

Novoschool Annual Report 2025

Principal's Report

2025 was a year of firsts for Novoschool.

In our first year we built a learning community centred on curiosity, excellence, generosity and global thinking. Our students engaged in authentic learning experiences that connected them with their local community, challenged them to think deeply about real-world issues and encouraged them to develop the skills needed for an uncertain and rapidly changing future.

A highlight of the year was the development of our project-based learning approach and experiential learning. Students participated in interdisciplinary projects, community partnerships, exhibitions of learning and experiences that extended beyond the traditional classroom environment.

As a growing school, we remained focused on establishing strong foundations in governance, wellbeing, curriculum and compliance while preserving the innovative educational vision on which Novoschool was founded.

I would like to thank our students, families, staff, volunteers and Board members for their ongoing commitment and support.

David Chapman
Principal

School Context

Novoschool is an independent, co-educational secondary school located in Newcastle West, New South Wales.

The school provides a personalised educational experience based on project-based learning and authentic community engagement. Students are encouraged to develop agency, independence and a strong sense of social responsibility.

The school's values are:

- Curiosity
- Excellence
- Generosity

- Global Thinking

Learning occurs both within and beyond the classroom through partnerships with local organisations, businesses and community groups.

Student Enrolment

During 2025, Novoschool catered for students in Years 7 to 9.

Year Group	Enrolment
Year 7	36
Year 8	19
Year 9	23
Total	78

The school enrolled 11 Aboriginal and Torres Strait Islander students during the reporting period.

Novoschool welcomes students from diverse backgrounds and seeks to create an inclusive learning environment where every student can thrive.

Student Attendance

Attendance is monitored daily and reviewed regularly by school leadership.

Strategies used to support attendance include:

- Daily attendance monitoring
- Parent and caregiver communication
- Individual attendance support plans
- Wellbeing interventions
- Flexible learning arrangements where appropriate

The school recognises the strong relationship between attendance, wellbeing and academic success and works collaboratively with families to address attendance concerns.

Year 7 Attendance 96%

Year 8 Attendance 83%

Year 9 Attendance 92%

Attendance and wellbeing plans were implemented where required to support improvement for student attendance.

Student Achievement

Student achievement at Novoschool is measured through a combination of:

- Project outcomes
- Portfolios of learning
- Presentations and exhibitions
- Teacher assessment
- Reflection and goal-setting processes

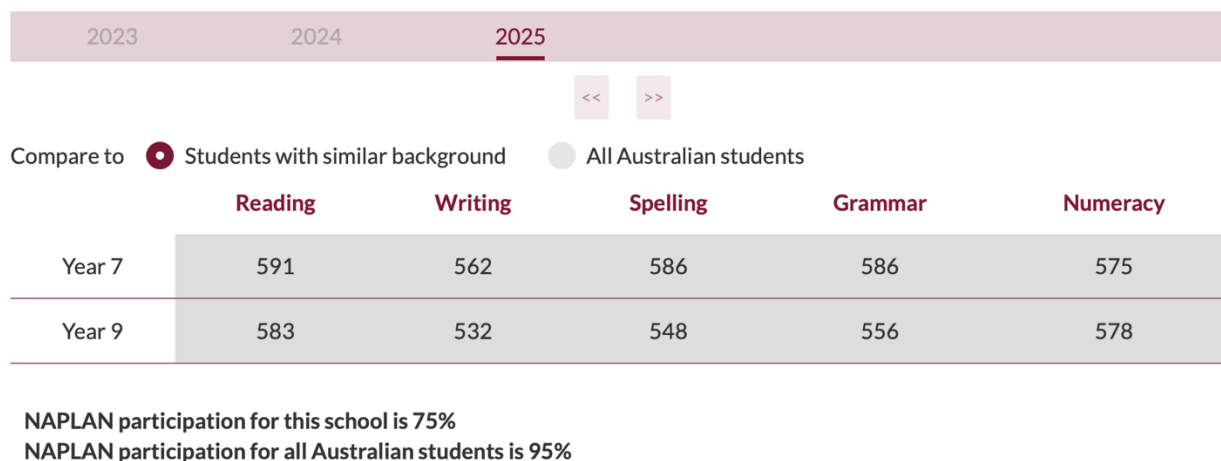
During 2025, students participated in a range of interdisciplinary projects that required them to research, collaborate, problem-solve and communicate their learning to authentic audiences.

Key areas of achievement included:

- Student exhibitions of learning through our termly Expo Nights
- Creation and development of digital portfolios
- Development of independent learning skills
- Growth in presentation and communication capabilities

NAPLAN Results

Novoschool students achieved significantly above the all Australian student average results. Areas of growth include Year 9 writing and grammar. Year 7 results were excellent overall. Detailed results are shown below.



As Novoschool was a Year 7-9 school in 2025, there are no RoSA, VET or HSC results.

Wellbeing and Student Support

Student wellbeing remains central to the Novoschool educational experience.

Support structures during 2025 included:

- Regular student mentoring
- Learning support adjustments
- Individual wellbeing plans where required
- Collaboration with families and external providers
- Counselling available to all students

The school continued to strengthen systems supporting student wellbeing, inclusion and engagement.

Students requiring adjustments under the Nationally Consistent Collection of Data on School Students with Disability (NCCD) received appropriate support based on their identified needs.

Aboriginal and Torres Strait Islander Education

Novoschool is committed to fostering understanding, respect and appreciation of Aboriginal and Torres Strait Islander histories, cultures and perspectives.

During 2025, Indigenous perspectives were incorporated across learning programs and school activities. This included Acknowledgement of Country practices, guest speakers and Cultural learning experiences in our local area.

The school continued to build relationships with local community members and sought opportunities to strengthen cultural understanding throughout the school community.

Teaching Staff

All teachers employed at the school during 2025 were accredited with NESA and held appropriate teaching qualifications.

The school maintained a strong focus on professional growth and continuous improvement.

Professional learning undertaken during 2025 included:

- Project-Based Learning pedagogy
- Student wellbeing
- Child protection
- Curriculum development
- Assessment and reporting
- Compliance and governance
- Indigenous Culture and Education

Total Expenditure on Professional Development in 2025 was \$97465.

Teacher Accreditation Status

Accreditation Level of Teachers	Number of Teachers
(i) Conditional	0
(ii) Provisional	0
(iii) Proficient or higher	10
Total	10

Workplace Composition

Teaching staff 10.0

Full Time Equivalent Teaching Staff 10.0

Teaching staff with Bachelors Degrees 10

Teaching staff with Higher Degrees 5

Non Teaching Staff 6

Full Time Equivalent Non Teaching Staff 4.7

Staff are from a variety of backgrounds and wide ranging experience.

Parent, Student and Staff Satisfaction

Feedback from students, families and staff indicates strong support for the school's educational philosophy and learning environment. Parents and Carers were surveyed anonymously near the end of the school year, with all 78 families contacted for feedback.

85% of students indicated they were satisfied or highly satisfied. 92% of parents/carers were satisfied or highly satisfied with the school in 2025.

Themes emerging from feedback included:

Parents

- Appreciation for personalised learning
- Strong communication from staff, though this could be enhanced
- Positive student engagement
- Appreciation for student experiences, with some wanting even more

Students

- Enjoyment of project-based learning
- Strong relationships with staff
- Opportunities for voice and choice

Staff

- Commitment to the school's vision
 - Collaborative culture
 - Opportunities for innovation
-

Governance

Novoschool is governed by the Board of Novoschool Ltd.

The Board oversees strategic planning, financial stewardship, policy development and compliance responsibilities.

Board members during 2025 included:

- Dr Lynnette Lounsbury
- Dr Amy Thunig-McGregor
- Holly Vale
- Adam Fletcher
- Catherine Olivier

Conflict of interest declarations are standing items at Board meetings and are reviewed regularly as part of the school's governance framework. All Board members completed annual Fit and Proper Person declarations.

Financial Summary

Summary of Financial Information

Income

Income Sources	Percentage of Total Income
Fees and Private Income	31.1%
State recurrent grants	13.8%
Commonwealth recurrent grants	55.1%
Other Government grants	0%
Government capital grants	0%
Other capital income	0%

Expenditure

Expenditure Costs	Percentage of Total Expenditure
-------------------	---------------------------------

Salaries, Allowances and related Expenses	62.7%
Non-salary expenses	35.9%
Classroom expenditure	1.4%
Capital expenditure	0%

Complaints Policy

The school maintains a Complaints Handling Policy and Procedures, available on the school website. Complaints are managed in accordance with the school's published procedures.

School Priorities for 2026

In 2026, Novoschool will focus on:

- Growth to a full Years 7–10 secondary school
- Further development of project-based learning
- Expansion of community partnerships
- Strengthening student wellbeing programs
- Enhancing robotics and STEM opportunities
- Continued preparation for the future introduction of Stage 6 courses

The school remains committed to preparing young people for a changing world through authentic, challenging and meaningful learning experiences.