



Welcome to St Philip's Christian Education



**St Philip's
Christian
Education**
FOR THE WHOLE OF LIFE

*The Way,
The Truth,
The Life*

JOHN 14:6

St Philip's Christian Education

Leaders in Whole of Life Education



With over 800 staff and 5,000 students, the St Philip's family is a rapidly growing network of schools which provides whole of life education and care to children from Early Learning through to Tertiary Education.

From humble beginnings in 1982, St Philip's Christian Education now spans a rapidly growing network of learning communities which provides whole of life education and care to children from Early Learning through to Tertiary Education. St Philip's Christian Education offers excellence in education while keeping the truth of the Christian Gospel at its core.

Our structure at St Philip's is unique in that we have a Central Office which provides support to our network of learning communities. The learning communities benefit from extra resources and professional services including leadership support, educational consultation, professional development, staff collaboration, human resources, finance, building services, risk management, information and communication technology and marketing communications.

SPCEF's governing body is the Board of Directors. This instrumental group is comprised of five members, the Board Chair, the College CFO and myself. Our Board is made up of a cross-section of expertise, skills and personalities and provides wise, strategic direction.

Our St Philip's Executive Leadership Team (SPELT) meet together on a regular basis to determine the ongoing operation of our network and to ensure a unified outworking of the vision of our organisation.

In all that we do we believe we are called to be leaders in whole of life education and we are continually looking to ways that we can further this endeavour. The Central Office is committed to enabling the best possible educational journey for our entire SPCC community.

Thank you for joining us.
Grace and peace,

Graeme Irwin AM
Chief Executive Officer

Our Vision

St Philip's Christian College seeks to be a leading provider of quality Christian education within our nation, where:

Every student develops a personal faith in Jesus Christ and is empowered to live with purpose, integrity and joy.

Every student achieves their God-given potential and is well-equipped to make a significant contribution to society.

Every student benefits from innovative and effective learning experiences taught by skilled and dedicated teachers.

Every student enjoys a safe and secure learning environment wherein they feel connected and affirmed.

Every student contributes to a culture of respect, dignity, care and concern for others.

Every student has access to excellent learning resources and is taught in the best learning facilities we can provide.



Our Mission

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

Our Prayer

Almighty God whom truly to know is eternal life, grant us perfectly to know your Son Jesus Christ to be the Way, the Truth, and the Life, that following in the steps of your holy apostle St Philip, we may steadfastly walk in the way that leads to eternal life, through Jesus Christ our Lord. Amen.

The Way, The Truth, The Life



JOHN 14:6

**I am the Way, the
Truth and the Life;
no-one comes to the
Father but by Me**

The Motto is taken from the words of Jesus in John 14:6: "I am the Way, the Truth and the Life; no-one comes to the Father but by Me." Jesus alone is the means by which men, women, girls and boys can come to know, for themselves, our Creator and Father God.



Advantages of a multi-school group

Being part of a network of schools brings many advantages to all members of our school community

At St Philip's Christian Education, we believe that every student deserves the opportunity to experience a great education. This includes both exemplar academic teaching and learning practices as well as the benefit of being afforded a range of wrap-around experiences throughout the schooling journey. At SPCE a journey which is firmly embedded within Christian beliefs, values and practices.

Across Australia, research is showing us that many students are not afforded this opportunity.

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About one in three primary and secondary students fell short of the proficiency benchmark in reading and numeracy in the 2023 NAPLAN tests. In outer regional and remote schools, nearly half of students did not meet the proficiency benchmark. And about two-thirds of Indigenous students were below the benchmark.

GRATTON INSTITUTE REPORT 2024

We firmly believe that to counteract this trend, the remedy lies in forming a multi-school group. As the research shows, what sets multi-school groups (MSGs) apart is the capacity of the Executive Leadership and the wider Central Office Team, to offer guidance and assistance, in contrast to the isolated stance of individual schools. The proven pattern for success is ingrained within the SPCE structure, facilitated by the formal ties between schools and the Central Office. Entities within the SPCE group receive clear direction and significant support, enabling them to implement a unified strategy for operating a successful school.



Key advantages to a multi-school group

- Seasoned and experienced Executive Leadership outwork proven and effective strategy across the group
- Principals benefit as they support each other and collaborate for better outcomes for students and staff
- Student outcomes can be improved because of the greater pool of expertise and access to resources
- Opportunities for expansion and innovation are created with the larger scale of operation
- Economies of scale can realise cost savings

Leadership Support

Each of our school principals come under the guidance and mentorship of our CEO. Regular meetings one-on-one with the CEO and together as the Executive Leadership Team, ensures the principals are supported and encouraged in their role as well as being accountable in their operations of the school.

Principals receive support and guidance from the CEO, Deputy CEO and CFO with strategic and financial planning along with wellbeing and crisis management support. The Principal's Collegial Support Team allows principals to share resources and coordinate improvement efforts.

The Leadership Pipeline is a bespoke leadership development program designed for SPCE middle leaders which supports them in their career progression and prepares them for a leadership role within the organisation.

Central Office Team

A multi-school group has the benefit of a Central Office which can provide all schools and entities within the group the added advantage of specialist support that otherwise cannot be accessed in a stand-alone school. The Central Office provides professional services including leadership support, educational consultation, professional development, staff collaboration, human resources, finance, building services, risk management, information and communication technology and marketing communications.

Economies of scale mean that individual entities benefit from larger scale and higher-level resourcing across many areas.

Benefits of Cross-School Teams

Cross-school teams made up of specialist staff from each entity get together regularly to share best practice and develop shared frameworks and resources. This in turn provides broad benefits for the staff and students in the individual entities. At SPCE, cross-school teams have been established for:

- Teaching and Learning
- Wellbeing
- Strengths
- Academic Standards and Growth
- VET and Partnerships
- Teaching School Coordinators
- Christian Education
- Global Partnerships



Teacher Training

The St Philip's Teaching School was formed by St Philip's Christian Education Foundation in 2018, in partnership with Alphacrucis University College, bringing to life the vision to train and equip Christian educators within a school community. The Teaching School is an apprenticeship model of teacher training; Trainee teachers experience school life from day one of their degree with the support of dedicated mentor teachers and the Teaching School team.

The reality of this program could only have been realised due to the nature of the SPCE group and the network of schools that can provide a training ground for the studying teachers.

Providing an *enriching* and *liberating* educational experience

Benefits of School Collaboration

There is an increasing body of evidence for the benefits of formal partnership between schools which include:

- Sharing responsibility to meet rising expectations, resulting in better student progress and attainment
- Shared strategic thinking, planning and expertise for school leaders, board members and teachers to tackle challenges together
- New and different inter-school solutions to address recruitment and retention challenges as well as to plan succession more effectively
- Opportunities to fund specialist expertise within a school group and provide richer curricular and extracurricular activities
- Increased options for shared professional development whether led by staff from one of the partner schools or an outside body
- New economies of scale and collective purchase made possible within larger groups, helping schools to realise cost savings



Benefits for Staff

Running a group of schools enables SPCE to offer more opportunities to staff. Staff benefit from a range of hands-on professional development opportunities that a stand-alone school would be hard-pressed to deliver. This includes induction programs, specialist training for middle leaders, and training for non-teaching staff.

Staff across the network are provided professional development opportunities throughout the year. The staff formally met together twice a year for vision casting and professional development. The mid-year conference allows staff to collaborate with their faculty counterparts from across the group to swap best practice and to collaborate on innovative pedagogy and classroom practice.

Teachers attend organisation-wide curriculum excellence master-classes for all subject areas. Staff are also able to benefit from training on skills outside of the teaching profession like talent acquisition or website design.

MSGs can take advantage of running multiple schools to offer teachers and other professionals (such as IT and facilities staff) career pathways and professional development opportunities that are not possible in stand-alone schools.

Benefits for Students

Students have the opportunity to be involved in many cross-school activities in the areas of sport, performing arts, Christian ministry, service learning, leadership, cross-school competitions and lifestyle and education courses.

Cross-school student opportunities provides students further opportunities to expand their skills and experience in a community wider than their individual school. It enables students to learn from and draw from staff from other learning communities within the group who have alternate and unique strengths and teaching styles. This is particularly beneficial for smaller schools within the group.

The opportunity to engage in activities within a larger community expands students' educational journey within the same ethos and educational environment that the group provides.





St Philip's Christian Education Foundation

SPCEF Ltd is a not-for-profit company, limited by guarantee, whose constitution explains that its core business is the development and maintenance of Christian education. The Foundation elects a Board of Governors, who in turn appoints a Chief Executive Officer. The Executive Principal leads and oversees the various operations of the Board, which includes a number of individually run mainstream and special schools, early childhood education centres and support services.

St Philip's Christian College was **founded in 1982** by the vision and efforts of the leaders and people of St Philip's Anglican Church, Waratah. Initially the College was operated as an undertaking of St Philip's Anglican Church. However, in May 1985, St Philip's Education Foundation Limited was formed and this non-profit company took over the ownership and operation of the College.

The St Philip's group is led by the **Executive Principal (CEO), Mr Graeme Irwin**. Graeme is the founder of the group and has overseen the development of the group from its establishment in 1982.

Graeme reports to the Board and is chartered with leading, developing, managing and maintaining the current and planned future operations of the Foundation. Each of the School Principals are responsible to the Executive Principal and meet regularly as the St Philip's Executive Leadership Team (SPELT) in matters relating to the operations of the group of schools.

The **Chairman of the Board of Governors** is **Mr Leslie J Holland**. The Board of Governors meet together eight times a year to develop the strategy and parameters in which the group operates.

St Philip's Christian Education

Learning Communities

EARLY LEARNING

Narnia Early Learning Centres

Executive Director, Mrs Nicole Denzin

COLLEGES

Cessnock College

Principal, Mr Matthew Connett

Gosford College

Principal, Mr Cameron Johnston

Newcastle College

Principal, Mrs Pam O'Dea

Port Stephens College

Principal, Mr Martin Telfer

TAILORED EDUCATION

Dynamic Learning College

Principal, Mrs Alison Warran

Gilibaa

Principal, Mr Jonathan Lilley

Saints Academy

Head of Saints Academy, Mr Paul Wellham

Young Parents

Principal, Mrs Michelle Cairelli

TERTIARY EDUCATION

Teaching School

Principal, Mrs Samantha Van de Mortel







St Philip's Christian College ***Board of Directors***

Mr Leslie Holland
Chairman of the Board

Mr Graeme Irwin AM
Chief Executive Officer

Mr Robert Fogg
Director since 2014

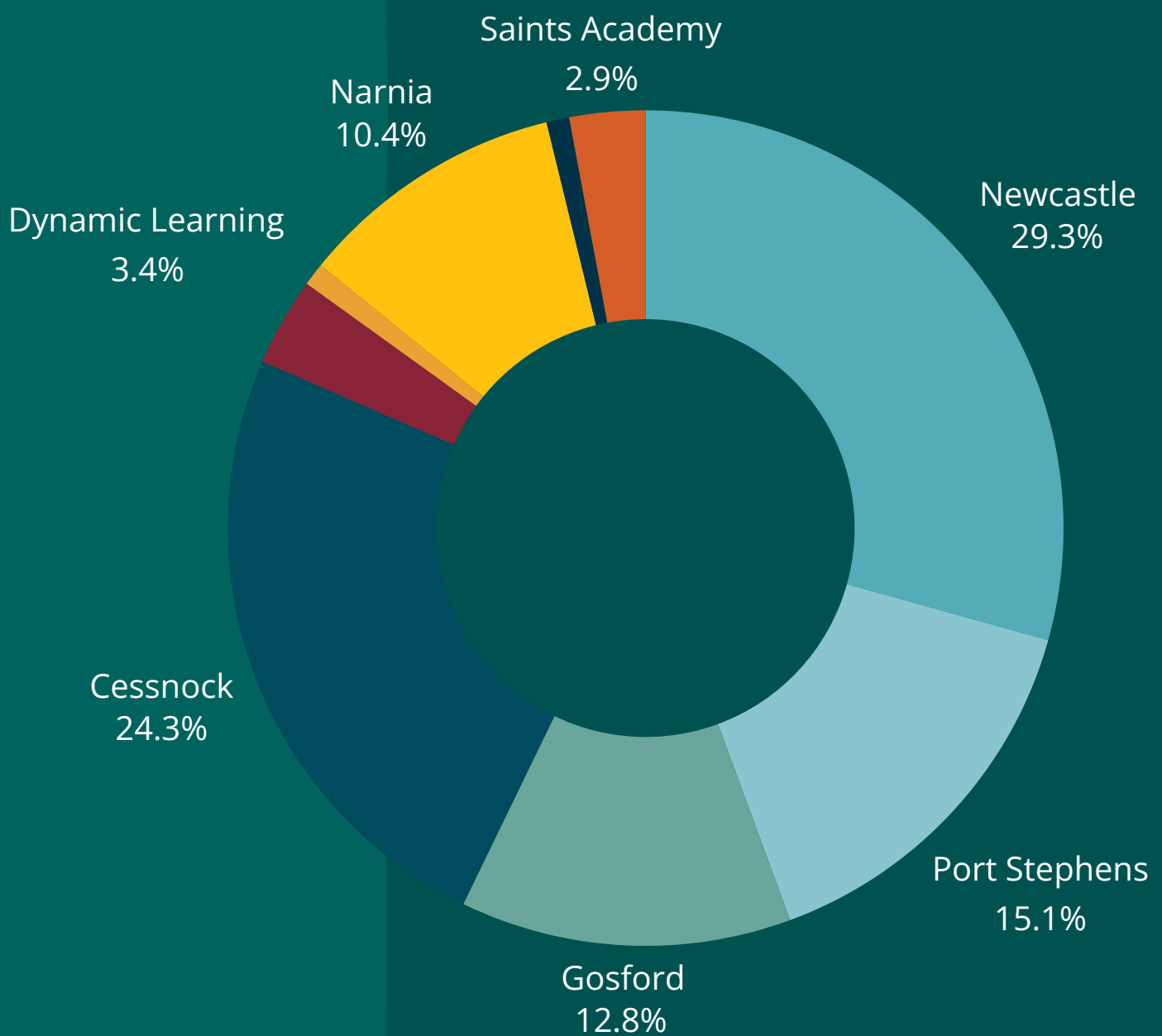
Mr Stephen Clarke
Director since 2015

Mr Ben Picton
Director since 2015



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- 1982 **Newcastle College**
- 1992 **Narnia Early Learning**
formally named Narnia Preschool
- 1995 **Port Stephens College**
- 1997 **Dynamic Learning College Waratah**
formally named DALE Christian School Waratah
- 2000 **Young Parents College, Waratah & Narnia Early Learning Centre**
formally named DALE Young Parents School
- 2005 **Cessnock College**
acquisition of small school with 28 students
- 2007 **Gosford College**
acquisition of established school and ELC
- 2009 **Young Parents Central Coast & Narnia Early Learning Centre**
- 2010 **Central Office**
Established central office to administer group of schools. Formally named Foundation Office
- 2012 **Dynamic Learning College, Cessnock**
Formally named DALE
- 2014 **Dynamic Learning College, Gosford**
Formally named DALE
- 2017 **Narnia ELC Port Stephens**
- 2018 **St Philip's Teaching School**
Tertiary Teacher Training
- 2023 **Saints Academy**
Reimagining the hours outside of the school day
- 2024 **Gilibaa College**
First Indigenous College Campus

St Philip's Christian College Student Numbers





St Philip's Central Office

Services provided by the Central Office

1. Governance Secretariat

Provide advice to the Board and Sub-Committees. Organise Board meetings, papers, minutes, reports, communications, registers, functions etc.

2. Principal Support

Mentoring and support of the St Philip's Executive Leadership Team.

3. School Improvement

Oversee annual improvement plans, student and parent surveys, policy reviews, school reviews.

4. Student Programs

Group student leaders training, group service learning trips.

5. Staff Development

TAA administration, group staff development and staff conferences, Teaching School (Talent Management)

6. Financial Leadership & Management

Oversee financial systems, loan management, centralised payroll, contracts, budgets, audits, uniform shop etc.

7. Strategic Development

Strategic planning, innovations, new school projects, early learning and special schools etc.

The Central Office exists to:

- Ensure the organisation remains true to its Christian Mission
- Ensure that all activity and endeavours result in better outcomes for our students
- Pursue growth opportunities
- To facilitate the efficient functioning of the schools

8. Facilities and Resources

Oversees capital works, building services advice, facilities master planning, BGA applications etc.

9. Risk Management

Group wide emergency and critical incident management, compliance and risk frameworks and reporting.

10. Employment Services

Coaching and mentoring, HR support, MEA agreements interpretation, contracts, induction training, performance reviews, child protection investigations.

11. ICT Services

Management of group network, systems and devices, hardware procurement. Data and telephony planning.

12. Communications, Events & Marketing

Group wide strategic communications, stakeholder communication, group wide events coordination, website development and management, digital marketing, advertising etc.

Central Office Team

In the heart of St Philip's Christian College lies our Central Office. It's more than just an administrative centre; it's the core that breathes life into our network of Colleges, Centres, and Initiatives.

Our structure at St Philip's Christian College is unique in that we have a Central Office which provides support to our network of schools. The schools benefit from extra resources and professional services including leadership support, educational consultation, professional development, staff collaboration, human resources, finance, building services, risk management, information and communication technology and marketing communications.

In all that we do we believe we are called to be leaders in whole of life education and we are continually looking to ways that we can further this endeavour. The Central Office is committed to enabling the best possible educational journey for our entire SPCC community.

Central Office Executive Leadership Team



Chief Executive Officer (CEO)
Graeme Irwin



Deputy CEO
Graeme Evans



Chief Financial Officer (CFO)
Jacques Cronje



Director of People & Culture
Virginia McMurray



Director of Infrastructure Development
David Price



Head of Teaching School
Samantha Van De Mortel



Executive Director - Quality Development (NQF)
Lea Rule



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@St Philip's Christian Education Foundation

