



northside

MONTESSORI SCHOOL

EARLY LEARNING PRIMARY SECONDARY

2025

Annual Report





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# THEME 1 - CONTEXT

## SCHOOL CONTEXT

At Northside Montessori School, we partner with families to provide a safe and nurturing environment where children can be supported as lifelong learners. Guided by Montessori principles and engaging each child's natural desire to learn, our school delivers the NSW Education Standards Authority (NESA) K-12 Curriculum as well as the outcomes of the Early Years Learning Framework.

As an authorised International Baccalaureate (IB) World School, Northside Montessori School also offers the International Baccalaureate Diploma Programme (IBDP) for senior students. The combination of Montessori and IB approaches ensures our students benefit from a holistic, globally recognised education that fosters curiosity, independence, and critical thinking.

Opportunities and educational empowerment at Northside Montessori School go well beyond the mainstream curriculum, and parents can expect extraordinary outcomes for their children as a result of their experience at our school. The Montessori approach to education has been implemented in schools and preschools across the world for over 115 years.

As a school that has been established for over 45 years, we have witnessed significant growth and development throughout this time. Montessori education continues to thrive within our vibrant and dynamic community through the cooperation of parents, students and educators. We honour the vision of those within the Northside Montessori School community who have come before us and remain excited about what has been achieved in our school's recent history – and what is yet to come. With a strong foundation, we will continue to be agile and responsive to the opportunities and challenges, ensuring that we further develop, enhance and promote the value of Montessori education at Northside Montessori School.



# THEME 1 - CONTEXT



## MESSAGE FROM OUR BOARD CHAIR

Dear Members of the School Community,

On behalf of the board of directors, I present an update on the progress of our school throughout 2025.

Throughout this period, our school remains attuned in delivering our strategic plan and continues to be the Montessori school of choice for those families looking for authentic Montessori education from pre-primary to year 12 in the Sydney region.

We reached a major milestone towards the establishment of high school as we received NESAs initial registration for years 11 and 12, with the final registration inspection scheduled at the beginning of June. Furthermore, our first high school cohort completed their year 10 level of schooling and received the record of school achievement (ROSA) from NESAs. Finally, the school became an authorised International Baccalaureate (IB) World School for the International Baccalaureate Diploma Program (IBDP). The students have now started their first year of the program.

To extend the educational offering and value, this year the school continues the work to set up the IB Career-related (CP) Program. This program enables an additional alternative for students in the last years of school. We anticipate receiving accreditation towards the beginning of Term 4.

Our infrastructure expansion was completed last year, delivering well-desired rooms and expanded play areas. The project has been well received by the community, providing additional spaces for primary and high school students, sporting and community activities, improved facilities for primary classrooms, and a staff room for teaching staff. Additionally, the school enlarged the pre-primary play area with steps to the Brolga classroom and enlarged the outdoor space for Kookaburra and Brolga.

This year, we continue to expand the outdoor space of the school with the building of the basketball court and playground space, leveraging our property at 38 Bobbin Head Rd. We anticipate the project to be completed by Term 3.

Our key strategic plan is underway, with the focus remaining to be to (1) enable our children to reach their potential as the leaders of tomorrow, (2) elevate Montessori education as the future of learning, and (3) foster the measured growth of our school to deliver on our purpose.

Financially, our school remains in a strong position, we continue to attract prospective families to Montessori education and through this growth we can support a positive Montessori learning environment for our children, retain and attract highly qualified staff, as well as the ability to invest in the development and improvements to our facilities.

On behalf of the board, I take this opportunity to thank our school Executive team of Adam Scotney (Principal), Janene Johnson (Deputy Principal), and Deborah Soler (Business Manager), the staff and the educators for their continuous efforts, dedication, and commitment to providing an outstanding school experience, a high-quality education, and unique learning opportunities to our students and community.

Finally, I would like to acknowledge the commitment, support, and diligence demonstrated by my fellow directors throughout the year. As we reflect on the past year, it is with a sense of gratitude that we bid farewell to the directors, Sal Smith and Crystal Liu and thank them for their dedicated service and contribution to the advancement of our school.

Looking ahead, we remain resolute in our commitment to pursuing our strategic objectives and anticipate another year of progress and achievement.

**Juan Felipe Garcia Garcia**  
*Board Chair*



# THEME 1 - CONTEXT



## MESSAGE FROM OUR PRINCIPAL

2025 at Northside Montessori School was a very eventful year and one that highlights the vibrant and active community that exists at our school.

2025 was certainly another year of significant events in the life of our school. With the continued growth of our High School Adolescent program, in 2025, we saw our first Year 10 cohort complete their NESAs Record of School Achievement (RoSA) credential. Our Year 10 students also undertook the school's first Work Experience for students, which was also a terrific opportunity for our senior students.

Over the past few years, Northside has continued to expand its registration with NESAs to ensure that we can offer Montessori education for all years of schooling. In 2025, we achieved registration with NESAs from Kindergarten to Year 12, so that now Northside can provide high-quality Montessori education from the age of 3 all the way through to Year 12 and the completion of schooling. Through many hours of hard work by our school staff, Northside also became authorised to deliver the Internationale Baccalaureate Diploma program for our Year 11 & 12 students from 2026, and we have now also been recognised as an IB World School.

Across our entire school, we have continued to make improvements to our campus facilities for all our students, and we were very pleased to see the completion of our new classroom spaces for our Toddler program, new classrooms for our 6-9 and 9-12 classes, as well as our new library, music room and staffroom. Ensuring that our students have the best quality classroom environments has certainly been a focus, and the completion of the new A Block development, along with the new upgraded outdoor spaces, will ensure that our school continues to provide the best facilities for our students.

Across all aspects of our school, the enthusiasm and engagement of our students in their learning are evident. Our school continued to participate in a wide variety of events and activities for students and families, and these are a wonderful example of the manner in which our whole school community works together in partnership to ensure that Northside Montessori School provides the very best learning experience for our students.

Key events in 2025 include:

- Young Entrepreneurs Spring Fair



- Montessori Model United Nations Conference in New York and the visit to the United Nations General Assembly.



- Year 10 Work Experience

- 9-12 Camp to Berry



- Harmony Day Celebrations



- Whole School Welcome Event Neon Disco



- Mother's Day and Father's Day Breakfasts and Open Classrooms



- Combined Montessori Schools Athletics Carnival



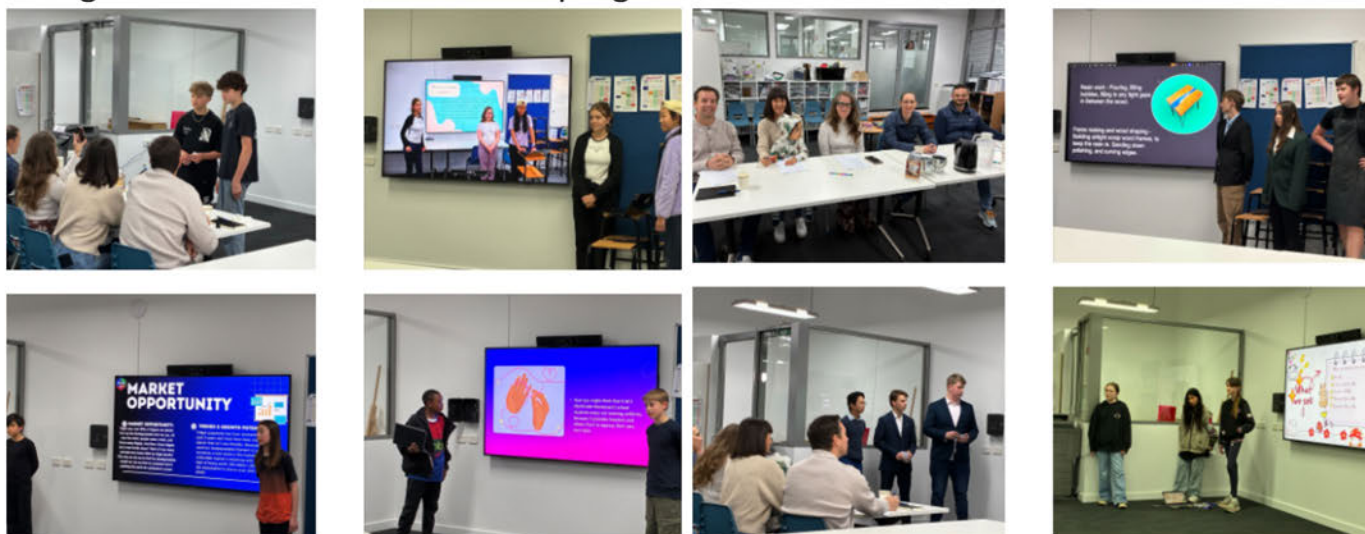
- High School Coffee House Conference



- 9-12 Canberra Camp



- High School Student Shark Tank program



- Celebrating Maria Montessori's Birthday



- Parent and Community Movie Night



- Musical Soirees



- Year 8 New Zealand Camp

- Year 9 Victoria Camp



- Attending the NSW Government Young Leaders Morning Tea



- Primary School production of 'World Peace' and 'Around the World in 80 Days'



- Family Camping weekend at Umina for Halloween



- Remembrance Day commemorations



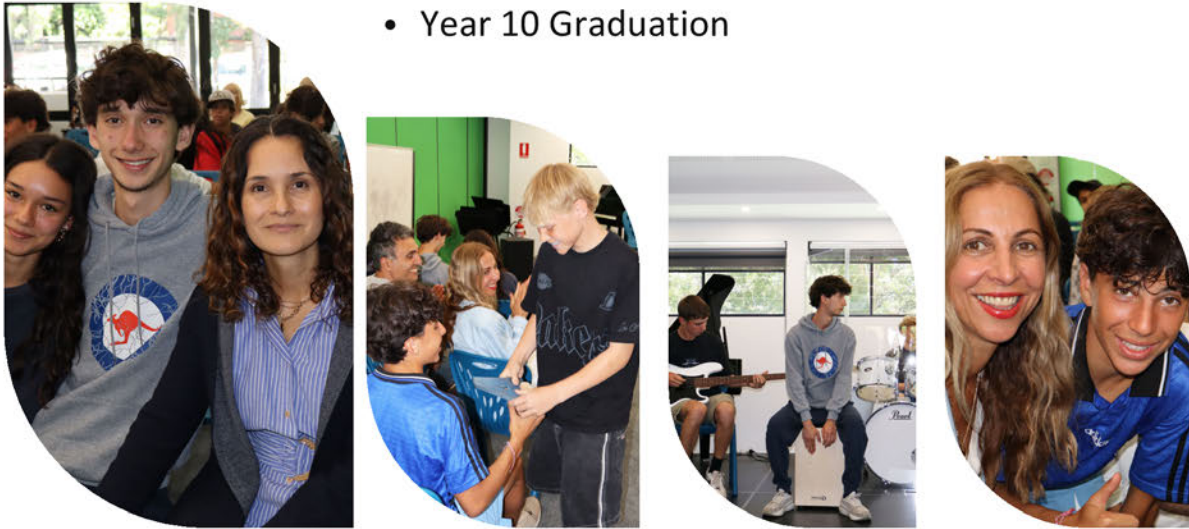
- Grandparents and Special Friends Day



- Year 10 Canberra Camp



- Year 10 Graduation



- Community Giving Tree - WEAVE Youth and Community Services



- End of Year Beach Day



- End of Year Garden Party



These events, along with class excursions, incursions, guest speakers, Going-Outs and student-centred learning experiences, provide for a wonderfully rich and engaging learning experience for our students.

Thank you to our school Board, parents, students and staff for their ongoing commitment to Montessori education at Northside, and for ensuring that 2025 was another great year in the life of our school. We are certainly looking forward to what 2026 has in store.

Thank you,  
**Adam Scotney**  
*Principal*

# THEME 1 - CONTEXT

## CHARACTERISTICS OF THE STUDENT BODY

In 2025, Northside offered:

- 3-6 aged Pre-Primary / Kindergarten program 5 days per week
- Montessori Primary program, split into 6-9 (Years 1, 2 & 3) and 9-12 (Years 4, 5 & 6) age group classes.
- An Adolescent Secondary School program offered courses in Years 7 to 10.

In 2025, the total enrolments across the school were 209 students. There were 66 Students in Pre-Primary (Preschool - 51/ Kindergarten - 15), 102 students in Primary Years 1-6 and 41 students in Secondary, Years 7 to 10.

### Student Population by Gender



- Male: 55% (87)
- Female 45% (71)

Full time equivalent enrolments: 158



# THEME 2

## OUTCOMES AND RESULTS

In the Montessori School setting, regular formal assessments of students, such as written tests, are not commonplace in K-6; however, our Year 3 and 5 students undertake the NAPLAN Assessment. Students in 7-10 undertake some forms of formal testing across a range of curriculum areas, as well as sitting the NAPLAN Assessments in Years 7 and 9.

As a school, we see that NAPLAN tests are one assessment tool that provides a snapshot of a child's ability in literacy and numeracy, which can help us identify individual students' strengths and weaknesses, and in part serve to inform our teaching practices.

The small number of students sitting for the NAPLAN tests in Years 3, 5, 7 & 9 at our school can mean that making assumptions about the overarching performance trends of the school is limited. The individual performance of just one or two students can significantly alter the statistical data, which might lead to assumptions about either high or low performance that may not be a true reflection of the cohort.

While our school community recognises the need to undertake NAPLAN and uses the results to inform teaching practice, we also acknowledge that there are many other values in Montessori Education that are not measured by this tool. Attributes highly valued in Montessori Education, such as creativity, critical thinking, resilience, motivation, persistence, curiosity, questioning, humour, endurance, reliability, enthusiasm, self-awareness, self-discipline, leadership, compassion, courage, sense of wonder, resourcefulness, spontaneity, humility or civic-mindedness cannot be measured in this way. These qualities are globally valued and can be equally important to a child's future success.

For a detailed overview of our students' NAPLAN results, please refer to the [MySchool website](#).



## Post School Destinations

At the conclusion of Year 10 in 2025, we had five (5) students receive their Record of School Achievement (RoSA). Following this, four (4) of these students will continue in Years 11 & 12 at Northside Montessori School, undertaking the International Baccalaureate Diploma programme in Years 11 & 12. One (1) student has moved into the workforce, undertaking a trade qualification.



# THEME 3

## STAFFING

### Teacher Accreditation

Level of Accreditation	Number
Conditional	1
Provisional	2
Proficient	16
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
Total number of teachers	19

### Workforce Composition

#### School Staff

- NESAs Accredited Teaching staff - 19
- Early Childhood Educators (Cert III or Diploma) - 10
- Non-teaching Classroom Support - 2
- Administration Staff - 11
- Full-time equivalent NESAs Accredited Teaching staff - 15 FTE
- Full-time equivalent all non-teaching staff, including Administration – 17.01 FTE

At Northside, we embrace all faiths and backgrounds for all our staff and students. None of our staff members has identified as Aboriginal or Torres Strait Islander; however, we strongly encourage applications from First Nations teachers and other staff.

# THEME 4

## ATTENDANCE

**Overall average attendance: 91.2%**

<b>Attendance Rate</b>	
Overall	91.2%
Boys	90.7%
Girls	91.9%
<b>Attendance by Year Group</b>	
Kindergarten	90.1%
Year 1	90.7%
Year 2	92.7%
Year 3	90.1%
Year 4	88.8%
Year 5	91.7%
Year 6	92.3%
Year 7	93.9%
Year 8	93.7%
Year 9	91.9%
Year 10	95.2%

The attendance rates provided above cover each cohort for the entire school year. While our attendance rates are generally good, it is important to note that given our small cohort sizes, one or two students absent for a prolonged period can significantly impact how these rates appear. The 2025 overall attendance rate of 91.2% is an increase from the 2024 attendance rate of 90.1%.

## Management of Non-Attendance

At Northside Montessori School, regular attendance at school is considered to be vital in achieving the best possible learning outcomes. The School has developed the Student Attendance Policy and Guidelines, which manage recording attendance and the manner in which non-attendance is dealt with.

### Summary

- Northside Montessori School maintains a register of enrolments.
- Northside Montessori School monitors the daily attendance and absence of students in the School by maintaining a daily register for each class
- Student absences from the School are identified and recorded in a consistent manner by the staff member responsible for each class.
- Unexplained absences from school are followed up in an appropriate manner with the child's parent or carer.
- Northside Montessori School notifies parents and/or carers in an appropriate and timely manner where a student has a poor record of school attendance. This is initially done by the classroom teacher.
- Where unsatisfactory school attendance is identified, the attendance issue and any action taken are recorded, as appropriate.

Unexplained absences that cause concern are followed up in an appropriate manner with the parent or carer by:

1. Class teacher or administration staff telephones the parent of an absent child to confirm that the child is absent from school.
2. Teachers report to the Principal (or delegate) the names and number of days absent of children with unexplained absences.
3. Unexplained absence notifications are communicated home by the administration staff to parents stating date/s of absence and requesting a written or verbal explanation.
4. Where necessary, parent meetings will be held to investigate reasons of non-attendance and referrals to appropriate support services will be implemented.

Results of unsatisfactory attendance are recorded by the Principal or delegate and collected and filed in the child's record file.

# THEME 5

## SCHOOL POLICIES

The following school policies and documents are publicly available on the school website.

- [Anti Bullying Policy](#)
- [Child Protection Policy](#)
- [Complaints and Grievance Policy](#)
- [Discipline Policy](#)
- [Enrolment Policy](#)
- [Whistleblower Policy](#)
- [Privacy Policy](#)
- [Annual Reports](#)



# THEME 6

## STAKEHOLDER SATISFACTION

### Parent Satisfaction

A key feature of Northside Montessori School is to involve families in the education of their children. Across the school, parent involvement across a range of areas is strong. Parents who choose Montessori education for their children typically desire to have a significant level of involvement in their child's education and nurture. Ways in which parents participate in the life of the school are through engagement or involvement in:

- Class Parents
- Education Events
- Mother's Day and Father's Day breakfasts
- Fundraising events
- Working Bees
- Parent and Community Committee
- Tuckshop
- Excursions and Incursions
- Gardening and garden projects
- Caring for animals (and babysitting them in holidays)
- Board membership
- Cooking or Craft workshops with children
- Many other events.

This level of support, along with the attendance and activity of parents in our various committees is a positive affirmation of our school.

Northside Montessori is committed to listening to the views and expectations of key stakeholders. The school has ongoing communication with parents through parent-teacher interviews, which are held regularly throughout the year. In addition to this, letters, phone calls, emails and an open-door policy across the school encourage parent involvement in the school. Staff are frequently available for quick conversations with parents. Parents are regularly invited to do observations in their children's classroom, which is a point of difference for Montessori education.

## Student Satisfaction

Positive attendance levels suggest that the children enjoy coming to school and that our parents value and support learning at Northside Montessori School.

The school operates a Peer Support Program across the school which provides students with opportunities to develop skills for life, including those to coping with difficult situations, resilience, effective communication, risk taking and conflict resolution. This program provides students with the opportunity to voice their opinions, and their strong sense of satisfaction and happiness are obvious through the responses by the students.

Within a Montessori classroom the learning environment is deliberately shaped around the needs of the students, and as such the classroom and its organisation provide students with a high level of agency in their learning. Cooperation, grace and courtesy and key tenants of Montessori education and as such provide for a peaceful, respectful and collaborative learning environment for the students which is highly valued.

## Staff Satisfaction

Within the Montessori community there is a strong connection which exists between staff which is based on the commitment to this method of education.

Northside staff are extremely dedicated to the Montessori method of education and have expertise in facilitating the learning experiences of the children in a supportive and nurturing environment. The classroom assistants provide a vital support to the classroom operations, both in relation to that of the classroom environment itself but also in assisting children in their learning through one-to-one and small group support. Northside has a very low turnover of staff, and is a school of choice for many Montessori educators in Sydney.

The stability and long tenure of staff at the school are strong indicators of a high level of satisfaction with the school and the method of education being delivered across the school.



# THEME 7

## SUMMARY FINANCIAL INFORMATION

In 2025, our income streams remained strong, reflective of our growth in student numbers at the School.

Funding received for the year, from the Federal and State Governments, totalled \$1.62 million, representing 35.6% of total income. This is based on the Federal Government's new funding model and the school's Capacity to Contribute score of 118.

Our most significant expenditure is employee expenses, representing 46.2% of total expenditure (including capital expenditure). Increases in salary and on-costs were in accordance with the applicable Cooperative Multi-Enterprise Agreements 2025. Overhead costs remained within budget, and overall working capital was strong.

In June 2025, the School completed a significant capital improvement program to support the school's growth as well as provide leading educational facilities for our students, which had begun in April 2024. This two-storey building with associated outdoor areas has provided new and fully refurbished classrooms for all our primary classes, as well as providing new bathroom facilities, meeting rooms, library space, staff room and an additional secondary school classroom/food technology space for our growing high school program.

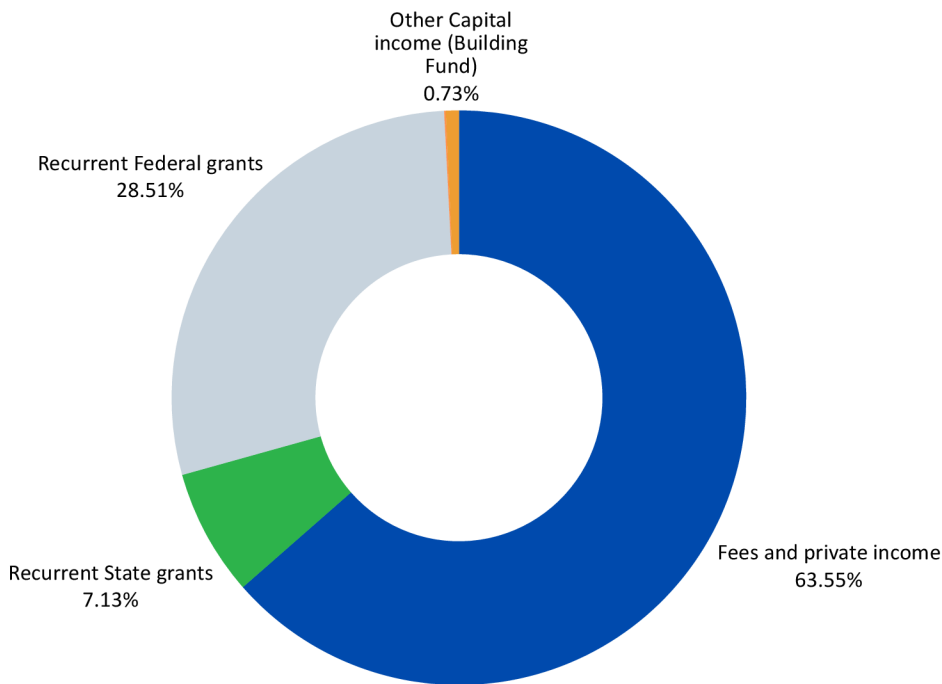
Along with the internal works undertaken, throughout this project, we have seen the majority of our outdoor spaces fully renovated. This includes the fully re-laid soccer pitch, a new netball/pickleball court, basketball court and basketball half court, all linked with new paving. These new facilities and landscaping have provided wonderful indoor and outdoor spaces for our students.

In addition, other major capital projects undertaken in 2025 were the purchase of new lockers for all primary and high school students, library shelving and furniture, upgrade to the Schools security system, new server and 3 additional classroom digital display screens, classroom and woodwork room furniture, new piano, as well as a new music studio which was made possible by the generous donation from a School family.

# THEME 7

## SUMMARY FINANCIAL INFORMATION

### Recurrent/Capital Income 2025



### Recurrent/Capital Expenditure 2025

