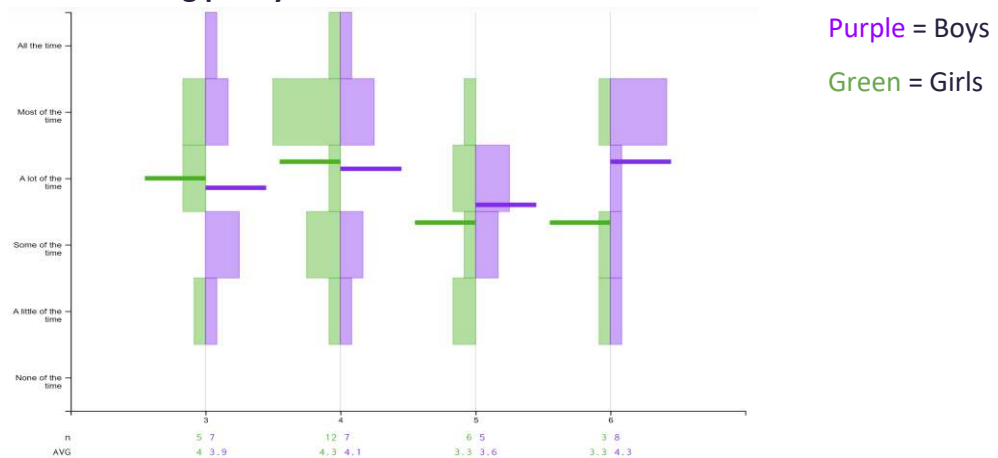


The Resilience Project Student Survey 2023

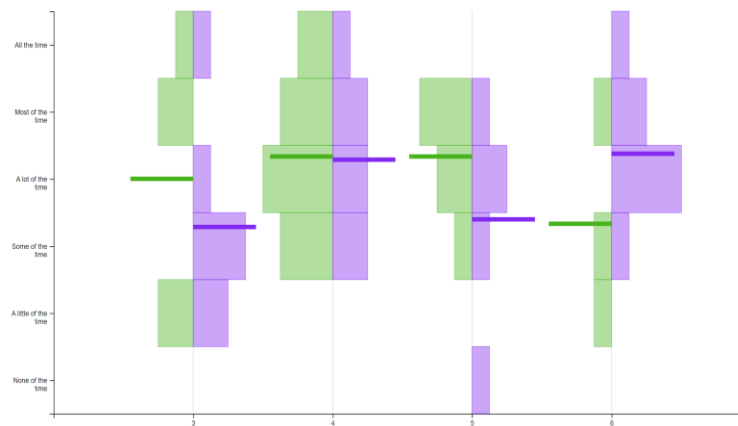
In Term 2, 2023 International Division students in Years 3-6 were asked to complete a wellbeing survey conducted through **The Resilience Project**.

The survey indicates that our students are well above the national average for positivity, perseverance and a sense of belonging.

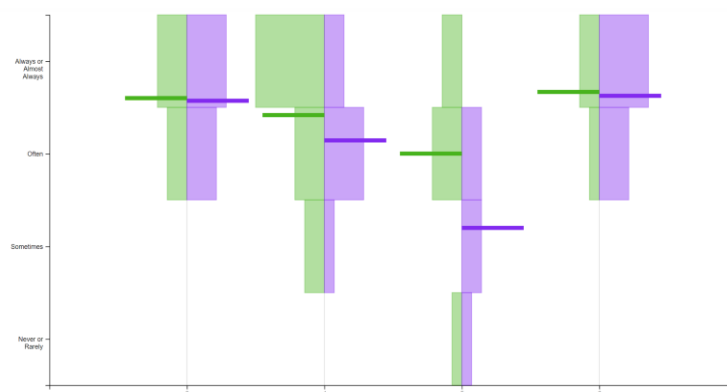
In most situations I think I am doing pretty well.



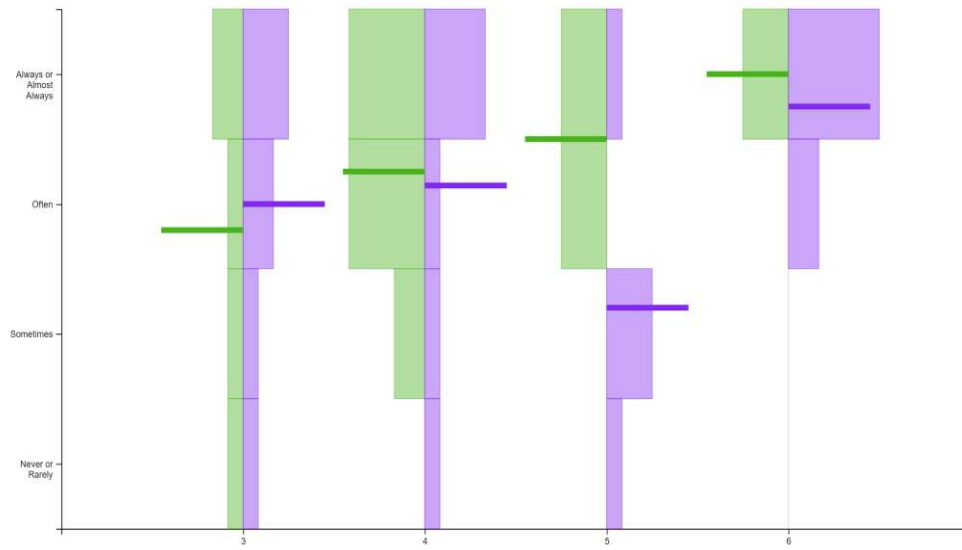
In most situations even when others want to quit, I know that I can find ways to solve the problem.



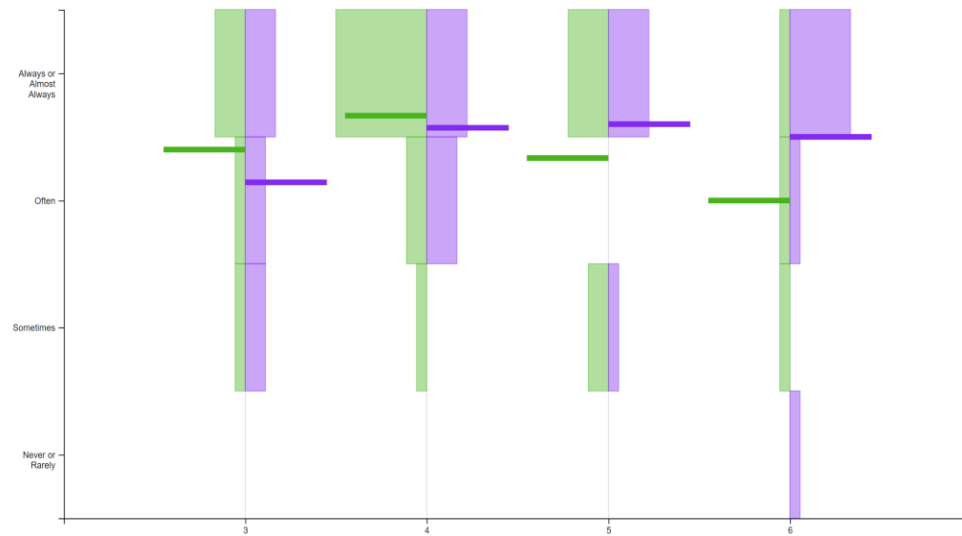
I feel safe at school.



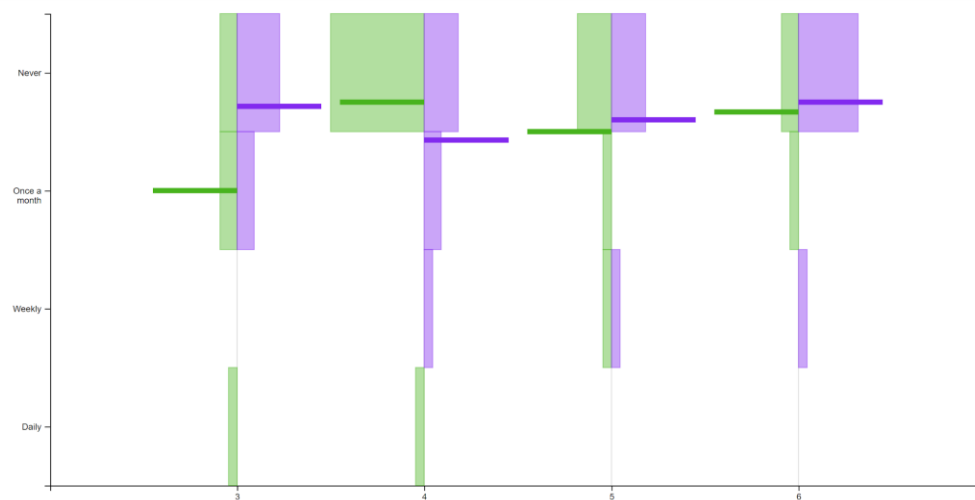
I have at least one teacher who encourages me.



I get love and support from my family.



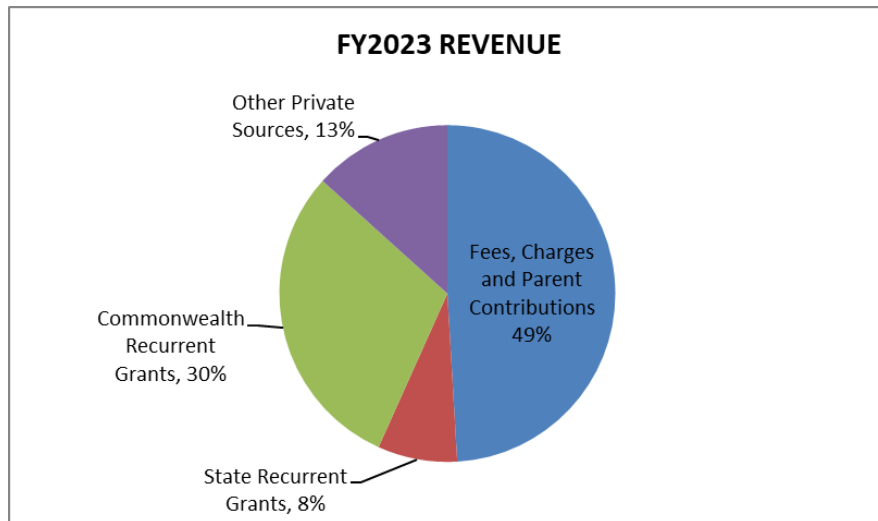
In the last month, I have been bullied at school.



FINANCIAL STATEMENTS

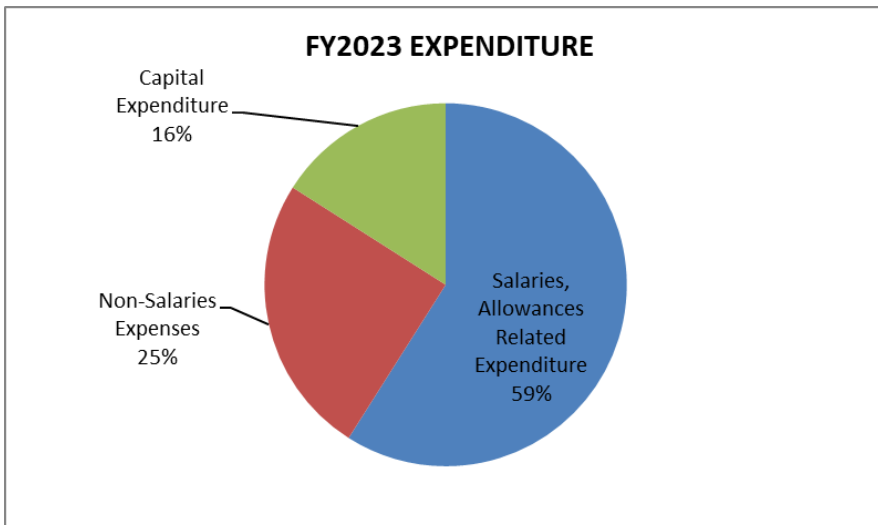
Revenue

Item	%	Amount
Fees, Charges and Parent Contributions	49%	3,410,196
State Recurrent Grants	8%	532,247
Commonwealth Recurrent Grants	16%	2,081,909
Other Private Sources (Incl. Donations)	13%	926,575
Total	100%	6,950,927



Expenditure

Item	%	Amount
Salaries, Allowances Related Expenditure	59%	4,164,246
Non-Salaries Expenses	25%	2,202,568
Capital Expenditure	16%	1,248,379
Total	100%	7,615,193



PUBLICATION REQUIREMENTS

The 2023 Annual Report was published by 30 June 2024 and has been made available to the New South Wales Education Authority.

The report is available to the public at www.sjis.nsw.au.

