



Annual Report 2023

ST PHILIP'S CHRISTIAN COLLEGE
PORT STEPHENS

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You are the salt of the earth... You are the light of the world. Matthew 5:13-16

MESSAGE FROM OUR PRINCIPAL



MARTIN TELFER
PRINCIPAL

In 2023 our theme for the year was 'Possibilities'. Our students were challenged to consider taking on something new or beyond their reach, whether it be aiming high in their studies, performing on the stage, engaging overseas on cultural exchanges or hiking on the Duke of Edinburgh. Our theme verse, Matthew 19:26, reminded us that with God all things were possible which requires a trust in God's strength and faithfulness.

The building and completion of the new Junior School was evidence of our possibilities with God. This was first imagined a number of years ago and it was so exciting to finally move into this beautiful space in November. The building was designed with three big ideas in mind. Firstly, we wanted it to reflect the beauty of God's creation which surrounds our campus, using biophilic principles where the natural and built environments overlap. Secondly, the location of the building on

Salamander Way was to be a public advertisement to the community, functioning as a window into our beautiful campus. Finally, it was to reflect the relationship we share with the Worimi people and our plans to start our first Indigenous school, St Philip's Christian College Gilibaa.

Our theme of 'Possibilities' led to a number of new initiatives. In 2023, we opened the Saints Academy, an after school and vacation program for students which has an intentional focus on creativity, the outdoors and physical education. Our senior students embarked on our first History & Visual Arts Study Tour to Europe in April. From Rome to Naples to Berlin to Munich, these students immersed themselves in these different cultures rich with history and art which they can touch and see firsthand. Our Year 10 students returned to Vanuatu after several years of COVID restrictions and enjoyed engaging with the local school children. We also began a new program called 'Students Coaching Students'. This involved Year 11 students learning the art of coaching and then working with Year 7 students on their particular goals.

Our strategic plan for 2023 focused on five key areas;

1. To equip every student to action personalised SMART goals to achieve success in learning.
2. To promote health and wellbeing as a priority and shared responsibility.
3. To develop partnerships that provide unique cultural and service opportunities.
4. To build an engaging learning culture through a co-curricular framework that allows students and staff to do what they do best.
5. To adopt a low carbon school agenda through sustainable practice and policy.

Our dedicated and passionate teachers had two focus points for their professional learning in 2023. In semester one, they considered assessment practices which proved extremely relevant to meet the challenges of the rising accessibility to generative AI. As we prepared for our new Indigenous school, in semester two we focused our professional learning on embedding Aboriginal perspectives into the curriculum.

This year we said farewell to a number of long-standing staff members. Mrs Angie Sinclair, Mrs Jayney Carter, Mrs Rhonda Bryan and Mr David Mowbray all retired after serving our school for many years. Mr Peter Buchan and Mrs Tiffany Cashen also accepted promotions to different schools and we are grateful for the significant contribution these teachers made to our community.

In 2023, we saw significant enrolment growth across the College. Our vocational courses in Stage 6 encouraged students to remain in school and complete their HSC. This year we introduced a new course, VET Automotive, which was taught by Mr Brett Ison. With enrolment growth in the primary years, and the capacity of a new Junior School building, we will also be adding an extra class to Year 4 in 2024.

On the sporting field, the College had an extraordinary number of elite athletes compete in the Nationals. In the swimming we were represented by Bella Hol (Year 8), Will Parker (Year 8) and Magnus Gregory (Year 9). In athletics we were represented by Aileesha Oudshoorn (Year 8) and Shari Hurdman (Year 11). Shari won a gold, two silvers and a bronze medal.

We are very proud of our Year 12 students and their HSC results. Four students received ATAR's above 90 with our Dux, Melana Hargreaves, achieving 95.80. We had five students nominated for Art Express from whom Jemma Jacobson, Ruby McCall and Elly James were selected to have their major works exhibited.

As 2023 comes to a close, we remember that what is more important than HSC results or bright new facilities are the people who belong to our community and attend the College each day; our students, families and staff. All that we have done this year and all our plans for the future are focused on meeting the needs of young people, for with God, all things are possible.

Marty Telfer

Principal



THEME 1

A Message From Key School Bodies



MR GRAEME IRWIN
Chief Executive Officer

As the Chief Executive Officer, it is my privilege to present an overview of the significant events and achievements that unfolded across our school group throughout 2023. This report serves as a cornerstone in various documents, including individual School Annual Reports, and hopefully encapsulates the collective triumphs and endeavours of our community.

First and foremost, I extend heartfelt congratulations to every school and entity within our organisation, as well as to each student who has contributed to our shared success. Your dedication and commitment continue to inspire and shape our collective journey.

Each of our K-12 Colleges achieved outstanding HSC results in 2023. SPCC Port Stephens achieved a top ATAR of 95.80, with three students invited to exhibit their major work in ArtExpress and an additional two nominations. SPCC Cessnock climbed over 100 ranking spots with 75% of the cohort achieving a Band 4 or higher. Likewise, SPCC Gosford had 75% of student results at a Band 4 or higher, with five Band 6 or E4 results. 23% of students from SPCC Waratah achieved an ATAR over 90% with two achieving ATAR's over 99%. Three students from SPCC Waratah achieved All-rounder status, achieving Band 6 results in at least 10 units of courses studied. These are impressive results! Well done!

The mainstay of our success is dependent upon the unwavering dedication of our staff members. I wish to express my deepest appreciation to every individual who has tirelessly supported our mission, fostering an environment where growth and excellence thrive.

2023 marked a year of notable growth, particularly within our student body. As we reflect on the theme of 'Possibilities,' inspired by the verse from Matthew 19:26, we are reminded that with faith and perseverance, all things are possible in God.

I extend my sincere gratitude to our Executive Staff whose tireless efforts have propelled our organisation forward. Special recognition is due to the invaluable work of St Philip's executive Leadership Team (SPELT), alongside the dedicated team at our Central Office,

whose contributions are instrumental in realising our vision.

Throughout the year, we witnessed two significant transitions within our senior staff. Notably, Ally Warran's appointment as Principal of Dynamic Learning College (DLC) heralds a new chapter in the educational journey of DLC. Additionally, we celebrate the remarkable tenure of Graeme Evans, our Deputy CEO, whose forty years of service exemplify remarkable dedication. Thank you to Graeme, for your great contribution in moulding the culture of this organisation.

The inauguration of Saints Academy at Cessnock and Port Stephens signifies a pivotal step towards enhancing educational opportunities within our region. Saints Academy is an innovative new program in the after-school space – where intentional and tailored learning is offered to children as an alternative to traditional after school care options. Thank you, Paul Wellham, for taking on this innovative program and making it exceptional.

Plans for the establishment of SPCC Gilibaa, our first Aboriginal school, were crafted during 2023 underscoring our commitment to diversity and inclusivity. We were very pleased with the appointment of Jonathan Lilley to the position of Director of Aboriginal Education for St Philip's Christian College. As well as providing support across the organisation in Aboriginal and Torres Strait Islander education,



Jonathan will be leading our first Aboriginal school, SPCC Gilibaa. From the Gathang language of the Worimi people, 'Gilibaa' means 'lights', a word which connects with Jesus' command to 'let your light shine' (Matt 5:16).

Infrastructure development remained a focal point in 2023, with notable additions including the Active Learning Centre in Newcastle, the Junior School at Port Stephens, and new Central Office, reflecting our ongoing commitment to providing state-of-the-art facilities.

The Waratah Active Learning Centre (ALC) has been designed to motivate and inspire students and staff to invest in the vision of their future healthy self. The building incorporates a large indoor multi-sport court space, ninja gym, climbing wall, dance and drama studios, classrooms and gymnasium facilities. These state-of-the-art facilities are already attracting great sporting partnerships and opportunities for our students.

The Port Stephens Junior School is the new face of St Philip's Port Stephens with its prominent placement on Salamander Way. This building has been designed with biophilic principles, connecting the students and staff more closely with nature, fostering a nurturing and inspiring learning environment. This building provides seamless integration between multiple entities of St Philip's on the Port Stephens site including, Narnia and also Gilibaa, an innovative bilingual Aboriginal school within a school.

The Central Office is a 3-storey building, that connects into the adjacent church, and is the new home of the Central Office staff of St Philip's. It provides training facilities for future teachers and professional learning activities and open plan office areas for staff.

Looking ahead to 2024, we embark on ambitious initiatives poised to shape the future of education within our communities. From expansive projects in Gosford and Cessnock, to the development of new Young Parents and Narnia centres, our aspirations remain upbeat as we continue to evolve and innovate. Also, we are working towards the establishment of

new schools in the Charmhaven and Maitland areas where population projections indicate significant growth in school aged children numbers needing quality education.

In conclusion, while the role of leaders may often be characterised by words, it is imperative that we remain attuned to the voice of God, guiding our actions with wisdom and discernment. As we press forward, may we continue to uphold our shared values and vision, fostering a legacy of excellence for generations to come.

With warm regards and every blessing,

Graeme Irwin

Chief Executive Officer

May 2024



'We embark on ambitious initiatives poised to shape the future of education within our communities.'



THEME 1

A Message From Key School Bodies

BOARD CHAIRMAN'S REPORT 2023



MR LES HOLLAND

Chairman, Board of
Governors, SPCEF

Greetings,

I am pleased to present my report to the Foundation for the year ended December 2023.

It is important to be reminded of the purpose of St Philip's Central Office, which is to:

- 1 - Ensure the organisation remains true to its Christian Mission
- 2 - Facilitate the efficient functioning of the schools and organisation
- 3 - Ensure that all activity and endeavour results in better outcomes for students
- 4 - Pursue growth opportunities.

St Philip's is motivated to deliver exceptional, whole education by modelling God's love in such a way that the potential of every person is realized in their life; that develops the whole child emotionally, intellectually, socially, physically and spiritually; that we positively impact the world through life-changing education. Our vision is to lead the progress and accessibility of exceptional Christian education in Australia and to pioneer learning environments that students love - authentic, life-changing communities filled with the Holy Spirit.

St Philip's is committed to a holistic vision of education that leads us to love proactively and advance the God-given purpose of individuals through exceptional ways of teaching and learning. We will continue to progress and deliver exceptional education in caring, secure and challenging learning environments based on Christian beliefs, values and practice.

The building and maintenance programs are progressing on a daily basis, ensuring our students and staff have the best facilities in which to work and prosper. Some projects have been completed with others under construction and we thank our builders and trades people for their skill and commitment to providing quality buildings. There are key St Philip's employees who contribute to the outcomes in this space - thank you each for your dedication and commitment.

Thank you to our ever-vigilant CEO, Graeme Irwin AM who continues to lead the St Philip's organisation with vision and determination. Thanks also to the staff in the Central Office, to teachers and staff across all schools - you each make a significant contribution to the quality outcomes of our organisation, ensuring St Philip's continues to be 'Whole of Life Leaders in Education.'

Thank you to the Board Directors who give of time and expertise in the oversight and governance of the St Philip's organisation. You are highly valued.

The years ahead will, no doubt, bring challenge and opportunity. St Philip's will continue to employ our Core Values of - Christ first, Serve one another, Strive for excellence, Do what is right and Build community. These values will ensure that we maintain the Christian culture of our organisation and the good name which we enjoy as schools-of-choice.

"Work with enthusiasm, as though you were working for the Lord rather than for people." Ephesians 6:7 NLT

Grace and Peace,

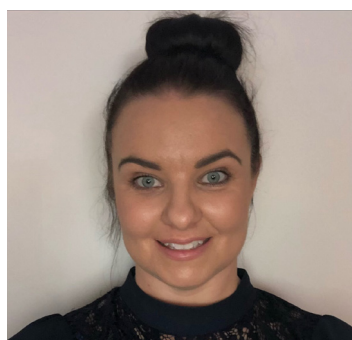
Leslie J Holland

Chairman, Board of Directors, SPCEF Ltd
AGM 23rd May 2024

THEME 1

A Message From Key School Bodies

PRESIDENT OF THE PARENT & TEACHERS FELLOWSHIP (PTF)



MRS KAILA WATSON

PTF President

St Philip's Christian College Port Stephens has some dedicated Parents and teachers that meet once a month during the school term. These meetings provide an excellent opportunity to connect with other parents and teachers, collaborate on school initiatives, and engage personally with the principal, Martin Telfer. The parents enjoy the school principals report as they hear first-hand about past events and what is coming up in the school calendar.

Qualities of the PTF are parent involvement by facilitating events and activities and fundraising. In the 2023 year the PTF raised over \$23,500. Some of the brilliant activities and events were:

- St. Philip's Fair. This event saw crowds of over 5000 people and top-notch fundraising. The fair featured entertainment from teachers and students from the college band, dance groups, market stalls, food trucks, rides, and concluded with spectacular fireworks. It successfully brought the community together and was the second biggest wider community event behind the carols. It showed families from the community that St. Philips is a fun place to be with many friendly teachers and parents.

- Trivia Night. Held at Nelson Bay Golf Club. The sold-out event provided a fantastic evening of fun and camaraderie for our school community. There was a dress up theme of "Decades" and all people were enthusiastic putting together their ensemble to wear.

Yearly events. The PTF also organized the Mother's Day Stall, Pie Drive, and Father's Day BBQ, which helped celebrate families and made the winter months more enjoyable. The PTF also supported orientation days, the annual new families beach picnic and the Kindy morning tea.

Funds raised by the PTF are reinvested into the school to support initiatives that directly benefit current students. The PTF have set aside funds to renovate the BBQ area that is used by the whole school and an integral part of bringing people together. Some features will be new flooring, new glass and ventilation, new stainless steel benches and wooden features. The PTF have also funded AFL uniforms for the school teams, STEM equipment, musical instruments and speakers, dance costumes, art easels, screen printers, classroom sound bars and equipment for hearing impaired students, plus more.

I would like to thank the current PTF team Nathan Lilly, Natalie Costa, Adam Walker and Hayden Brown.

I would like to thank Martin Telfer for his continued support, Keith Dalleywater, Jade Bradatsch, Liz Denton, Sarah-Jane Day, Samantha Corset and our wonderful team of parents.

Yours Faithfully

Kaila Watson

PTF President, 2023

THEME 1

Contextual Information

ABOUT THE SCHOOL AND CHARACTERISTICS OF THE STUDENT BODY

St Philip's Christian College Port Stephens was established in 1995 and now has an enrolment exceeding 740 students from K to 12. Located on the beautiful Tomaree peninsula it is surrounded by pristine beaches and breathtaking natural beauty. The mission of the College is to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, values and practice. The five core values of the College are Christ First, Serve One Another, Strive for Excellence, Do what is Right and Build Community.

The College seeks to acknowledge the potential and uniqueness of each student and aims to provide opportunities for all-round development - intellectual, social, cultural, moral, spiritual and physical. The College is passionate about the pursuit of excellence in all areas of school life, particularly academic achievement, performing arts, sporting events and Christian lifestyle. Curriculum strengths include high academic standards, learning support, gifted and talented, vocational education, innovation in ICT and thinking and information skills.

Extracurricular activities include sport, gala days, music groups, drama performances, academic competitions, camping activities and mission trips. The College is grateful to be able to offer our students the opportunity to do the Duke of Edinburgh's Award, a program to enrich their lives with Voluntary Service, Physical Recreation, learning new Skills and undertaking an Adventurous Journey to create opportunities for team building, problem solving and making life long friends.

The College has an open enrolment policy and students are drawn from a wide range of socioeconomic (ICSEA 1074), cultural and religious backgrounds.

Please visit My School website for further information about the College:

<https://bit.ly/SPCCPS-SCHOOLPROFILE-2023>



The mission of the College is to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, values and practice.



ENROLMENTS BY GRADE

YEAR GROUP	TOTAL IN YEAR GROUP	MAXIMUM CLASS SIZE
Kindergarten	37	24
Year 1	40	26
Year 2	46	26
Year 3	50	26
Year 4	54	26
Total for Junior	227	
Year 5	57	26
Year 6	68	26
Year 7	74	26
Year 8	76	26
Total for Middle	275	
Year 9	78	26
Year 10	71	26
Year 11	55	24 (20 for Prac Classes)
Year 12	44	24 (20 for Prac Classes)
Total for Senior	248	
Total for School	750	



THEME 2

Student Outcomes

IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

NAPLAN RESULTS

NAPLAN assessments commenced in 2023 after a period of cancelation due to COVID-19. The College participation in NAPLAN this year was 97% for further information follow this link: <https://bit.ly/NAPLAN2023>

2023					
Compare to	<input checked="" type="radio"/> Students with similar background		<input type="radio"/> All Australian students		
	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	452	421	410	459	436
Year 5	504	498	484	506	490
Year 7	545	559	558	550	568
Year 9	597	591	579	578	592

NAPLAN participation for this school is 97%

NAPLAN participation for all Australian students is 95%

THEME 2

Senior Secondary Outcomes

(STUDENT ACHIEVEMENT)

RECORD OF SCHOOL ATTAINMENT (ROSA)

Seventy one Year 10 students from St Philip's Christian College Port Stephens were eligible for their RoSA in 2023.

HIGHER SCHOOL CERTIFICATE EXAMINATION RESULTS

Forty four students from St Philip's Christian College Port Stephens sat for the NSW Higher School Certificate in 28 courses. Across the cohort, our students were stretched to give their very best effort and as a result achieved excellent results.

The Honour Roll acknowledges students who obtain a Band 6 result (90 or better) in a 2-unit course or a Band E4 result (45 or better) in an Extension course in one or more subjects. In 2023, St Philip's students obtained nine places on the Honour Roll. These places were achieved by 9 individual students across 7 subjects, with 13 top bands (6 or E4) obtained. This result reflects positively on the students' efforts and those of their teachers and parents who support them.

Our highest ATAR for 2023 was 95.80, with a number of our students achieving an ATAR above 90.00. Also of particular note were the achievements of five of our students; **Jemma Jacobson**, **Ruby McCall**, **Elly James**, **Skye Williamson** and **Liana Sostarko** nominated for ARTEXPRESS.



Have I not commanded you? Be strong and courageous. Do not be frightened, and do not be dismayed, for the LORD your God is with you wherever you go.

JOSHUA 1:9

HIGHER SCHOOL CERTIFICATE RESULTS BY COURSE

PERFORMANCE BAND ACHIEVEMENT BY PERCENTAGE

Course	Year	Students	School Mean	Bands 5-6 School %	Bands 5-6 State %	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands1-2 State %
Automotive	2023	1	71	0	17	100	61	0	21
Biology	2023	12	74	25	32	75	57	0	11
	2022	6	77	50	27	33	53	17	18
	2021	10	74	40	31	50	60	10	9
Business Studies	2023	11	74	36	36	55	52	9	12
	2022	9	68	33	35	56	46	11	19
	2021	9	71	22	36	56	51	22	13
CAFS	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2022	6	73	33	33	67	62	0	5
	2021	9	76	33	32	67	61	0	6
Chemistry	2023	3	74						
	2022	7	72	0	33	100	52	0	15
	2021	5	80	60	41	40	48	0	11
Construction	2023	3	88	33	38	33	47	33	14
Design & Technology	2023	9	74	22	47	78	48	0	5
	2022	7	78	33	47	67	49	0	4
	2021	6	78	67	55	33	42	0	3
Drama	2023	3	84	100	60	0	39	0	1
	2022	3	89	100	47	0	49	0	4
	2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Earth & Environmental Science	2023	4	69	0	34	100	50	0	17
	2022	4	75	0	32	100	59	0	9
	2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Economics	2023	2	70	0	49	100	44	0	7
	2022	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2021	1	(studied via distance)	0	50	0	44	1	6
Electro-technology	2023	4	80	57	16	43	74	0	10
	2022	3	70	0	9	100	55	0	36
	2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Course	Year	Students	School Mean	Bands 5-6 School %	Bands 5-6 State %	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands 1-2 State %
Engineering Studies	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2022	4	64	0	30	75	56	25	14
	2021	6	77	50	36	33	56	17	7
English Studies	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2022	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2021	1	(no exam sat)	1 (Band A)	0	0	0	0	0
English (Standard)	2023	31	68	0	13	94	76	6	11
	2022	20	69	14	15	72	73	14	12
	2021	20	69	0	17	100	74	0	9
English (Advanced)	2023	13	81						
	2022	21	80	60	67	40	32	0	-1
	2021	20	81	80	69	20	31	0	-1
History (Ancient)	2023	7	78	69	67	30	32	0	1
	2022	7	77	14	34	86	50	0	17
	2021	9	74	33	34	56	45	11	21
History (Modern)	2023	9	61	0	35	78	50	22	15
	2022	5	80	60	34	40	54	0	11
	2021	17	74	29	38	65	46	6	16
Hospitality (Food & Beverage)	2023	4	78	50	26	50	68	0	7
	2022	4	79	25	35	75	59	0	6
	2021	5	83	80	26	20	61	0	13
Human Services	2023	1	71	0	18	100	76	0	5
	2022	1	71	0	12	100	84.25	0	3
	2021	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Industrial Technology	2023	4	70	25	24	50	62	25	14
	2022	10	81	55	22	45	65	0	13
	2021	6	76	33	25	67	54	0	21
Legal Studies	2023	9	67	22	43	66	48	11	10
	2022	7	77	57	41	43	44	0	15
	2021	5	81	60	42	40	44	0	14

HIGHER SCHOOL CERTIFICATE RESULTS BY COURSE

PERFORMANCE BAND ACHIEVEMENT BY PERCENTAGE

Course	Year	Students	School Mean	Bands 5-6 School %	Bands 5-6 State %	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands 1-2 State %
Mathematics Stand 2	2023	28	72	32	32	61	51	7	17
	2022	30	71	30	29	50	53	20	18
	2021	24	69	21	25	42	54	25	21
Mathematics Adv	2023	5	79	60	50	40	43	0	7
	2022	11	75	33	49	56	45	11	6
	2021	14	80	43	50	57	44	0	6
Music 1	2023	100	69	100	69	0	29	0	2
	2022	2	91	100	70	0	28	0	2
	2021	1	81	100	64	0	34	0	2
PDHPE	2023	8	70	11	31	75	59	12	11
	2022	12	71	25	26	67	54	8	20
	2021	13	72	31	31	54	56	15	13
Physics	2023	5	74	20	39	80	50	0	11
	2022	7	77	43	41	43	45	14	13
	2021	5	85	80	41	20	50	0	9
Society & Culture	2023	7	73	0	45	100	50	0	5
	2022	8	70	25	33	60	50	25	7
	2021	5	84	100	46	0	48	0	6
Software Design & Development	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2022	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2021	1	(studied via distance)	100	36	0	53	0	11
Visual Arts	2023	8	90	100	66	0	33	0	1
	2022	5	89	100	66	0	33	0	1
	2021	6	87	100	63	0	35	0	2

EXTENSION COURSES

PERFORMANCE BAND ACHIEVEMENT BY PERCENTAGE

Course	Year	Students	School Mean	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands 1-2 State %
English Extension 1	2023	4	35	50	94	50	6
	2022	5	43	100	93	0	7
	2021	2	43	100	94	0	6
English Extension 2	2023	1	36	100	86	0	14
	2022	3	43	100	85	0	15
	2021	2	43	100	84	0	16
History Extension	2023	N/A	N/A	N/A	N/A	N/A	N/A
	2022	N/A	N/A	N/A	N/A	N/A	N/A
	2021	2	34	0	77	100	23
Mathematics Extension 1	2023	5	76	60	72	40	28
	2022	5	75	60	74	40	26
	2021	7	75	71	74	29	26
Mathematics Extension 2	2023	3	71	33	86	67	14
	2022	2	69	100	85	0	15
	2021	N/A	N/A	N/A	N/A	N/A	N/A

100%

2023 Higher School Certificate

In 2023, 100% of the Year 12 cohort sat for the HSC

36%

2023 VET Participation

In 2023, 36% of the Year 12 cohort participated in vocational or trade training.

Senior secondary outcomes are documented on the My School website through this link:

<https://bit.ly/SPCCPS-SENIORSECONDARYOUTCOMES-2023>

THEME 3

TEACHER PROFESSIONAL LEARNING

ACCREDITATION AND QUALIFICATIONS

TEACHER ACCREDITATION

LEVEL OF ACCREDITATION	NUMBER OF TEACHERS
Conditional	5
Provisional	2
Proficient Teacher	64
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	1

TEACHING STANDARDS / QUALIFICATIONS

70

TEACHERS

Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines.

0

TEACHERS

Teachers having a Bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lacks formal teacher education qualifications.

*Note that the number of teachers falling within these two categories may not sum to the total number of teachers as reported in the previous accreditation table as some teachers with Conditional accreditation may not be included.





THEME 3

WORKFORCE COMPOSITION

INCLUDING INDIGENOUS

70

TEACHING STAFF

0TEACHING STAFF
(INDIGENOUS)**62.3**TEACHING STAFF -
FULL TIME EQUIVALENTS (FTE)**30**

OPERATIONAL STAFF

3OPERATIONAL STAFF
(INDIGENOUS)**22.7**OPERATIONAL STAFF -
FULL TIME EQUIVALENTS (FTE)**101**

TOTAL STAFF

85TOTAL STAFF
(FTE)**OPERATIONAL STAFF CONSISTS OF THE FOLLOWING**

- Administration
- ICT
- Maintenance
- Finance
- Human Resources
- Marketing, Communications & Enrolments
- Co-curricular (Sport Related)
- Student Support Services
- Health Care
- Technicians (Library, Science, TAS and Visual Arts)
- Wellbeing Staff

*At St Philip's Christian College, we believe a **dynamic, christ-centered community** is key to raising students who are **secure, well-rounded** young men and women.*



THEME 4

STUDENT ATTENDANCE**INCLUDING RETENTION RATES AND POST-SCHOOL DESTINATIONS IN SECONDARY SCHOOLS****ATTENDANCE**

SCHOOL AREA	YEAR LEVEL	ATTENDANCE RATE %
Junior School	Kindergarten	92.94%
	Year 1	94.16%
	Year 2	92.99%
	Year 3	92.36%
	Year 4	92.02%
Middle School	Year 5	91.67%
	Year 6	91.05%
	Year 7	91.59%
	Year 8	89.59%
Senior School	Year 9	88.38%
	Year 10	90.16%
	Year 11	89.90%
	Year 12	92.46%

For whole school student attendance rates please refer to the school's data on the My school website.

ATTENDANCE SUMMARY CALCULATION ASSUMPTIONS:

- Students are calculated as present even if they are present for a single period in a day.
- Students are calculated as present if they are on school related leave.
- Year 12 students attendance is calculated only for Term 1, Term 2 and Term 3.
- Attendance is calculated only for school days.

MANAGEMENT OF NON-ATTENDANCE

- All student absences are recorded in the morning by teachers, the school secretary is notified, records are kept on the database and absentees are communicated to other staff.
- The Principal has a further responsibility to ensure that unexplained absences are investigated, and that high levels of absenteeism are adequately explained. Junior School, Middle School and Senior School Secretaries will communicate to the Heads of School (HOS) names of students with high levels of unexplained or unapproved absences, with the view to developing and implementing strategies to minimise absences.
- Partial absences – such as late arrival should be treated in the same way.
- Ongoing unexplained absences or lack of cooperation regarding student attendance will result in a formal attendance conference being organised with the Principal, HOS and the parents. Unresolved attendance issues may be reported by the Principal to the Department of Family and Community Services.
- Student attendance and absence figures will appear on student half year and end of year reports.

RETENTION RATES

Whilst the majority of students who are enrolled in Year 10 complete their studies at the College in Year 12, a sizeable number do not. The single biggest factor that contributes to this is linked to the transient nature of the population. Regrettably, we lose many students

as their parents are relocated for work, most notably Air Force families. One of the benefits of this transience is that we are constantly enrolling new students who bring with them fresh ideas and perspectives. The table below provides a summary over recent years.

YEARS COMPARED	YEAR 10 TOTAL ON CENSUS DATE	YEAR 12 TOTAL ON CENSUS DATE	PLEASE REFER TO THE NOTE BELOW	APPARENT RETENTION RATE	ACTUAL RETENTION RATE
2012/2014	54	39	38	72%	70%
2013/2015	71	50	49	70%	69%
2014/2016	81	49	45	60%	55%
2015/2017	72	54	49	75%	68%
2016/2018	63	34	34	54%	54%
2017/2019	63	50	46	79%	73%
2018/2020	58	41	40	70%	69%
2019/2021	64	41	37	64%	58%
2020/2022	58	44	37	76%	64%
2021/2023	48	44	38	92%	79%

Note: This column accounts for individual Year 10 students who were enrolled at St Philip's Christian College on the census date and were still enrolled at the time the census was conducted when they were in Year 12. "Apparent" shows the percentage changes in total enrolment between the two years indicated. "Actual" reflects the proportion of students from the first year group who were still enrolled in the second year group.

POST SCHOOL DESTINATIONS

The information provided in this section is based on feedback received from students after they have left the College. The information provided is voluntary and

may therefore be incomplete and/or anecdotal. From feedback received up to the time of going to print, the post-school destinations of our Year 12 leavers in 2023 are as follows:

DESTINATION	NUMBER/42	%
1. Tertiary Education – University	22	50%
2. Tertiary Education – TAFE	0	0%
3. Tertiary Education – Private Colleges, Overseas, Other	3	7%
4. Apprenticeships/Traineeships	2	5%
5. Employment	8	18%
6. Deferred Study – Travel	2	5%
7. Unemployed	0	0%
8. Unknown	6	15%

THEME 4

ENROLMENT POLICIES

1. GENERAL STATEMENT

All children enrolling at our school deserve a smooth transition that enables them to become part of our school with a minimum of disruption and maximum support. The law in NSW states that all children between the ages of six and below the minimum leaving age are required to attend school regularly. (Education Act 1990).

Parents/Care givers are legally responsible for their child's attendance.

2. AIM

To provide an efficient process of enrolment that satisfies the needs of both students and the school.

3. OBJECTIVES - POLICY STATEMENT

- 3.1 The NSW Education Act, Section 22 (1990) states that it is the duty of the parent of a child of compulsory school-age * to cause the child:
 - (a) to be enrolled at, and to attend, a government school or a registered non-government school, or
 - (b) to be registered for home schooling with the Board of Studies and to receive instruction in accordance with the conditions to which the registration is subject.
- 3.2 All students who are enrolled at St. Philip's Christian College, regardless of their age, are expected to attend the College whenever instruction is provided.

4. AUDIENCE AND APPLICABILITY

All students, staff and parents of St. Philip's Christian College, Port Stephens.

5. CONTEXT

St Philip's Christian College is a comprehensive co-educational K-12 school providing an education underpinned by Christian values and operating within the policies of NESA.

Our Mission Statement: St Philip's Christian College will continue to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, and practice.

6. RESPONSIBILITIES AND DELEGATIONS

- Students seeking to enrol will be required to provide proof of age and an immunisation certificate, a copy of their last school report (where applicable) and a fully completed and signed application form.
- Students seeking to enrol will be assessed by a Learning Support staff member as appropriate.
- The principal or their representative will have a formal interview with parents and students applying to enrol. During this interview the principal will explore with the parents the suitability of the school for the student in terms of ethos, curriculum, pastoral care and required support programs. Parents are also expected to be supportive of the ethos of the school.
- Subject to availability, offers of a place will be made in writing as soon as possible following the interview.

- Enrolments are processed in the following priority order; Siblings of current students, Students having automatic enrolment status from St Philip's Christian College Port Stephens (e.g. Current Year 6 students have priority registration into Year 7); Students transferring from other St Philip's system schools e.g. Cessnock, Gosford and Newcastle; Students enrolled in Narnia Port Stephens Transition Class prior to Kindergarten enrolment; All other applications from any prospective student in order of receipt and not previously mentioned.
- Students will be allocated to classes according to a combination of class size and student need.
- Where there are no positions available in a school year, or within a particular class, students will be placed on a waiting list. They will be contacted as soon as a position becomes available.
- The enrolment of a student may be terminated if there has not been full disclosure of any social, emotional, intellectual and / or medical conditions.
- Continuing enrolment is subject to the student and parent's adherence to the school expectations and payment of all school fees.

7. MONITORING, EVALUATION AND REPORTING REQUIREMENTS

This policy will be evaluated and reviewed every three years or as needed in line with legislative changes.

8. DOCUMENT DETAILS AND HISTORY

Updated August 2016

Updated March 2017

Updated June 2022

See Compulsory School Age, NSW Education Act (1990) Section 21B (refer Appendix 1)

http://www.austlii.edu.au/au/legis/nsw/consol_act/ea1990104/s21b.html

THEME 5

OTHER SCHOOL POLICIES

The following school policies are publicly available on the website:

- Enrolment policy
- Child Protection policy
- Anti-bullying policy
- Discipline policy
- Complaints policy

All these policies can be found here on this link: <https://bit.ly/CollegePolicies>

THEME 6

PARENT, STUDENT AND TEACHER SATISFACTION

The College desires to work in partnership with the families of the students to encourage the best educational outcomes for each student. The teachers endeavour to communicate effectively regarding each student's academic and social development on an on-going basis. Parents are provided with regular feedback and teachers are conscious of ensuring that each parent is well-informed of their child's developments and needs. The College encourages parents to discuss concerns with the appropriate staff member as necessary. Clear communication is seen as the basis of an effective partnership.

Many parents assist in the running of College activities and ensuring a wide range of opportunities are available for the students. The Parents, Teachers and Friends organisation continues to provide a great opportunity for willing and enthusiastic parents to enjoy great social activities and assist with fundraising for school resources. These parent contributions and support are essential components of the St Philip's Christian College community.

The College is blessed by very committed staff members who want only the best for the students of the school. The teachers are conscious of maintaining proactive collegiality, supporting and encouraging each other in the various roles they take on in the life of the school. The pastoral structure of the College is designed to not only support the students, but also to support the staff in the leading of the children's learning.

In 2023, an exit survey was conducted by Year 8 as they transitioned to Senior School and Year 12 students upon their graduation. An annual

engagement survey is completed by all staff, students and families. This year we asked the SPCC community to engage in a comprehensive AIS Perspective Survey, the feedback from all of these surveys are helpful in creating an accurate and effective improvement plan for our organisation.

Our survey results showed that all visitors feel welcome, this is a great outcome for the College as one of our strategic goals is to strengthen our community engagement. It was also pleasing to see that parents, staff and students continue to see the importance of educating the whole child, mind, body and spirit, and this remains a feature of the College improvement plan.

It was wonderful to see that our parents valued the importance of their children's spiritual growth in the College, this was the highest outcome from this part of our community. They were also extremely impressed with the high standards of our buildings and facilities of the College.

Where our students rated highly that they feel safe in their class and believe that teachers provide them with learning opportunities that are challenging.

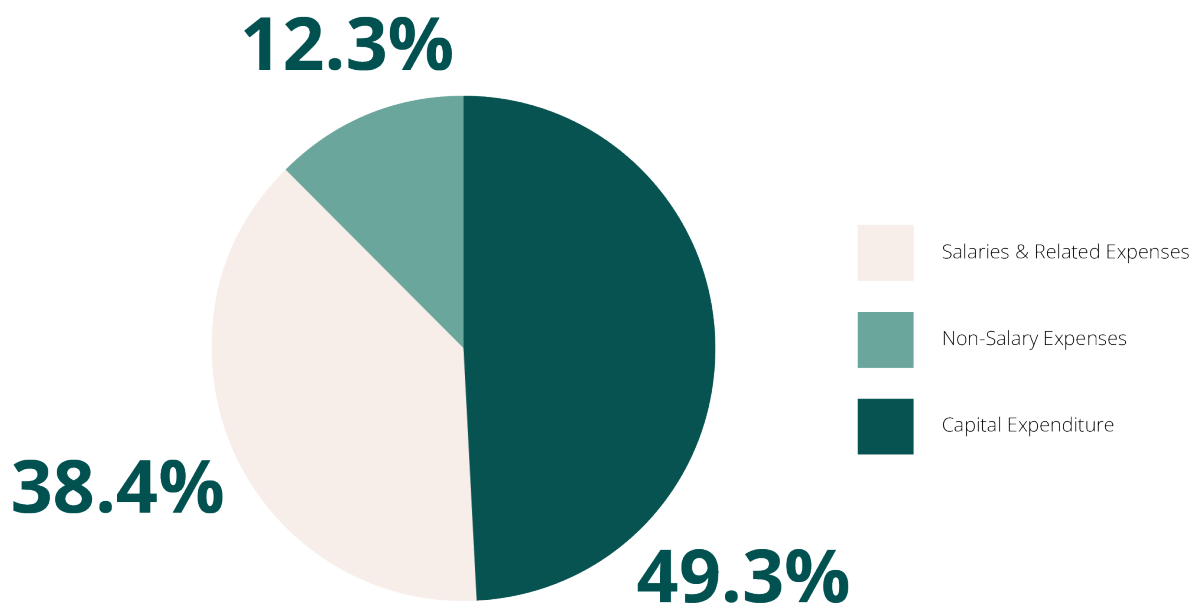
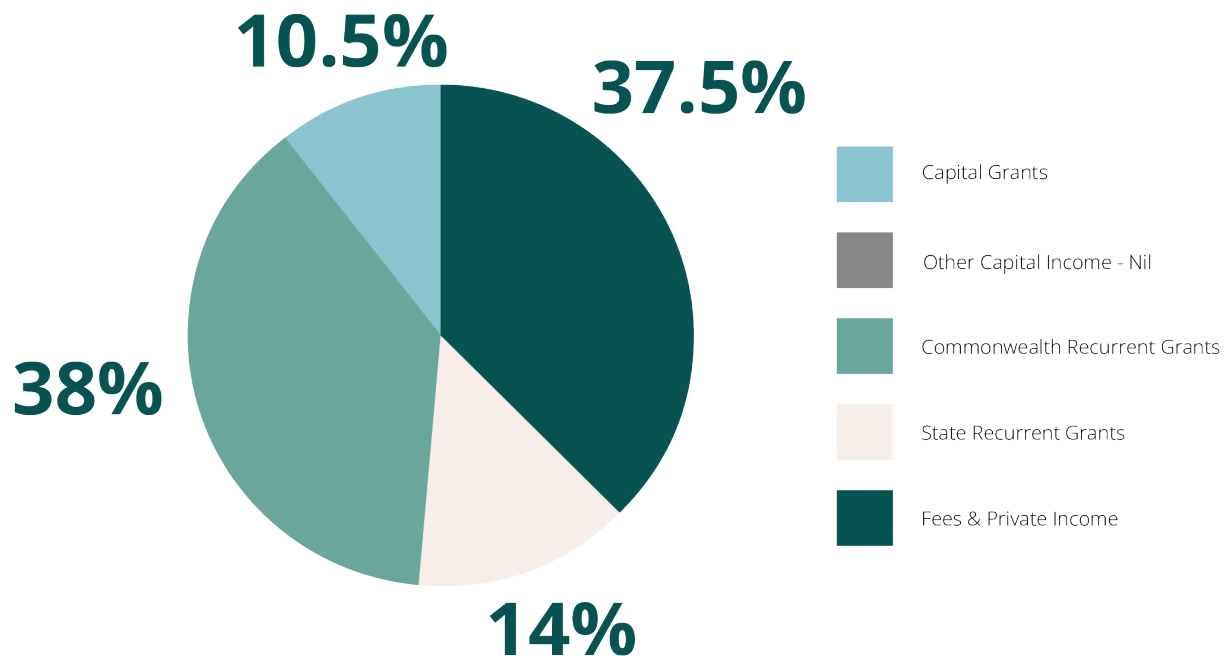
For all teachers and support staff the strongest result was the College mission, that this is at the heart of everything the school does.

In partnership with the entire St Philip's Christian College Port Stephens community, we will continue to strive for excellence and to honour Christ in all things.



THEME 7

SUMMARY FINANCIAL INFORMATION



Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.

PHILIPPIANS 4:6





For the whole of the

A young man with dark, curly hair is shown in profile, sitting outdoors. He is wearing a dark school blazer over a white shirt and a striped tie. A small, circular school crest is visible on the left side of his chest. He is smiling and looking towards the right. In the foreground, a person with long, wavy brown hair is partially visible, with their hand reaching out towards the young man. The background is a soft-focus view of green trees and foliage. A dark green rectangular box is positioned at the bottom left of the image, containing the text 'eir life' in a white, italicized serif font.

eir life

ST PHILIP'S CHRISTIAN COLLEGE PORT STEPHENS

02 4919 5400

