

**LINDFIELD MONTESSORI SOCIETY
INCORPORATED**
A.B.N. 67 338 967 144



**ANNUAL REPORT
2024**

Principal: Mrs Marina Ridley

9 Moore Avenue
West Lindfield NSW 2070
P.O. Box 3013, Moore Avenue
West Lindfield NSW 2070

admin@lindfieldmontessori.nsw.edu.au

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LINDFIELD MONTESSORI

INTRODUCTION

Lindfield Montessori Preschool, established in 1975, is one of the oldest Montessori schools in NSW and we pride ourselves in completing 50 years of service to the community. Set in the leafy surrounds of West Lindfield, it offers a Montessori environment for up to 30 children between the ages of 3 and 6.

In accordance with Maria Montessori's philosophy, the children are encouraged to work at their own pace, either individually or in co-operation with others in an environment of mixed ages. The materials and activities are provided to stimulate a child's innate capacity and desire to learn while building an awareness of others in a community. We offer a calm and stimulating environment where children can develop their whole personality.

Our aim for all children enrolled at Lindfield Montessori Preschool is to complete an enrolment period of 3 years. Ideally, children begin at their 3rd birthday and continue until completion of the Kindergarten, first year of school year in their 3rd and final year. It is during the final year of the enrolment period, the kindergarten year, that all the Montessori activities of the preschool years are consolidated. The third year is vitally important to realising the educational benefits invested in the previous two years. During the Kindergarten year, what has been learned previously is consolidated, and self-confidence, inner discipline and responsibility comes to the fore for children as leaders of the group.

The preschool is approved to operate through the NSW Department of Education and is registered with the NSW Education Standards Authority (NESA) for delivery of the kindergarten curriculum. All current staff are trained through the Association Montessori Internationalé to deliver the highest standard of Montessori education. Our staff comprises:

Principal and Directress, Mrs. Marina Ridley
Bachelor of Education Secondary with an addition of Primary teaching Bachelor of Arts - Technology Association Montessori Internationalé Diploma in 3-6 Montessori Education. Montessori World Education Institute Primary Diploma
Mrs. Ashleigh Haigh (Assistant Educator)
Diploma of Early Childhood Teaching Association Montessori Internationalé 0-3 Montessori Diploma.
Mrs. Bronwyn McFadden (Assistant Educator)
Diploma of Early Childhood Teaching Association Montessori Internationalé Diploma in 3-6 Montessori Education
Mrs. Lucienne Booth
Business & Administrative Manager Bachelor of Communications majoring in Public Relations & Marketing

The preschool employs highly qualified staff to supervise and facilitate the educational program for the children and is supported by the parents/community through a non-profit incorporated society of which all parents are members. All parents are encouraged to volunteer their time to assist the operations of the preschool.

OUR VALUES

Lindfield Montessori is committed to education the whole person, allowing children to reach their full potential in education and in life. We value:

- Creativity and exploration
- Curiosity and independence
- Grace and courtesy
- Peer learning
- Partnerships with families and the community
- Diversity and inclusivity

OUR MISSION

Lindfield Montessori Preschool is a safe, caring, non-denominational learning environment for 3 – 6-year-old children of all backgrounds. Lindfield Montessori celebrated 40 years in 2015 and has since we have been creating life-long learners who are inspired to discover and are encouraged to be creative in their approach. Learning is not passive; it requires the learner to be actively engaged and proactively seeking ways to challenge themselves. Whilst many of Montessori's activities seem to be academically oriented, it is just a means to an end, used to "ignite the flame of curiosity" in our children. The subsequent outstanding academic achievements are just the by-product of a naturally curious child in a stimulating, respectful, well-structured environment.

The mission of Lindfield Montessori Preschool is to achieve our vision by creating a true Montessori environment, to facilitate the delivery of a Montessori programme for all. This is achieved through our highly trained and dedicated staff delivering a progressive and integrated Montessori curriculum. The program is individually tailored to meet the needs of every child, to support their emotional, intellectual, and physical self-development into creative, adaptable individuals with a strong respect for community and the environment.

Our sensorial approach fosters the child's innate curiosity in a stimulating and encouraging manner. The teachers guide the children in using natural, concrete experiences to nurture the child's ability as a creative, disciplined, motivated and independent thinker.

Our preschool is managed with the close involvement of parents and carers, encouraging Montessori practices to be adopted at home. The value of a Montessori Education is pervasive; it is designed as an "aid to life" to help our children gain independence and exercise their will; growing and maturing as valued members to society. We need to help them to develop their skills as self-motivated individuals with tenacity and poise, as negotiators and peacemakers, as respectful citizens of the world.

STATEMENT OF PHILOSOPHY

Lindfield Montessori Preschool provides an education for life for all children in our community. We do this by offering a respectful and child-centred service that embodies the Montessori Philosophy within all that we do, including creating a carefully prepared environment, allowing children choice, providing age-appropriate freedom within limits, encouraging a love of learning and curiosity, and respecting the child's needs.

We are committed, as a not-for-profit, community-based service, to including our families and children in supporting our vision of delivering 'education in harmony with life'.

Our educators follow the Association Montessori Internationale (AMI) standard, which is the original training developed by Dr Maria Montessori. The high standards of AMI and the National Quality Standard inform our practice, and we consistently seek ways to ensure the quality and continuous improvement of Lindfield Montessori.

APPLICATION

Only a small proportion of our students are affected by the educational and financial reporting obligations. In most instances, it is not possible to isolate information specific to the kindergarten program. Therefore, information is provided relating to the entire school.

A MESSAGE FROM KEY SCHOOL BODIES

PRINCIPAL'S REPORT

An Education for Life that thrives at Lindfield Montessori

Lindfield Montessori provides an environment that prepares children for life. Our lessons and Montessori materials provide concrete, interactive experiences that give children the opportunity for exploration, enquiry and interaction that result in rich learning experiences. Witnessing children learn and grow is a privilege that we cherish, and it is always cause to celebrate! Preparing children for life also includes ensuring that we help them to build ways to be able to look after their mental health. In fact, we always want to be supporting our whole community to be aware of their wellbeing and mental health. Which is why we were so pleased to receive a grant from the Government to ensure that we could reach our goals in nurturing the children and their families following the COVID19 pandemic in 2024.

The Government's Wellbeing Grant supported was established to provide opportunities and equipment that could help boost and enhance the wellbeing of our Kindergarten children and the community. With the grant funds, we were able to purchase outdoor activities such as a sandpit waterplay activity, play silks for the children's imagination and movement and other waterplay equipment. The children requested a renewed and refreshed garden that they could care for, and we purchased new plants, soil and gardening tools. The children enjoyed establishing the new garden and have carefully tended it. The outdoor additions added to the positive wellbeing of the children, with gardening well known to enhance mental health and provide a common goal to work towards.

The Wellbeing Grant continued to provide ways to bring the community together to socialise and enjoy a shared experience. We all enjoyed attending our Movie Night to watch a screening of Finding Nemo and a sausage sizzle dinner. Our end of year celebration featured a special treat of a concert by the Vegetable Plot, which again allowed the children and their parents to have fun with great music and company to complete the year. The grant was a very welcome boost in funds to provide items and experiences that we would not have been able to offer without it.

A memorable celebration of life and learning occurred in Science and Technology this year. The children were excited to witness a Hatchling program for 2 weeks where they could observe chicken and duck eggs hatching, as well as viewing the bird's growth, behaviours and needs. The children were inspired to write, draw and discuss what they were observing to communicate their learning to each other and the adults. The children also continued to help care for our guinea pigs – Buttercup and Piccolo.

Physical activity is very important for children's growth, development and mental health. In 2024 we continued to offer Physio Play for the children to learn, practice and refine their fundamental movement skills such as jumping, balancing, ball throwing and catching, skipping and hopping. Children also refined skills in following directions and participating in co-operative activities and games. In Term 4, we were fortunate to be able to have Kei Ikeda work with the children in PDHPE, specifically, dance. Kei is not only an AMI Montessori 6-12 Directress but also holds a Bachelor of Arts with a double major in Dance and English combined with a Bachelor of Education. Kei has pioneered an innovative program which combines Montessori principles with modern dance providing children with the opportunity to combine the very powerful learning that is found in movement with learning areas such as drama, geometry and language.

We are often approached by the Sydney Montessori Training Centre to support practicum students studying the Association Montessori Internationale (AMI) 3-6 Diploma. We were very pleased to accept Ms Vicki Longworth to complete her practical experience with us. Mentoring and supporting practical students is an important way in which we can give back to the Montessori community through the sharing of our learning environment, and experience as an AMI affiliated school. Ms Longworth completed her Practical experience over 2 weeks with us and gifted us a lovely peace lily for the children to enjoy and care for in the classroom. Ms Longworth was very grateful for the experience and thoroughly enjoyed working with the children and staff. We wish her well in her Montessori journey as a future Directress.

We were so pleased to be able to continue to provide a strong foundation and education for life for all our children in 2024. The boost in funds to wellbeing certainly shaped our offerings for the year outside of the already amazing experiences we offer. We hope that after experiencing this fantastic year at Lindfield Montessori and focusing on resetting our wellbeing, that we can look forward to continuing the wonderful journey of Montessori education with our community in 2025.

Mrs Marina Ridley

Principal & Directress- Lindfield Montessori Preschool

PRESIDENT'S REPORT 2024

This year has been marked by strong collaboration, community connection, and a deepened commitment to the values that define our unique Montessori, early childhood and first year of school setting.

We were pleased to fill all positions on the parent committee, welcoming Katie Hawthorne, Mineka Tuckwell, and Elisabeth Crawford to the Lindfield Montessori Society Committee. The diverse professional backgrounds of our committee members bring a valuable breadth of experience to the governance and leadership of the school. Their varied skills contribute to thoughtful decision-making and a strong strategic direction, reflective of our shared commitment to the children and families in our community.

The Government Wellbeing Boost funding provided welcome support, enabling us to deliver meaningful initiatives that foster connection and belonging within our community. Events such as the Movie Night and Vegetable Plot concert, as well as the installation of garden beds and the purchase of gardening materials, have enriched the children's learning environments and brought families together in joyful, shared experiences. While not funded through this grant, other cherished events—such as Mother's Day, Father's Day, Grandparents Day, and our Easter celebration—continue to play a vital role in strengthening our community spirit, supported by the dedication of our staff.

We remain grateful for the loyalty and professionalism of our team. The ability to retain staff over many years is a testament to their deep commitment to our philosophy and their relationships with children and families. Their stability provides continuity, which is essential for the wellbeing and development of the children in our care.

In response to rising operational costs, we undertook a considered restructure that involved a modest reduction in some staff hours. This decision was made strategically to safeguard the quality of our educational offering, ensuring that there was no impact on the children's experience.

The Lindfield Montessori Society Committee continues to monitor the school's financial health with diligence and care, balancing financial risk with the unique structure and scale of our setting. As a small school offering both preschool and the first year of school, we remain mindful of the pressures facing families. While fee increases were necessary to keep pace with rising costs—including insurance, rent, and staff remuneration—the Committee has worked hard to keep these increases to a minimum. We are pleased that, thanks to generous government support, we have been able to pass on savings to families with children in the kindergarten year, with kindergarten fees remaining lower than those for preschool. Similarly, the early childhood Start Strong fee relief also helps to keep costs down for our preschool families.

We look forward to another year at Lindfield Montessori School, which is set to be a special one as it marks our 50th year of delivering exceptional Montessori education to our community.

Cerencan Guney

Lindfield Montessori Society - Committee President 2024

TREASURER'S REPORT 2024

Lindfield Montessori Society

The audited financial statements for the full year ended 31 December 2024 reflect the operations of Lindfield Montessori School. The Committee's policy continues to be setting school fees at a rate that ensures the highest level of care at an affordable price while supporting the sustainability of the school.

The school has shown significant financial improvement during 2024, with a surplus of \$16,955 compared to the previous year's loss of \$51,595. This positive turnaround is primarily the result of our strategic focus on revenue enhancement through increased enrolments, as outlined in our 2023 report.

Our balance sheet remains solid, with cash reserves increasing from \$156,920 to \$221,079, providing the school with a strong financial foundation to support future operations and potential strategic investments.

The school continues to operate in a competitive environment with other early childhood educational providers, including long daycare providers, community and privately run preschools. Our focus on enhancing our value proposition has begun to show positive results, evidenced by the improved financial position.

Lindfield Montessori Society Building Fund

In 2024, all rent payments were covered using the Building Fund. In early 2024, the school made a strategic decision to discontinue requests for donations to this fund, redirecting financial support instead to the Lindfield Montessori Society, where the need was more pressing. Given that the remaining balance in the Building Fund was insufficient to pursue major initiatives, such as the acquisition of a new property, the funds were instead used to relieve some of the Society's rental obligations. Once the Building Fund's account is fully depleted, this entity will be formally closed.

Brian Lui

Lindfield Montessori Society - Committee Treasurer 2024

CONTEXTUAL INFORMATION ABOUT THE SCHOOL

Lindfield Montessori Preschool is registered as a school for the purpose of teaching the kindergarten year only. Reporting of student performance in state-wide or equivalent tests is not applicable, as there are no such tests for children at kindergarten level.

WOKFORCE COMPOSITION

Lindfield Montessori is composed of 3 staff with one Principal/teacher, two assistants and one administrator, all of whom are female, and none that are of Aboriginal or Torres Strait Islander descent.

TEACHER STANDARDS

As of December 2024, Lindfield Montessori employed one teacher who is responsible for delivering the curriculum, and two assistants. In accordance with NSW guidelines, we report that our teacher of the NSW NESA curriculum has teaching qualifications from a higher education institution within Australia.

The following table provides a breakdown of the qualifications and experience of Montessori teaching staff responsible for delivering the curriculum.

Category	Number of teachers
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines, or	1
Teachers who have qualifications as a graduate from a higher education institution within Australia or as recognised within the AEI-NOOSR guidelines but lack formal Teacher education qualifications, or	0
Teachers who do not have qualifications as described in (a) and (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context.	0
No qualifications or teaching experience	0

Our teacher also holds the internationally recognised Association Montessori Internationale (AMI) teaching qualification in addition to her mainstream university qualification.

PROFESSIONAL LEARNING ACTIVITIES

The table below gives the external professional development undertaken by teaching staff over the year.

Professional Learning Activity	Focus Area	Staff
First aid, refresher course	First aid	Ashleigh Haigh Bronwyn McFadden Marina Riley
Child Protection NSW refresher	Child protection	Ashleigh Haigh Bronwyn McFadden Marina Ridley
The AIS NSW annual briefing	Governance	Marina Ridley
All about allergens for children's education and care	Children's health	Ashleigh Haigh
ASCIA anaphylaxis training for children's education/care	Children's health	Ashleigh Haigh
Grow your mind - Teacher wellbeing workshop	Student/teacher mental health	Marina Ridley
Grow your mind - Implementation workshop	Student/teacher mental health	Ashleigh Haigh Marina Ridley
Grow your mind - Helping kids feel resilient workshop	Student/teacher mental health	Ashleigh Haigh
Professional learning communities	Strength based approaches to working with children – student/child mental health	Marina Ridley
Numeracy and thinking skills for 3–5-year-olds		Marina Ridley
Montessori Schools Professional Development – Northside Montessori School	Andrew Fuller seminar - Cultivating hope, joy and authenticity – in students who aren't always feeling it.	Ashleigh Haigh Marina Ridley

Professional development also includes termly staff days and meetings. These meetings are an opportunity for all staff to meet and discuss student welfare, occupational health and safety, regulations, curriculum matters, parent feedback, staff issues, administrative processes and report on any training and relevant articles and texts.

TEACHER RETENTION

Lindfield Montessori Preschool is a small school and began the year with three educating staff. Our Principal and Directress is a qualified Early Childhood Teacher who also holds Primary and Secondary teaching qualifications.

The proportion of teaching staff retained from the previous year was 100% for Semester 1. Mrs Hyun Jung resigned at the conclusion of Semester 1 and Mrs Bronwyn McFadden and Mrs Haryella Darmaclov continued in a casual capacity for Semester 2.

STUDENT ATTENDANCE AND RETENTION RATES

Lindfield Montessori Preschool had a Kindergarten Class comprising of 5 children in 2024. The period of February, 2024 attendance rate was 89%. 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.

STUDENT NON-ATTENDANCE PROCEDURES

The school monitors the daily attendance and absences of students in the school by maintaining a register of daily attendance, in accordance with NESA requirements. The school also maintains attendance using a software program called Transparent Classroom.

Student absences from classes are identified and recorded in a consistent manner by the school Principal. Unexplained absences are followed up in an appropriate manner with the parent/guardian by the school Principal. Where unsatisfactory class attendance is identified, the attendance issue and any action taken will be according to the Student Attendance Policy and Procedures (2.2)

Parents are responsible to notify the school of absences due to illness and other medical or family reasons and to notify and seek permission prior to planned extended leaves of absence.

A partial absence is determined if a child has not arrived at school by 9:30am. If they have not arrived by this time, staff will contact parents/carers via text message or telephone to confirm the child's safety and whereabouts.

POST SCHOOL DESTINATIONS

Number of Students	Learning Institution Name
2	Highfields preparatory and Kindergarten School
1	St Columba's Primary School Melbourne
2	Lindfield Learning Village Public School

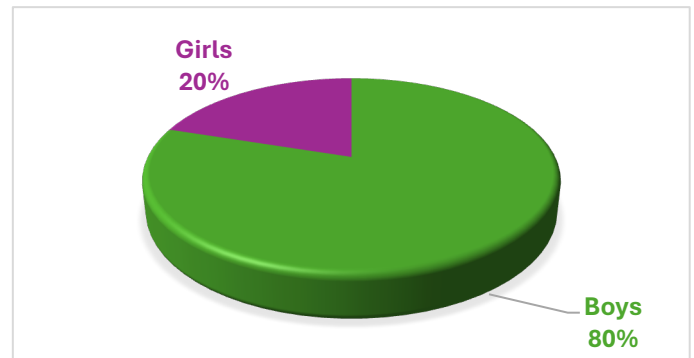
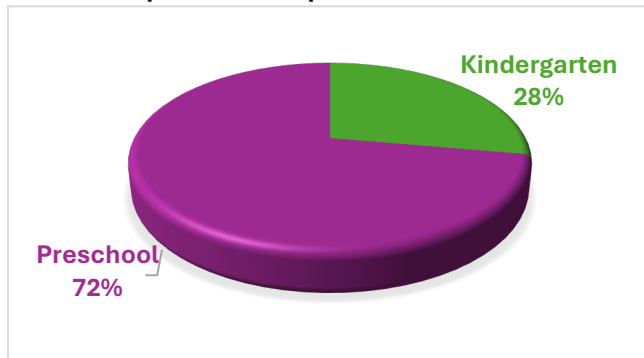
STANDARDISED TESTING AND STUDENT RETENTION

Lindfield Montessori School does not operate primary years after kindergarten, therefore standardised testing and retention rates are not applicable.

STUDENT POPULATION

In 2024, Lindfield Montessori had a Kindergarten enrolment of 5 children (4 boys and 1 girl). The children have varied backgrounds from Indonesia, China and Australia. We ended the year with 13 preschool children in addition to our Kindergarten cohort.

Student Population Composition



INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

Respect and responsibility for oneself, others and the wider community is a key component of a Montessori environment. As a progressive Montessori School, we aim to promote these values amongst staff, parents and the wider community. Our approach to education enables the children to develop in an environment where these values can be fostered.

With our school and the learning environment, there is not a long list of rules. Instead, we consider there to be one vitally important concept for the children and staff to consider, this being “respect”. We encourage everyone to respect oneself, others, and everything in the environment - that is everything from the materials to furniture and the flowers and creatures we find in the garden. To respect something is to show consideration or to value something or someone with the highest admiration. Therefore, within our school the concept “respect all” is promoted by observing and practicing consideration for others and the environment. Both students and teacher are considered equal in the Montessori environment. Therefore, each child is the receiver and giver of respect. The children absorb this value from the school environment and grow to have a special quality within their personality. As with other Montessori communities Lindfield Montessori School believe that it is these qualities, which will make the individual take responsibility for the world.

In line with the Montessori philosophy the children are given the freedom in our school to choose their own activities to work with, but in making their choices must consider the following:

- Is the material/activity available? If someone else is using it, they must wait.
- Has the teacher introduced the activity to the child, if they have not, they are not able to use it.
- The child must use the material as it was intended, and they must consider the impact on others around them.

By giving children, the freedom to choose and make their own decisions we are providing an environment where respect and responsibility can also be practiced and developed. Within our environment we feel that respect can be promoted through the spoken language. Everyone is respected and listened to when

speaking, if the language is polite and not offensive to anyone, and it does not disturb others within the classroom. The staff follow the same rules as the children and are again equal and there to guide the children rather than be an authoritarian figure.

In our school, the children are in a class of mixed ages. The older children are encouraged to help the younger children. They become responsible not just for themselves but also for the others around them. The younger children develop this value through the practice and example of the older children. As examples of learning to accept responsibility it is daily practice that the children use appropriate bins for different types of rubbish and the children are helped to understand about using water and minimising waste.

Within our environment we have materials to share differences of cultures and “People of the World” We show the children ways in which other people live, eat and dress all around the World. We welcome visits from people of different cultures and talk about and share stories about our families. The children can appreciate that everyone is different but equal.

Lindfield Montessori School is parent-run with the parents each taking a responsibility for different tasks for the benefit of the school. This brings a sense of community responsibility that is absorbed by the children. Lindfield Montessori offers parent education sessions for parents and the wider community cover topics from child development to the running of our organisation.

To summarise how we promote respect and responsibility at Lindfield Montessori School, we aim to provide an environment where children can absorb respect and responsibility and make it a part of their personality.

ENROLMENT AND POLICIES

ENROLMENT AT LINDFIELD MONTESSORI

Lindfield Montessori Preschool offers a Montessori program for three-to-six-year-old children. Children enrolled in the program are strongly encouraged to complete the multiyear enrolment period, from their enrolment start date until the end of the kindergarten academic year (12 school terms).

Lindfield Montessori welcomes enrolment applications for all children and is non-denominational and co-educational. The school consideration of applications is based on relevant laws and regulations, and our school policy (6.4 Enrolment Application Process).

The process of enrolment involves a school observation by a parent/guardian and the completion of an enrolment application. Following an application, an interview is arranged with our Principal and the child's parents/guardian, and child. From this interview, an offer of place is offered or declined. If a formal offer of a place has been received, a parent/guardian secures the child's enrolment by paying the current placement fee (an advancement of the first term's fee as per the enrolment agreement), providing a signed copy of the enrolment agreement, a copy of the child's birth certificate or passport, and their immunisation record. The process of enrolment is outlined in Policy 6.4 Enrolment and Application Process. Our policies are available on our [website](#) and in hard copy in the school's office.

Lindfield Montessori is a small community, and we expect that parents/guardians are supportive of the school through voluntary initiatives and if possible, being a part of our Lindfield Montessori Society Parent Committee.

SCHOOL POLICIES

The welfare of the children is of paramount importance. This is covered in several of our [existing policies](#) including:

- Anti-bias
- **Student discipline policy**
- Behaviour management
- Confidentiality
- Educational and financial reporting
- Work, health and safety
- Safe and supportive environment
- Student attendance
- **Child protection**
- Appropriate behaviour
- **Complaints handling**
- Interactions with children
- Pastoral care statement
- **Anti-bullying statement (Children)**
- Emergency and evacuation
- Medication procedure
- **Enrolment application process**
- **Family orientation and enrolment**

- Excursion
- Delivery and collection of children
- Access to children
- Nutrition
- Sun protection
- Rest and sleep
- Water safety
- Providing a child safe environment
- Behaviour management
- Appropriate behaviour

These policies are reviewed regularly and can be found in our School Policy folder and on our [website](#). We also cover the responsibilities of Employees, Governance and Leadership.

STUDENT WELFARE

At Lindfield Montessori Preschool, the aim is to nurture in children their natural love of learning and their desire to develop physically, intellectually, emotionally, socially, and spiritually. The school is committed to providing a nurturing, stimulating, safe and supportive environment where children can continue the natural process of their growth and development and develop positive self esteem.

Policies currently in place to address the areas of student welfare include Anti-bias, Behaviour management, Confidentiality, Work, health and safety, Safe and supportive environment, Child protection, Appropriate behaviour, Interactions with children, Emergency and evacuation, Pastoral care statement, Medication procedure, Excursion, and the Anti-bullying statement (children).

DISCIPLINE

The Student Discipline Policy (5.1) outlines the responsibilities of all staff and children and how parents can assist our school to be a safe learning environment for everyone. At our school, we aim to behave, speak, and treat one another in respectful ways.

Lindfield Montessori does not sanction the administering of corporal punishment by school persons or non-school persons (including parents) to enforce discipline at the preschool. The school will address inappropriate acts in a serious manner.

COMPLAINTS AND GRIEVANCES

When people work closely together there will be occasions when people may have concerns or feel dissatisfied. It is the aim of Lindfield Montessori Preschool to have issues dealt with fully and promptly with the needs of the children given priority in finding a mutually satisfactory solution.

The school's current Complaints Handling Policy (6.2) which is contained in the school's policy manual provides set procedures for all community members to follow in case of a grievance or complaint.

MATTERS TO ADDRESS WITH THE PRINCIPAL

Any matter related to the preschool procedures, the program, the children, or the staff should be addressed to the Directress/Principal. Parents are advised to make an appointment for a telephone discussion or an interview time as soon as possible. Every attempt will be made to accommodate the request and to resolve the issue.

If a resolution cannot be reached immediately, the concerned parent should request another meeting with the Directress and the president or vice president of the Management Committee.

A parent who still feels dissatisfied with the outcome may make a written request to the president of the Management Committee to have the matter discussed by the committee and the principal, with the concerned parent present, as soon as is practicable.

MATTERS TO ADDRESS WITH THE MANAGEMENT COMMITTEE

The members of the Management Committee of Lindfield Montessori Society are responsible for school management and some administrative matters. Any complaints, suggestions and concerns pertinent to them should be addressed to the President or Secretary, in writing.

If a problem has not been satisfactorily resolved either party may seek to have it raised in a Committee Meeting for discussion and resolution. The parent has the right to address the Committee or to request a closed meeting regarding the matter.

Communication is fostered and encouraged at Lindfield Montessori Preschool and is considered the responsibility of all members of the school. A good communication flow with the teaching staff is essential and should be the principal vehicle for questions that may arise. Appointments can be made with the Directress/Principal after school or at a time suited to both parties. Any concerns can be raised in the meeting. Parent teacher Interviews are scheduled twice yearly, in the first and third term for this purpose.

Furthermore, notice boards are displayed near the entrance of the preschool for parents to access information related to school happenings, parent rosters, policies, and notices. All families are encouraged to attend parent information sessions that are held in the evening (usually once per term).

SCHOOL PERFORMANCE

SCHOOL DETERMINED IMPROVEMENT TARGETS

Area	Priority	Achievements
Reconciliation	H	Lindfield Montessori School's Narragunnawali Reconciliation Action Plan was submitted for approval and was accepted and ready to be implemented in 2025.
Marketing and encouragement of enrolments and retention	H	Kindergarten fees remained lower without the addition of afternoon costs to encourage retention of families. Redesign of the school website with the intention of providing more key information to prospective families.
Philanthropy and support of the wider community	H	To give back to the community, the school opted into the Dymocks 'Books for Kids' initiative raising \$500 for children in schools in disadvantaged areas of Australia to receive good quality, new literature for their libraries to improve student literacy outcomes. Lindfield Montessori supported and hosted a practical placement student from the 3-6 training Sydney Montessori Training Centre to complete the practical observation experience in 2024.
Wellbeing and mental health	H	A once only government well-being boost allowed the school to provide community connection, social opportunities and ways to boost mental wellbeing amongst the children and families. This included a Movie Night, Vegetable Plot concert and a new garden for the children. A children's picture book was created and published to help new children beginning, to familiarise themselves with the staff, children and environment on commencement at the school.

STAKEHOLDER SATISFACTION

Student Satisfaction

We regularly receive feedback from students and parents about the children loving coming to school each day at Lindfield Montessori. We regularly see alumni coming back to sit us as they remember coming to school fondly. We have even had comments from parents about their children wanting to come back to school during term break.

Parent Satisfaction

Parents are highly involved in the operation of Lindfield Montessori. There is significant interaction with and between parents through social occasions, parent learning, information events and parent/teacher meetings. These events, where parents interact, provide opportunities for the school to gauge satisfaction and receive feedback.

Parents are encouraged to always feel welcome to schedule an appointment with our Principal to ensure that their voice and concerns are heard. There are formal opportunities for parents to give feedback and discuss any concerns they might have. The school welcomes all feedback to inform improvement. Feedback is sought through surveys, discussion with parents, parent involvement in school activities and through our suggestion box.

Staff Satisfaction

Lindfield Montessori School fosters a strong sense of connection among its staff. Our educators are deeply committed to the Montessori philosophy and bring a high level of expertise to their roles, guiding children's learning within a nurturing and supportive environment.

Staff retention at Lindfield Montessori is exceptionally high, with only one staff departure in the past six years. As of the end of 2024, three long-serving team members have been with the school for over five years.

Open and effective communication is strongly encouraged through daily interactions, regular meetings, and formal appraisals. Fortnightly staff meetings support collaboration and shared reflection.

Performance appraisals provide structured opportunities for staff to share feedback regarding their experiences and satisfaction. In addition, informal discussions with the Principal and the Lindfield Montessori Committee are welcomed and actively encouraged.

The stability and longevity of our staff serve as a clear reflection of their satisfaction and strong alignment with the school's values and educational approach.

Parent Committee Satisfaction

Lindfield Montessori School parents form our Lindfield Montessori Society Governance Committee. Communication between staff and the Lindfield Montessori Society Governance Committee is encouraged, and Committee meetings are held at least once per term.

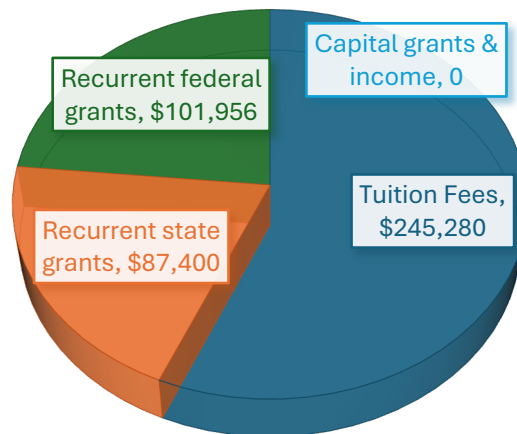
We were fortunate to have a full Committee in 2024, all with varied and relevant professions in their personal careers that enhanced and supported good governance of the school.

FINANCIAL SUMMARY

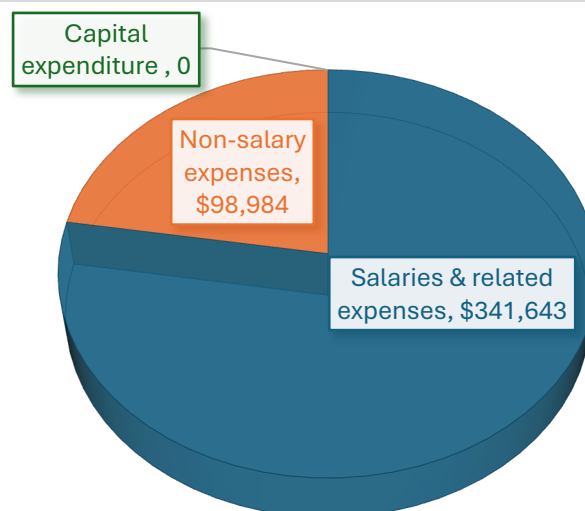
LINDFIELD MONTESSORI SOCIETY

For the year ended 31 December 2024, Lindfield Montessori Society generated total revenue of \$456,566 which after total expenditure of \$440,627 resulted in a surplus of \$15,939. The financial year operates from 1 January to 31 December inclusive.

Recurrent Income

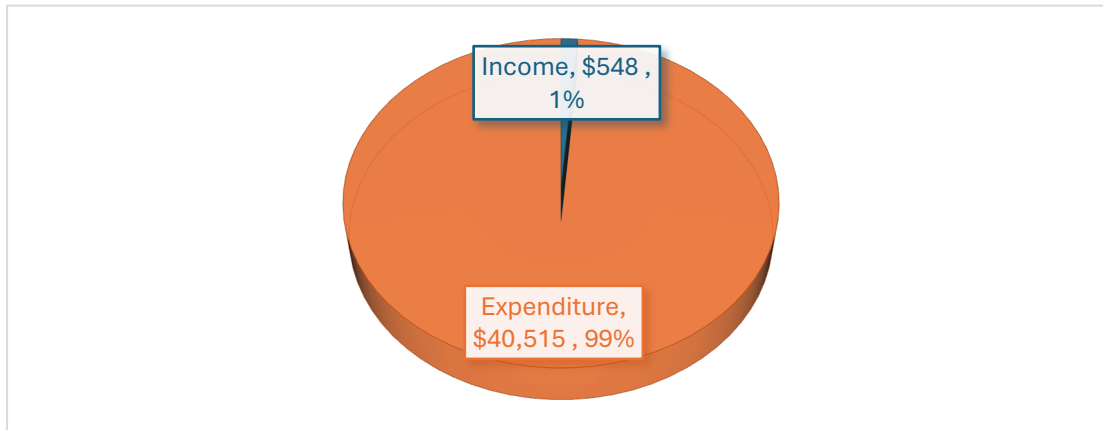


Recurrent Expenditure



PRESCHOOL BUILDING FUND

For the financial year ending 31 December 2024, the Building Fund generated total revenue of \$548. After total expenditure of \$40,515, this resulted in a deficit of \$39,967. Accumulated funds at the end of the financial year sat at \$23,741. The financial year operates from 1 January to 31 December.



SIGNATURES


Cerncan Guney
President
Lindfield Montessori Society

22/05/25
Date:


Katherine Hawthorne
Ordinary Member
Lindfield Montessori Society

22/5/25
Date: