

MONTESSORI NOOSA



EDUCATION FOR *generations*

ANNUAL REPORT 2023



Message from the Board Chair

It was a busy year at Montessori Noosa in 2023. We started with a new leadership team and welcomed Dr Joël Rioux as the new Principal, and by May the board managed to recruit our past Business Manager to take on the challenge of the finances of the school, after the result of a tumultuous year in 2022. It was a stressful time for the board however the recruitment of these strong leaders has successfully steered the school onto a strong course for the future.

We have gratitude for the volunteer work of the previous board under the leadership of Kerri Steele (Chairperson) and Ian Wallace (Treasurer) and Joshua Usher (Director) who retired from these responsibilities in mid-2023. Kerri stayed until the end of 2023 to orientate the new board to continue their good work.

The leadership team of Joel Rioux, Lisa Stirling and Amy Doyle have accomplished a great work through teamwork, trust in each other, and a huge amount of hard work. This would not have been possible without the support and understanding of the school staff, who worked with us on the consolidation to improve our service.

Just look at what was achieved! Our outcomes for 2023 are phenomenal.

- We have a lovely community of families that support the Montessori method of education.
- Their children are a joy to observe and teach, and they look very happy
- We had quality trained Montessori teachers in all our classes, who worked together as a team to improve their teaching practices and service to the children
- We appreciated the funding that we receive from the government, however we understand the sacrifices that families make to pay the additional fees so that they can choose an education that engages and empowers their children.
- Our school has one of the lower fees than other Montessori schools throughout Australia
- We came from a school climate of grief in 2022 to one that has worked in partnership to create a great feeling of inclusiveness and belonging
- Parents have been greatly involved in community events, parent networking and attending information sessions
- The newsletters have helped us to communicate our positive culture within the school that is values-driven
- The support staff have been able to initiate an additional wellbeing program for the students and staff that adds value to an already strong needs-based Montessori pedagogy that supports the individual's social and emotional development
- We are well resourced and were the successful tender for Montessori equipment and resources from a closing Sydney preschool that helped us to re-establish the Cycle 1 class for 2024
- We have renewed the board positions that have included inclusion support, quality assurance, and business management.



The new board have accepted the challenge of continuing with this noble trajectory, and are committed to complying with laws and regulations, developing a strong strategic direction

with the collaboration of our stakeholders (children, staff and families) in the areas of equity, wellbeing and inclusion; integration of technology; empowering our teachers to be creative and innovative; supporting resilience and positivism; social leadership; reviewing of policies and practices to enable our vision and mission; and focusing on data-informed decision making.

Once again, I commend the leadership team and the volunteer past and present board members for their work.

Thank you every one of you for your contribution to the school. You have made a difference to the lives of many, and for the future generations.

Sincerely

Elizabeth Goor

Board Chair

On behalf of the Board of Directors

Message from the Principal

As we reflect on the year 2023, I am filled with immense gratitude and pride for our Montessori Noosa community. This year has been a testament to our unity, courage, and humility, guiding us through various challenges and achievements. I would like to take this opportunity to express my deepest thanks to those who have supported us and to share the highlights of our journey.

I am forever grateful to our former Chair, Kerri Steele, and our current Chair, Elizabeth Goor, whose guidance has been invaluable. Special thanks to Lisa Stirling, Joshua Usher, Ian Wallace, and Anne-Maree Fewtrell for their unwavering support.

I am truly pleased to be associated with Montessori Noosa, where quality teamwork and incredible resilience are our hallmarks. The staff walked into 2023 with fearless panache, caring for each other and striving to be the best versions of themselves.

When looking at themes and virtues, the virtue of the year 2023 is UNITY. Just as an orchestra creates harmony with different instruments, our unity brings us together to create a beautiful and cohesive environment.

COURAGE and **HUMILITY**: These virtues, part of our MN trilogy, have been our pillars. We faced challenges with courage and approached our work with humility, always focused on the well-being of our children and community.

2023 was a year of growth and learning. Despite the challenges, our staff demonstrated resilience and commitment. We learned the importance of sticking to our Montessori convictions and continuously improving our processes for the benefit of the children.



Key events and highlights included the development and implementation of the restorative processes and Montessori procedures to support positive relationships; community events each term including games and dance, sports dance presentation, quizzes, Mammolina drama performance and Christmas markets; staff team dynamics in each of the classrooms; and the positive continuity of the classroom assistants when there were staff changes.

Looking ahead, we are committed to further integrating STEM and Indigenous perspectives into our curriculum. Change is relentless and challenging, but by embracing it with unity, accountability, and courage, we can continue to grow and succeed as a team.

Our focus on the mental health of the children as an indicator of overall well-being is Montessori's vision, and it in turn has a symbiotic effect on staff and parental wellbeing. We have, as a team devoted our efforts to build routines, a spiritual culture and an identity on how to conduct interactions with parents, staff and children, and this gives us a strong and respectful foundation for the future.

Thank you to the parents, staff and children for their important contribution to the school's achievements and for the board's assistance in working on our challenges. We certainly have developed our collective spirit of Montessori Noosa in 2023.

What an opportunity to savour success!

Sincerely
Dr Joël Rioux
Principal

2023 School Information

Independent Co-Educational Primary – Prep to Year 6

School ICSEA value 1076

Total Enrolments 40 – Girls 22 and Boys 18

Indigenous Students 8%

English as an Additional Language Students 14%

Established in 2017 Montessori Noosa is ideally positioned within the education and sporting heart of Noosa. Within easy walking distance to access sporting fields, gymnasium, Noosa Aquatic Centre, tennis courts, not to mention the Noosa National park and beaches, the school is well positioned to support a healthy indulgence of physical activity and immersion in the natural environment.



At Montessori Noosa we help our students acquire the essential knowledge, thinking skills, and depth of character required to flourish as joyous children today, and as successful adults tomorrow, who strive to leave the world and the people on it in a state that is better than what we received from our forebears. Our core means to this end is the educational philosophy of Dr Maria Montessori.

“Let us inspire and develop the talents of individual students; to encourage a futures-orientated generation who will innovate and lead in social and environmental justice, influencing society for the generations to come.

We believe that education is more than curriculum content, more than grades: education is part of the process that enables a person to be great. Often this happens despite schooling experiences; however, we think that a school should empower the unique dreams and talents of the individual.

Montessori is an approach to supporting the full development of the human being. The Montessori approach offers a broad vision of education as an ‘aid to life’. As an educational system, it is used in over 22,000 schools worldwide, and has a longer track record of success than any other educational approach in the world.

The Montessori approach to education, inspires children towards a lifelong love of learning, by following their natural developmental trajectory. Children become confident, responsible, independent learners, who trust in their own abilities. The inclusivity and positive social development facilitated by the Montessori programme forms the basis for a persistent attachment to learning and knowledge.

Montessori classrooms provide a specially crafted learning environment where children are able to respond to their natural tendency to work. Children have an innate passion for learning, and the Montessori classroom encourages this by giving them opportunities to engage in spontaneous, purposeful activities with the guidance of a trained adult. Through **their work**, the children develop concentration and joyful self-discipline. Within a framework of order, the children progress at their own pace and rhythm, according to their individual capabilities.





Staff Composition and Qualifications

School Staff

Primary	Count	Full Time Equivalent
Principal	1	1.0
Teachers/Leaders	3	2.4
Non-Teaching	3	1.6

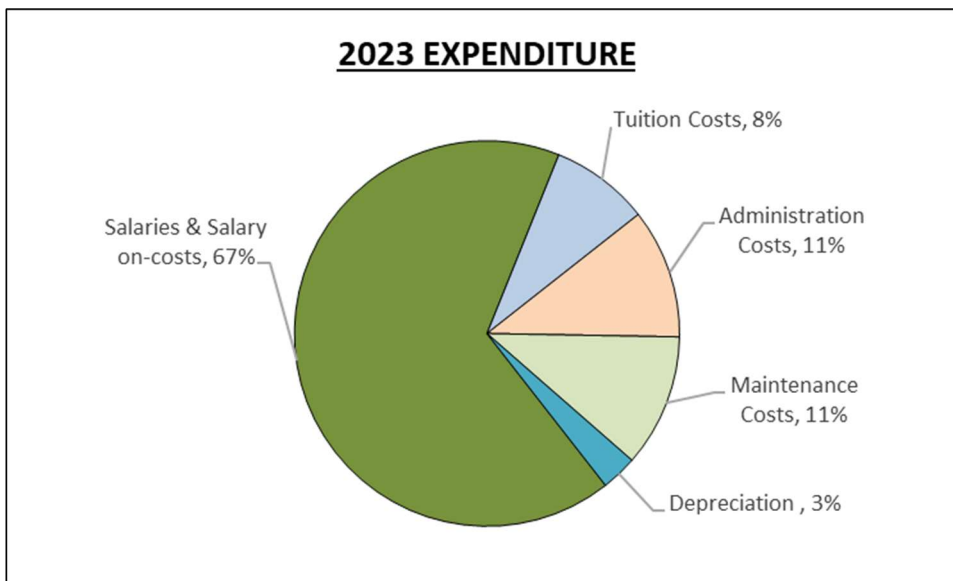
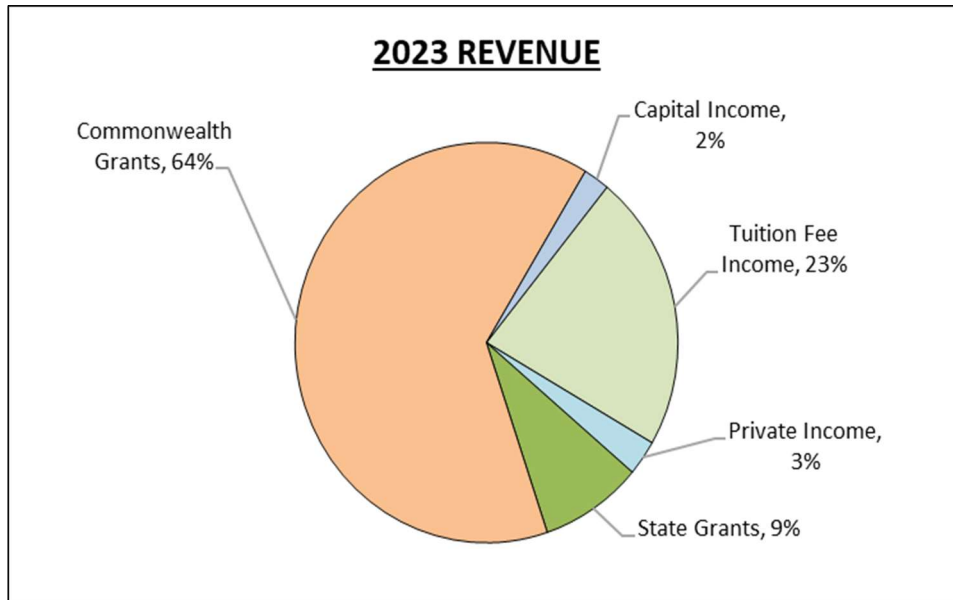
Qualifications of all Teachers and School Leaders

Qualification	Number of Teachers and School Leaders Highest Qualification	Percentage of Teachers and School Leaders Highest Qualification
Doctorate of higher	1	25%
Masters		
Graduate Diploma	1	25%
Bachelor	2	50%
Diploma		
Total	4	100%





Finance Information



Capital grants

In 2023, Montessori Noosa received a Capital grant of \$22,000 from the Commonwealth government to invest in shade sails and IT equipment and a Student Wellbeing grant of \$10,000 from the Queensland government.



Social Climate

In Term 3, the Board conducted a Parent Survey. The response to the survey was positive with over 40% of the community responding.

What we are doing right

- Student-led conferences
- Montessori learning materials are special
- School Newsletters
- Montessori benefits are for the long term
- Passionate board and staff
- Fees management is timely and supportive
- A welcome and active community
- Teacher communications exceed expectations
- Good communications from administration
- A noticed improvement to inclusion support and learning
- Supportive and actively assist inclusion
- Teacher to student ratio and group size is great
- Principal and staff are always available for a chat
- Presentations after hours are enjoyable
- Teacher communications are excellent
- The principal does a great job informing families
- The teachers are calm, patient, and caring
- Hands on learning
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What we could actively do together to augment our services

- Explain to parents how our children compare with the Australian standards
- Review the books at the school to check that they provide variety and stimulate curiosity
- Summarise the newsletter for busy parents
- Provide information about Montessori teaching and learning and how it is implemented
- Encourage new and old families to connect positively with the school community
- Implement the playground proposals from the playground working party
- Display First Nations culture at the school that is authentically endorsed
- Ensure that we have solid financial oversight

We thank the families who took the time to respond to the survey. This helps us to be more informed, understand where there is a need for more clarity, and really collaborate with our families.



Student Outcomes

Student Attendance

The Average Student Attendance Rate for the Whole School in 2023 was 86%.

To calculate average attendance rate:

$$\frac{\text{Total attendance days}}{\text{Number of possible attendance days}} \times 100 = \text{Average attendance rate}$$

Year Level	Total Number of Students per Year level	Number of Possible Attendance Days	Total Number of Days Absent	Total Attendance Days	% Attendance Per Year level
Prep	11	1099	136	963	88%
Year 1	8	1207	157	1050	87%
Year 2	9	1334	153	1181	89%
Year 3	6	630	85	545	87%
Year 4	12	1479	239	1240	84%
Year 5	6	708	86	622	88%
Year 6	2	221	47	174	79%
TOTAL	54	6678	903	5775	86%

[^]Note: The number of possible attendance days may differ from the 180 school days of 2023 per student depending on start date (ie.

a student could start in Term 2 or Term 3) and/or if they did not finish the school year. Therefore the number of Possible Attendance days is not 54 students x 180 school days in the above table.

How non-attendance is managed by the school

Montessori Noosa School is committed to providing a safe and supportive learning environment for all students with attendance being integral to successful educational outcomes.

Absences for which a satisfactory reason has been provided are considered explained absences, and the student's enrolment is viewed as continuous. An absence for which a satisfactory reason has NOT been provided is considered an unexplained absence. The School contacts parents/carers on any day of unexplained absence to determine the reason for absence.

If students are absent for any reason for 3 consecutive days, the School Principal make contact with the parents/carers and offer support and/or work from home options. Administration also requests a medical certificate for absences greater than three (>3) days or more and request parents/carers to complete an exemption form for absences greater



than ten (>10) days. Attendance checks are conducted at Week 4 & 8 of each term and students with an attendance % below 85% are contacted by Administration to offer support.

NAPLAN results for Years 3, 5 and 7 and 9 in 2023

Please refer to My School website <http://www.myschool.edu.au/> to review Naplan Results



At Montessori Noosa we acknowledge the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of this country and pay our respects to the Traditional Owners, Custodians and Elders, past and present, of the land on which we meet, work and learn, the Gubbi Gubbi People.

For further information please contact
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