

Masada  
College



*Goodness Makes Greatness*

# Annual Report 2024



# Mission and Values

The Masada College mission continues to inform our enhanced purpose and vision. An outstanding education grounded in modern orthodox Judaism, respecting the spiritual lives of all. Dedicating our minds to inquiry, our hearts to compassion and our lives to contributing to every field of human endeavour.





## Message from the Co-Presidents

# Danny Cohen & Howard Sher



As we reflect on 2024, we celebrate a year of renewal, growth and an unwavering commitment and excitement to Masada College's future. It has been a transformative period for our school, marked by meaningful progress both strategically and culturally, and we are immensely proud of what's been achieved.

We especially acknowledge the Class of 2024 and their impressive achievements. Their success goes far beyond academic results alone. From Music, Design and Technology, and Visual Arts, our graduates have excelled across the board. More importantly, they leave as kind, capable and community-minded young people. True all-rounders who embody the values of Masada College.

2024 also saw the renewal of our senior leadership team, under the outstanding guidance of College Principal, Raquel Charet. The revitalised leadership team brings fresh perspective combined with deep experience and a shared vision for excellence. From academic leadership to student wellbeing, operations to community engagement, the team has demonstrated strength and adaptability in navigating the evolving needs of our school, and already, their work is having a measurable impact.

We are also pleased to share the success of our enhanced school transport service. In 2024, we saw a significant increase in the number of families using our bus routes, a clear indication that the accessibility and convenience of this service is highly valued. It is also a testament to the strength of our community and the growing reach of Masada beyond Sydney's North Shore alone. In response to continued demand, the Board is working closely with the College to explore additional capacity whilst investigating new route options to better serve our existing families and help make the College more accessible to new families.

Another key focus has been progressing a potential strategic relationship with Montefiore and the Hyman Abramovich Foundation. While this is a complex process, we're encouraged by the progress and the shared vision for long-term community impact. This opportunity has the potential to enhance our financial strength and deliver lasting benefits for current and future generations, and for this, we are very excited.

We've also been encouraged by steady enrolment growth, particularly among Israeli families who have brought valuable culture and a strong commitment to Jewish education. This diversity continues to enrich our community and reflects Masada's role as an inclusive, welcoming and proudly Zionist school.

As a Board, we look forward to 2025 and remain focused on supporting Masada's continued growth and success. With many exciting initiatives ahead, a dedicated staff, and a strong parent body, 2025 is shaping up to be another vibrant and rewarding year.

Lastly, a heartfelt thank you to our families, staff, alumni and supporters for your continued support, trust and partnership. Together, we are building a future we can all be proud of.

**Mr Danny Cohen - Co-President**

**Mr Howard Sher - Co-President**





## Message from the College Principal

# Mrs Raquel Charet

Together we are more....2024

As another remarkable year at Masada College draws to a close, it's a time to reflect on the incredible moments, achievements, and growth we've shared as a community. This year, we have focused on togetherness, building unity within our community by practising deep respect and celebrating the diverse cultures and identities that make Masada so special.

At Masada, we are privileged to belong to a community that embraces both difference and similarity with an open heart. Whether it's honouring unique traditions or recognising the many ways people express their cultural and personal identities, we've worked hard this year to foster understanding and connection. Together, we've strived to ensure that every student, parent, and staff member feels they truly belong.

At the heart of all our successes is the unwavering dedication of our incredible teachers and staff. Day in and day out, they nurture, support, and inspire our children to grow into their best selves. From guiding them to achieve academic excellence, to fostering creativity, encouraging resilience, and building strong values, our staff do so much more than teach, they shape lives. Their commitment to every child's growth, both inside and outside the classroom, is what makes Masada College such an extraordinary place.

For me one of the most inspiring initiatives this year was the Geshet Together Conference. This was the realisation of a dream to educate young Jewish adults to be proud of their ethnicity, heritage, culture, history, and religion. This conference brought our Year 10 students together with their peers from Emanuel, Moriah, Carmel (Perth), and other schools in the BJE network, providing a platform to explore their identities and strengthen their bonds within the wider Jewish community.

Through engaging sessions led by experts such as Neil Lazarus and Noa Sheer, students delved into critical topics like Israeli politics, Jewish identity, and global advocacy. They also built lasting friendships and developed a deeper understanding of their heritage. The skills and insights they gained have equipped them to represent our community with pride and confidence, and to navigate the world as informed and unified Jewish leaders.

None of these successes would be possible without the dedication and passion of so many. I want to take a moment to thank our exceptional Board for their selfless service to Masada College. Their vision and tireless efforts underpin the strength of our community and our ability to offer the very best for our students.

To our Deputy Principal and Head of Senior School, Mr Ryan Gill, we bid a heartfelt farewell. Ryan's 14 years of outstanding leadership, commitment, and care have left an indelible mark on the College. We thank him for his service and wish him all the best in his next chapter. Mr Jonathan Chapman has led our business operations with steadiness and clarity, ensuring the College's smooth running. Mrs Karen Gunasakara, leading the Junior School, and Mrs Robyn Cohen, heading Masada Cottage, have guided both students and staff with exceptional care and dedication, fostering environments where children and educators alike can thrive.

This year has also been filled with extraordinary activities and events, each contributing to the vibrant life of our College. The Living Historian programs, HSC showcases, art exhibitions, and a host of Jewish life events such as Yom Ha'Atzmaut, Purim, Pesach, and Chanukah concerts are just a few of the many highlights. A special thanks must go to our College Head of Jewish Life, Mrs Shterny Dadon, whose incredible vision and leadership have created a vibrant Jewish life that extends from our Early Learning Centre to Year 12. Shterny has imbued every aspect of the school with meaning and tradition, ensuring that Jewish values and heritage are deeply woven into the fabric of Masada College. Her contributions have enriched the lives of our students and strengthened our community immeasurably.

Thanks also to our Parents & Friends Association, led by the wonderful Mrs Cindi Jaches.

Their tireless work in organising events like Mother's Day and Father's Day celebrations, and the whole-school movie night, has brought our community closer and created lasting memories for everyone involved.

Ultimately, Masada College is not just a place of learning; it is a family, a community like no other. Together, we have shown what can be achieved when respect, care, and connection are at the heart of all we do. I am deeply proud to be part of this extraordinary community, and I look forward to the journey ahead as we continue to build unity in our diversity. Here's to another year of growth, celebration, and togetherness at Masada College.





## Message from the College Rabbi

# Rabbi Paul Lewin

In one of the strangest scenes in the Bible, Jacob wrestles an unknown assailant through a dark night.

The morning dawns, and the stranger asks to leave. Jacob responds by asking the stranger. Tell me your name. The stranger says why would you need to know my name?

The rabbis interpret the story as the ultimate question that Jacob is asking, "Explain to me, why you hate me, why do you hate the Jew?"

And the stranger responds, there is no answer to that question because I constantly change.

Rabbi Sacks masterfully described antisemitism as, "Antisemitism is not a unitary phenomenon, a coherent belief or ideology. Jews have been hated because they were rich and because they were poor; because they were capitalists and because they were communists; because they believed in tradition and because they were rootless cosmopolitans; because they kept to themselves and because they penetrated everywhere. Antisemitism is not a belief but a virus. The human body has an immensely sophisticated immune system which develops defences against viruses. It is penetrated, however, because viruses mutate. Antisemitism mutates.

And so the question is, how do we educate our children in the face of the rise of antisemitism?

Antisemitism is not a Jewish problem, but symptomatic of a wider societal illness, every single student in the college be they a Jew or not he's exposed to this hatred.

At Masada we have instilled within our students a pride in their Judaism. From daily prayers, to Hebrew and Jewish Studies, engagement with Jewish history and the festivals. To the incredible Pathways camps. From the very moment that the students start their day are afforded the opportunity to engage with Judaism and the vibrancy of Jewish Culture and traditions.

In spite of the haters, the Jews and the Jewish people have contributed in ways that far exceeds our numbers. It is with this in mind that the College endeavours to inspire students, equipping them to cope with whatever challenge the World might throw at them. To instill a sense of responsibility, to make the World a better place for all. This is our mission. Thank you for entrusting your children in our care.





## Message from the College Head of Jewish Life

# Mrs Shterny Dadon

"A little bit of light dispels a lot of darkness." (Baal Shem Tov)

As I reflect on completing my first year at Masada College, I am filled with gratitude for the privilege of being part of this unique school. With its deep roots and a neshama that shines brightly, Masada truly feels like a family. Each morning, as I walk through the doors, I am greeted by the joy on students' faces, the warmth of their welcomes, and the vibrant sense of community. Here, Jewish traditions and values come to life every day, celebrated through the various events of the Jewish calendar. From the joy and unity of Purim and Yom Ha'atzmaut to the solemn reflections of Tisha B'Av and Yom HaZikaron, we honor both our heritage and our milestones as one community, one family.

This year, we remained steadfast in our commitment to fostering a growth-oriented, innovative, and immersive learning culture, deeply rooted in Jewish life. From the Early Learning Centre to the High School, our goal has been to empower students to embrace Jewish traditions, make them their own, and nurture their personal growth. We emphasised middot (character development), a deep love for Israel, and a sense of communal and global responsibility. Our hope is to see each of our students become a beacon of light unto the nations, inspired to make our world a better place.

Our 2024 motto, "Together, we are more," has truly encapsulated the spirit of chessed (kindness) in our community, especially as we navigate the challenges of a post- October 7 world. This year, our school stood united in its support for Israel, organising fundraisers, solidarity events, and increasing acts of goodness and kindness. We reminded our students daily of their power and responsibility to combat darkness by amplifying their unique light that only they can bring to the World.

One of this year's most meaningful initiatives this year was partnering with various communal organisations each holiday, this encouraged our students to find joy in giving, especially by sharing the rich traditions and celebrations of Jewish festivals with others.

We are fortunate to have such dedicated and passionate educators who tirelessly guide our students every day. Their commitment ensures that the values of Masada College remain strong, and our students thrive academically, emotionally, and Spiritually.

I am excited for the opportunities that await us in 2025. With new initiatives, inspiring growth, and meaningful programs on the horizon, I look forward to a year filled with continued growth, unity, and abundant blessings for our school, our community, and our brothers and sisters in Israel, along with the heartfelt hope for the release of all remaining hostages to their families.





# About Masada College

Masada College, founded in 1962, is a Jewish co-educational school from preschool to Year 12 on Sydney's North Shore. Students from all backgrounds are welcomed to Masada College, which prides itself on inclusivity. Every Masada College student is valued and nurtured to reach their full potential.

Taking inspiration from the Project Zero research team at Harvard University, Masada College has adopted a Culture of Thinking pedagogy. Through our Culture of Thinking, students develop critical thinking, problem-solving, improved decision making and a curiosity and love of learning.

We are very proud of our HSC results, consistently placing in the top schools in NSW. However, we are most proud of those students who exceeded their own expectations due to the individual attention they receive, our dedicated teachers, small class sizes and the collaboration of teachers and parents.

We are committed to providing our students with a strong foundation of Jewish education, and our students leave us with a strong understanding and pride in their Jewish identity.

We provide students with a wide range of co-curricular programs to extend student experiences and develop personal interests. In the Senior School, we also run co-curricular programs during school hours for Years 7 to 10, including Chinese, debating, drama and mock trials.

Masada College students have a growth mindset and are compassionate and globally-minded. Our Jewish values of kindness and respect are integrated into all aspects of school life, developing a positive mindset in each student.

**Masada College (AGEID: 2393) has a DMI score of 111.**





# Student Population

Masada College 2024 - 363 students, of which 250 enrolled in Senior School and 113 in Junior School. The gender balance across the College was 66% male and 34% female. The College enrolled 38 overseas students - 68% of Years 7-12 and 32% of Years K-6. Most of our overseas students required some level of English as a Second Language (EAL/D), and for Years 11-12, we offered the NESA EAL/D English course. 50% of Masada College students have a language background other than English.

The College has students with additional needs supported by the Learning Support Team.

There are 0% Indigenous students. The College accepts students from both Jewish and non-Jewish backgrounds and a wide spread of ethnicities.



# Student Outcomes in Standardised Testing

Year 3	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Masada Top 2 levels of literacy	88%	100%	82%	94%	94%
State Top 2 levels of literacy	68.8%	81.1%	65.1%	57.7%	66.3%

Year 5	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Masada Top 2 levels of literacy	96%	87%	91%	87%	96%
State Top 2 levels of literacy	72.6%	71%	71.4%	67.7%	70.3%

Year 7	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Masada Top 2 levels of literacy	86%	71%	78%	86%	94%
State Top 2 levels of literacy	71.8%	68.9%	76.1%	64.9%	70.4%

Year 9	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Masada Top 2 levels of literacy	83%	76%	85%	80%	98%
State Top 2 levels of literacy	64.3%	63.5%	74.8%	56.5%	65.8%

# HSC Overview

## ATAR Achievement

6% of Masada students achieved an ATAR of 99+ (top 1% of state)

32% of Masada students achieved an ATAR of 95+ (top 5% of state)

59% of Masada students achieved a ATAR of 90+ (top 10% of state)

## 2024 NSW Ranking

Overall State Ranking  
37

Distinguished Achievers  
68%

Median ATAR

92.2

Ranked  
1st  
North Shore  
Co-educational  
School

State Ranking  
6th  
Non-selective  
Co-educational  
Schools

## NSW All-Round Achievers

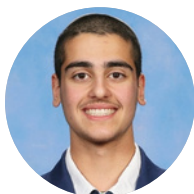
Achieved the highest possible band in 10 or more units  
Rebecca Roozendaal & Asher Hasofer

## Top Achievers In Course

Achieved one of the highest places in an HSC course and also received a result in the highest band



**Rebecca Roozendaal**  
1st in State Classical  
Hebrew & Classical  
Hebrew Extension



**Asher Hasofer**  
1st in State  
Classical Hebrew



**Ricky Maltz**  
14th in State  
Business Studies



**Rain Qui**  
8th in State  
English EAL/D



**Scarlet Wei**  
9th in State  
English EAL/D

## ATAR Spotlight

Ricky Maltz 99.7  
Asher Hasofer 98.8  
Alan Li 97.25  
Kobe Choy 96.25  
Rain Qiu 95.8  
Daniel Browne 94.6  
Ronnie Berkovsky 93  
Josh Marx 91.55

Rebecca Roozendaal 99.5  
Orli Ades 98.55  
Daniel Belzycki 96.3  
Arin Ginsberg 95.9  
Ilan Treisman 95.6  
Kai Tofler 93.35  
George Jiang 92.85  
Alex Silver 91.55

## Gold Duke Of Edinburgh Award

Ricky Maltz  
Alan Li  
Kai Tofler

Becky Xiang  
Arin Ginsberg  
Zoe Budai

HSC DUX

Congratulations to Ricky Maltz, the Masada College 2024 DUX, achieving an ATAR of 99.7. Ricky credits his success to hard work, discipline and dedication, pushing himself to work harder than ever before and leaving no stone unturned. To stay organised, he used a weekly study schedule, balancing study with downtime, including weekend time with friends. "Masada supported our cohort by helping us set personal goals and providing guidance on how to achieve them, while fostering a collaborative, supportive environment," said Ricky. Ricky plans on taking a well-deserved gap year and participating in the Ohrsom program in 2025.



**Ricky Maltz**  
ATAR 99.7



# Masada Academic

## Performance Highlights

6%

Students achieved  
ATAR 99+  
(top 1% of state)

32%

Students achieved  
ATAR 95+  
(top 5% of state)

59%

Students achieved  
ATAR 90+  
(top 10% of state)

99.7

HSC DUX

Ricky Maltz

92.2

Median ATAR

92%

of results in  
top 2 bands

37

Overall

State Ranking

HSC JOURNEYS  
VIDEO



A MESSAGE FROM  
OUR 2024 DUX



# Distinguished Achievers



**68%** of students who achieved a result in the highest band possible in one or more courses

NAME	SUBJECTS
Orli Ades	English Advanced, English Extension 1, Mathematics Extension 1, Mathematics Advanced, Modern History
Daniel Belzycki	Modern History, Music 1
Ronnie Berkovsky	Mathematics Standard 2, Personal Development Health and Physical Education
Daniel Browne	Mathematics Standard 2, Modern History, Personal Development Health and Physical Education
Zoe Budai	Mathematics Standard
Kobe Choy	Business Studies, Economics, English Advanced, Mathematics Advanced
Arin Ginsberg	Business Studies, Geography
Asher Hasofer	Business Studies, English Advanced, Mathematics Standard 2, Modern History, Classical Hebrew Continuers, Classical Hebrew Extension
George Jiang	Visual Arts
Gila Lewin	Personal Development Health and Physical Education
Alan Li	Mathematics Extension 1, Mathematics Extension 2, Physics
Andrew Liu	Business Studies, English Advanced, Mathematics Advanced
Ricky Maltz	Business Studies, Chemistry, English Advanced, Mathematics Extension 1
Josh Marx	Modern History
Rain Qui	English EAL/D, Visual Arts, Chinese and Literature
Rebecca Roozendaal	Business Studies, English Advanced, Modern History, Classical Hebrew Continuers, Classical Hebrew Extension
Mariia Shaparova	Russian Continuers
Alex Silver	Mathematics Standard 2, Visual Arts
Kai Tofler	Physics
Ilan Treisman	Mathematics Standard 2, Modern History, Music 2, Music Extension
Scarlet Wei	English EAL/D, Visual Arts, Chinese and Literature
Adeline Xiang	English Advanced
Becky Xiang	Hospitality Examination (Food and Beverage)

# Excellence In HSC

Student achievement in Top Two Bands with a mark of 80% or higher



COURSE	MASADA COLLEGE % BANDS 5-6	NSW SCHOOLS % BANDS 5-6	MASADA COLLEGE FIRST IN COURSE
Biology	86	35	Orli Ades, Daniel Belzycki, Arin Ginsberg
Business Studies	82	37	Ricky Maltz
Chemistry	60	39	Ricky Maltz
Chinese and Literature	100	75	Rain Qiu
Classical Hebrew	100	77	Asher Hasofer, Rebecca Roozendaal
Classical Hebrew Extension	100	100	Asher Hasofer, Rebecca Roozendaal
Design and Technology	100	48	Mika Nobel
Economics	86	51	Kobe Choy
English Advanced	100	68	Orli Ades
English Standard	80	13	Benji Rosenberg
English EAL/D	100	25	Rain Qiu, Scarlet Wei
English Extension 1	100	95	Orli Ades
English Extension 2	100	87	Jesse Bernstein-Beck
Geography	100	38	Arin Ginsberg
Hospitality	100	25	Becky Xiang
Mathematics Advanced	79	50	Orli Ades
Mathematics Standard 2	71	29	Asher Hasofer
Mathematics Extension 1	100	80	Alan Li
Mathematics Extension 2	100	86	Alan Li
Modern History	79	39	Rebecca Roozendaal
Music 1	100	67	Daniel Belzycki
Music 2	50	84	Ilan Treisman
Music Extension	100	97	Ilan Treisman
Personal Development, Health & Physical Education	100	35	Daniel Browne
Physics	100	38	Alan Li
Science Extension	100	82	Josh Marx
Visual Arts	100	67	Alex Silver
<b>External Courses</b>			
Ancient History	100	37	Benjamin McNeil
Chinese in Context	100	94	Alan Li
Russian Continuers	100	100	Mariia Shaparova



*Mazel Tov*

TO OUR 2024  
GRADUATES!



# Post School Destinations

The majority of Masada students continued on to tertiary studies – primarily at Universities. In 2023 there were 36 students completing the HSC. Of these students 32 applied to and were accepted into university courses in Australia. VET courses – 13 students (36% ) completed a VET course (which includes Hospitality and one student who completed Allied Health Assistance).

Below is a table outlining the degree choices for the 2023 cohort and the percentage of students selecting each degree.

24%

Actuarial  
Business  
Finance

18%

Arts  
Humanities  
Law

18%

Mathematic  
Science  
Vet Science  
IT

15%

Design  
Construction  
Engineering

15%

Health  
Sport Science

6%

Social Work  
Psychology  
Teaching

3%

Music

24%



27%



24%



21%



3%



# Retention of Years 10 to 12

The retention of students at Masada College is always very high. Nearly all students have high academic aspirations and continue through to Year 12. This has been a consistent pattern

YEARS COMPARED	Y10 ENROLMENT ON CENSUS	Y12 2024	YEAR 10 ENROLMENT AT CENSUS DATE REMAINING IN YEAR 12 ON CENSUS DATE	APPARENT RETENTION RATE %	ACTUAL RETENTION RATE %
2022 / 2024	38	34	32	89	84
2021 / 2023	33	36	28	109	85
2020 / 2022	47	42	40	89.4	85.1
2019 / 2021	74	72	68	97	92
2018 / 2020	48	37	36	77	75
2017 / 2019	58	55	47	94.8	81
2016 / 2018	73	62	67	84.9	91.8
2015 / 2017	49	57	45	116.3	91.8
2014 / 2016	42	39	35	93	83
2013 / 2015	57	51	51	89	89
2012 / 2014	49	46	43	93.9	87.8
2011 / 2013	61	52	51	92	82
2010 / 2012	61	59	54	96	88.5
2009 / 2011	61	70	59	107.7	90.8



# Workforce Composition and Accreditation Status

TEACHING STANDARDS	SENIOR	JUNIOR	ELC	TOTAL
(A) Teachers who have teaching qualifications from a higher education institution within Australia or are recognised within the National Office of Overseas Skills Recognition (AEINOOSR) Guidelines	38	14	7	59
(B) Teachers who have qualifications as a graduate from a higher education institution within Australia or are recognised within the AEINOOSR Guidelines but lack formal teacher education qualifications	0	0	0	0
(C) 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	0	0	0

TEACHING STATUS	TOTAL ELC TO 12
Conditional	5
Provisional	4
Proficient Teacher	50
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
<b>Total Number of Teachers</b>	<b>59</b>

WORKFORCE COMPOSITION	2024
Teaching Staff	52
FTE Teaching Staff	44.1
Non-Teaching Staff	48
FTE Non-Teaching Staff	37.8

<https://www.myschool.edu.au/school/43859> (excludes ELC)

Masada College embraces all faiths and backgrounds for all our staff and students. None of our staff members have identified as Aboriginal or Torres Strait Islander, but we welcome applications from First Nations teachers and other staff.

# Staff Professional Learning

## PROFESSIONAL LEARNING

## STAFF IN ATTENDANCE

AIS Curriculum Training	Selected ELC, Junior and Senior School Staff
Other Curriculum Training	Selected ELC, Junior and Senior School Staff
Early Years Learning Framework	Selected ELC Staff
JCA Frank Wolf Leadership Course	Selected Executive Staff
ABODA Training	Selected Senior School Staff
Languages Conference	Selected Senior and Junior School Staff
Professional Learning Days	All Staff
Critical Thinking Course	All New Staff
ZFA Conference	Selected Senior and Junior School Staff
IT Interactive Board Training	All Junior School Staff
Synergetic Training	Head of Business Operations and Finance Team
Google Classroom Training	All New Staff in Junior and Senior School
HOLA Meetings	Selected Senior and School Staff
Grade and Stage Meetings	All Junior School Staff
Faculty Meetings	All Senior School Staff
HSC Markers	Selected Senior School Staff
HJEI Meetings	College Principal / Head of Junior School and Head of Senior School
Meet the Rabbi sessions	All New Staff
Senior School Leadership Meetings	Senior School Leadership Team
Junior School Leadership Meetings	Junior School Leadership Team
Masadian Portrait	All Senior School Staff
Senior School Connections	All Senior School Staff

## PROFESSIONAL LEARNING

## STAFF IN ATTENDANCE

Senior Student Needs Sessions	All Senior School Staff
Junior Student Needs Sessions	All Junior School Staff
Year Patron Meetings	Selected Senior School Staff
Senior IP Meetings	Selected Senior School Staff
Junior IP Meetings	Selected Junior School Staff
Grow your Mind Wellbeing Program	All Junior School Staff
Mental Health First Aid	Selected Junior and Senior School Staff
Child Protection	All Staff
CPR Refresher	All Staff



# Attendance

In 2024, an average of 94.1 per cent of students attended school each school day. This was an increase from 93.45 per cent to the daily attendance in 2023.

SCHOOL YEAR	ATTENDANCE RATE
1	94.8%
2	95.2%
3	91.7%
4	92.5%
5	95.3%
6	92.2%
7	95.7%
8	94.6%
9	93.9%
10	95.1%
<b>TOTAL</b>	<b>94.1%</b>

Data comes from Semester 1 and Term 3 STATS submissions - Year K, 11 and 12 not reported.

## Absence Notes / Email / App Submission

Parents must provide advance notice that a student will be absent from school before 8:00am on the day of the absence. Notification can be provided by submitting an absence via the Masada College App, calling Reception, or sending an email to the College. If a student has been absent due to illness for three or more days, a medical certificate is required. Should there be no notification from a student's parents by 11am, an SMS is sent to Senior School parents alerting them of the student's absence and requesting feedback and a call is made to Junior School parents.

## Non Attendance

It is the policy of Masada College that an accurate record of daily attendance is maintained using the facility of an online attendance system. All parents, Early Learning to Year 12, are expected to support the College's rules.

## Advance Notification

If parents know in advance that a child is going to be absent from school for any reason, they should notify the Head of the relevant school as soon as possible by completing the statutory request for leave forms. Parents may not take children on extended holidays in term time without permission. The Head of School will grant permission for such leave in exceptional circumstances. Students who are absent during exam/assessment periods will be issued with an estimated mark, and separate examinations will not be provided for them, except in extenuating circumstances.

## Late Notes

These are only acceptable if the reasons given are legitimate ones. Excuses such as 'woke up late' or 'missed the bus' will not prevent the student from being disciplined and students will be expected to catch up on any work missed. Senior School Staff believe that students are old enough to take responsibility for their actions and that students should not seek their parents' help in defying school regulations.

## Absence Notes / Email / App Submission

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# Enrolments

## Enrolment Policies

Masada College is a comprehensive co-educational Jewish Day School that operates within the policies of the NESA. Masada College does not discriminate with regard to enrolments on the basis of gender, disability or special needs, however, the College may not be able to accommodate all children given the limitations of space, number, specialised facilities and special needs teachers. Enrolment is necessary for new students and students who are re-entering the College. Once students have enrolled, families are expected to support the College's ethos and abide by and respect the College's policies, procedures and rules to maintain their enrolment. Signing the Parent Agreement is part of the enrolment process.

## Enrolment Procedure

The enrolment procedure is as follows:

- Return the completed and signed Application Form with the Application Fee and all supporting documentation
- Application Fee is \$200 for ELC students and is non-refundable.
- Application Fee is \$200 for local students K-12 and is non-refundable.
- Application Fee is \$350 for International students K-12 and is non-refundable.
- Applications are dated from the receipt of a completed and signed Enrolment Form.
- Application Form and the accompanying fee along with required relevant documentation (ie birth certificate/passport / language test) is reviewed.

## Acceptance Fee

A place at Masada College is accepted with the return of the completed Offer of Enrolment Form, accompanied by an Acceptance Fee payment of (\$1,000) for Local Students and (\$5,000 for international students. \$500 Bond is required to be paid to secure a place at the ELC.

Irrespective of the student commencing at the College the Acceptance Fee is non-refundable. For students applying from offshore, any offer of a place may be made after an online interview and is conditional pending satisfactory face-to-face interviews on arrival.

## Interviews

Successful applicants will be invited to the next phase - an interview with the relevant Head of School for students new to the College are mandatory for students and their parents or guardians. EAL/D students or students who have studied in Australia for less than two years are required to provide evidence of an AEAS or an iDAT for years K-3 language test and satisfy a required standard.

Offers will be made the year prior to commencement. Applications for immediate enrolment will be made subject to availability. Where the College does not offer a place, the applicant's name will be placed on a waiting list. Places will be offered in strict order of receipt of the Application Form and Fee. First priority is given to Jewish students, second priority is given to siblings of students enrolled in the College and third priority is given to children of Masada graduates. Students whose first language is not English may be deemed necessary to sit for an English test and based on the results a place may be offered conditionally to completion of an intensive English program and EAL/D classes being attended on enrolment.

Note: Obtaining a place at Masada College is highly competitive. Applications can be rejected at any point in the enrolment process.

## Continued Enrolment

Is dependent on the payment of fees and respecting the ethos, rules and expectations of the College.

# Summary of School Policies

## Access and Changes to Masada Policies

Some College policies can be accessed by students, parents, staff and the Board from the College website and The School Handbook, as appropriate to each audience. The full text of policies can also be obtained by contacting the office of the College Principal which are kept on a school server. Support and communication of policies and guidelines is provided to staff at staff meetings, new staff inductions and training sessions. Policy content directly relevant to students is published in the student diaries.

## Child Protection Policy

Masada College aims to ensure a safe and supportive environment for all students as well as meeting its legislative obligations in relation to child protection. All staff are provided with a Staff Code of Conduct which outlines the legislative context of staff, their Duty of Care and their legal liability and provides general guidelines to ensure that Masada has a safe, supportive environment. Staff must also to complete annual child protection training.

The Child Protection document is intended to be provided and made available to staff including employees and contractors during their employment or engagement with Masada College to ensure a clear understanding of their duties and obligations under the key items of child protection legislation in NSW. This Policy outlines the key concepts and definitions under the relevant legislation including mandatory reporters, reportable conduct and risk management. It also sets out expected standards of behaviour in relation to employees and contractors and their relationships with students.

There are three key pieces of child protection legislation in New South Wales incorporated into this policy, namely:

the Children and Young Persons (Care and Protection) Act 1998 (NSW) (the Care and Protection Act) the Child Protection (Working With Children) Act 2012 (NSW) (the WWC Act); and the Ombudsman Act 1974 (NSW) (the Ombudsman Act).

All staff are expected to read this policy on an annual basis (along with any new employees starting throughout the course of a year) and sign off that they have read and understood the policy. Staff are also expected to complete the AIS Child Protection module on an annual basis.

## Policies and Procedures

Masada College has a number of School Policies that are located in the School Diary and School Website on:

- Child Protection [↗](#)
- Enrolment [↗](#)
- Grievance [↗](#)
- Anti-bullying [↗](#)
- Discipline/Behaviour for Junior School and Senior School [↗](#) [↗](#)
- Privacy [↗](#)

Additionally, the Student Diary provides information on:

- Allergy awareness
- Expectations of students (including sickness, absence, property, uniform, behaviour management, bullying and harassment)
- Usage of technology
- Mobile phones
- School bell times
- Support organisations and services
- Homework
- Communication
- Sport and Co-curricular
- Food

There were some minor changes made to the Child Protection Policy that aligned to elements communicated and reflected upon from the Australian Independent Schools (AIS).

The Emergency Evacuation Plan was also updated in close consultation with the Communal Security Group (CSG). The Behaviour Management policy in the Junior School was also reviewed and updated to meet new requirements. There were no changes made to the Attendance Policy.

Masada policies continue to be reviewed on an annual basis.

# Stakeholder Satisfaction

As part of our commitment to continuous improvement, Masada College conducted comprehensive surveys with both parents and students in 2024. The feedback affirms the College's strengths in academic encouragement, community, and Jewish identity, while also providing valuable insights into areas for enhancement.

The 2024 Student Survey results reflect a generally positive experience for students at Masada College, particularly in areas related to personal growth, classroom learning, and the overall school environment.

A key highlight was the development of strong thinking skills, where 86% of students rated their experience as either Excellent or Satisfactory. Similarly, 79% of students felt that they had developed independence and responsibility to a high standard, with many acknowledging that their time at Masada had prepared them well for the transition to high school.

Students also rated their experience in General Studies highly, with 79% selecting Excellent or Satisfactory across subjects such as English, Maths, Science, HSIE, and the Arts. This affirms the strength of the academic program and the support provided in core curriculum areas.

The College's nurturing environment was another standout, with 79% of students reporting positive experiences in areas such as safety, friendships, and support from staff. Feedback in this area underscores the College's strong pastoral care framework and inclusive culture.

Camps and excursions emerged as a particular favourite among students, with 85% rating these experiences as Excellent or Satisfactory. This reflects the value students place on hands-on learning, teamwork, and opportunities beyond the classroom.

While sporting opportunities and carnivals received more mixed feedback, the majority of students still rated these experiences positively. These insights present opportunities to continue refining and expanding co-curricular offerings.

Overall, the results affirm that students at Masada College feel supported, challenged, and well-prepared—academically and personally—during their school journey.

The 2024 Parent Survey results reflect a strong endorsement of Masada College's educational environment, teaching quality, and values-based approach. Parents across both Junior and Senior School expressed high levels of satisfaction, with several key areas receiving over 80% positive ratings.

A standout result was in the area of student encouragement and support. 100% of Year 6 and Year 12 parents rated the extent to which their child was encouraged to reach their full potential as either Excellent or Satisfactory. This clearly affirms the College's commitment to fostering individual growth and academic confidence in students.

Parents also expressed overwhelming satisfaction with teaching staff, particularly in the Junior School. Across multiple attributes—quality of teaching, knowledge of students, helpfulness, reliability, and communication—more than 80% of responses fell into the Excellent or Satisfactory range. These results demonstrate a high level of trust in Masada's educators and the meaningful relationships they build with students.

The College's efforts in promoting Jewish identity and pride were also strongly affirmed. In the Senior School, 83% of Jewish parents rated their child's pride in being Jewish, and their connection to Israel, as strongly achieved. Similarly, in the Junior School, 100% of parents rated knowledge of chagim and the Jewish calendar as Excellent.

Parents described the school environment as warm, inclusive, and community-oriented. The majority felt that their child experienced a strong sense of belonging and positive relationships at school, with wellbeing and pastoral care emerging as strengths.

Camps, excursions, and leadership opportunities were also highlighted as valuable components of the Masada experience. These programs were praised not only for their quality but also for their role in helping students grow in confidence and develop leadership skills.

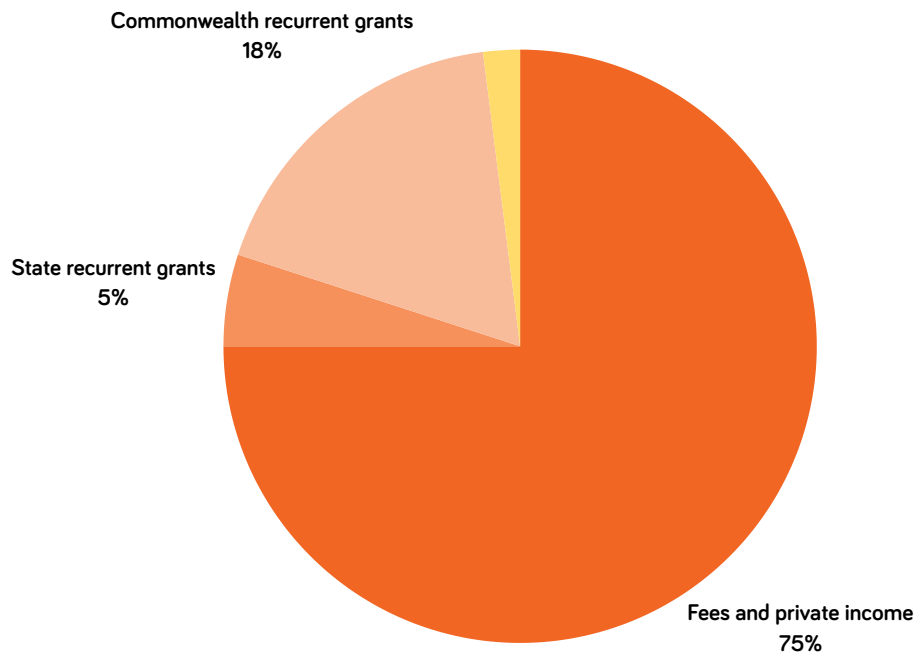
Parents described Masada as a school that “values every child,” with comments highlighting the caring nature of staff, the strength of the Jewish program, and the sense of partnership between families and the school.

Staff members consistently express deep satisfaction with the school's nurturing culture, taking genuine pride in being part of such a warm, supportive community where thoughtful and principled students, caring families, and appreciative leadership create an environment that truly values and celebrates everyone's contributions.

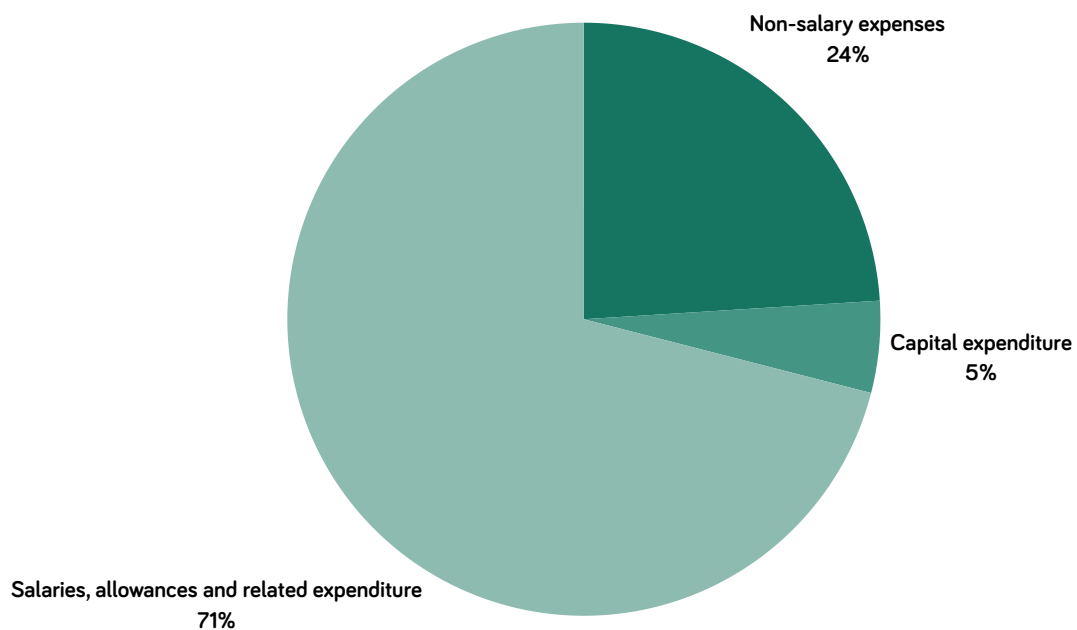


# Financial Information

## Recurrent/Capital Income



## Recurrent/Capital Expenditure



Masada  
College

