



St Philip's Christian College DALE **ANNUAL REPORT 2022**



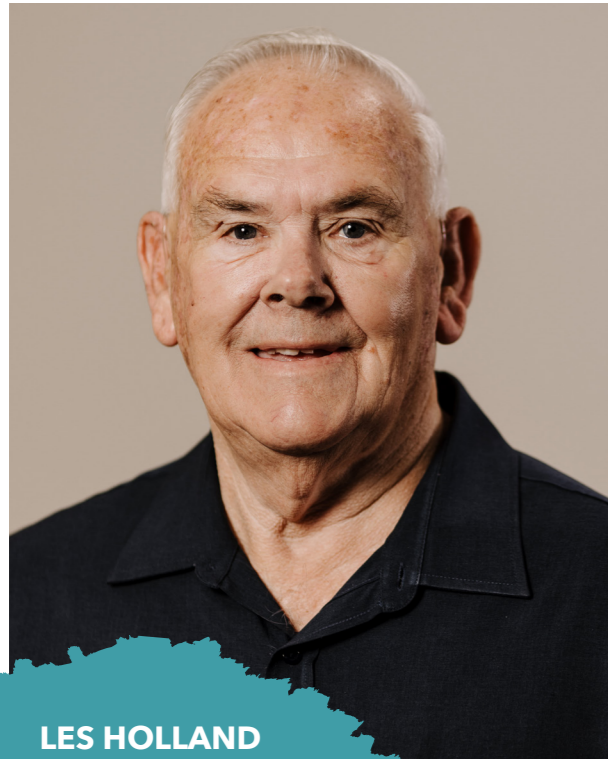
*You are the salt of the earth.
You are the light of the world.*
MATTHEW 5:13-16

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01. A Message From Key School Bodies

Message From The Chairman Of The Board



LES HOLLAND

"I am the way, the truth and the life"

John 14:6

Greetings,

It is my privilege to be able to present this report to the Foundation for the year ended December 2022

Over the many years of my involvement with St Philip's I have always been intent on growing our resolve to maintain our place as leaders in education for the "Whole of Life." This means quality education for every student, right from pre-school to year 12 and beyond. When students are presented with holistic Christian education and values, they are better equipped to have considerable impact for good in their communities.

Our Vision, Mission and Core values underpin all that we do. St Philip's is a Christ-centered community, living out our core values of:

- Christ First** - we want to honour Christ in all things.
- Serve One Another** - we want to appreciate the God-given potential of each person.
- Strive For Excellence** - we want to aim to do our best all the time.
- Do What Is Right** - we want to always behave in a Christian manner.
- Build Community** - we want everyone to feel they belong.

It is essential that the six vision statements, the mission statement and the five core values are daily affirmed. The importance of maintaining strong commitment to these ideals cannot be overstated.

2022 has been arduous in many ways, affected in part by the ongoing challenge of operating in a Covid-affected environment, especially in the first half of the year, and I thank all staff for the way in which their respective roles have been consistently carried out. Student learning and outcomes are enhanced and strengthened by their expertise and Christian example. I appreciate that our leaders take seriously their responsibility to guide staff and students in the "culture" of St Philip's.

I extend my sincere thanks and appreciation to Mr Graeme Irwin, our Executive Principal/CEO who continues to lead the St Philip's organisation with Godly intent, vision and resoluteness. Thanks also to the Principals and Senior Leaders of our schools, Narnia and the Teaching School, Foundation Office staff; the leadership of Mrs Michelle Cairelli, creating new initiatives and effectiveness for DALE and Young Parents schools. The new venture of the "Saints After School Academy" under the leadership of Mr Paul Welham is an exciting new endeavour and an investment into young people's lives which, no doubt, will enhance and add to their experience and life skills.

A special thank you to Mr Craig Harvey, Locum CFO for the latter part of 2022 after the resignation of Mr Matthew Gray in July. Craig assisted our new CFO Mr Jaques Cronje as he "comes to grips" with, and understands the workings of St Philip's. I welcome Jaques to St Philip's and know that his expertise and dedication will be valuable to our organisation.

The building program is moving along nicely, with the Foundation Central office in Bridge Street and the ALC at Newcastle school to be completed and occupied during 2023. The new Junior School building at Port Stephens is also underway as are many important smaller projects around the organisation. We are ever thankful to God for his provision.

My thanks to the Board of Directors, whose abilities, experience and knowledge are greatly appreciated. It is a pleasure to work alongside you all in ensuring that St Philip's remains a powerful entity at the forefront of Christian education in this region and beyond.

"The steadfast love of the LORD never ceases, his mercies never come to an end; they are new every morning; great is your faithfulness." Lamentations 3:22-23

Grace and Peace,

Leslie J. Holland

CHAIRMAN, BOARD OF DIRECTORS, SPCEF LTD,
AGM 25 May 2023



Message From Our Executive Principal



GRAEME IRWIN AM

This annual report focuses on the achievements of the school community during 2022 and so I encourage you to read through the report to see the many positive outcomes for students and staff. This particular section, being my CEO report, provides a general overview of the year regarding the wider school group, senior staff matters, board matters plus infrastructure projects.

But firstly, I offer my congratulations to each and every student who make up our schools and centres. We have babies to pre-schoolers in Narnia, children across our Junior Schools, emerging adolescents in our Middle Schools and young adults in our Senior Schools. Well done for the hard work and effort you have put in during 2022. Thank you for helping build a great culture within our schools where everyone flourishes. Remember, if you put in the effort, the rewards will be there for you.

Secondly, my appreciation to all our staff, including our Teacher Trainees, for your hard work and contribution during 2022. A school is nothing without good staff and with brilliant staff is able to achieve much for students and the community. The quality of our staff at St Philip's is impressive, and at a time when there are staff shortages across the education sector, we have maintained a high-quality workforce. Thank you!

2022, as everyone reading this is probably aware, was a significant year for St Philip's, being our 40th Anniversary. The 4th February, 1982 was the very first day of school for St Philip's Christian College for our very first school at Waratah. When SPCC Waratah first opened its doors within the St Philip's church building in 1982, there were two teachers and 26 students. Now in 2022 we have grown to over 4,600 students and 850 staff across, 4 x K-12 schools, 6 x Early Learning Centres, 4 x Dynamic Learning Schools, 2 x Young Parents schools as well as providing Tertiary education through the St Philip's Teaching School.

It was fitting then that the theme for 2022 was **Thankfulness**, and the associated Bible verse directed our attention to the need to live like we are thankful. If we are thankful to God for his blessings, we will live like thankful people ensuring that what we say and what we do represents him well.

"And whatever you do or say, do it as a representative of the Lord Jesus, giving thanks through him to God the Father." Colossians 3:16-17 NLT

We chose this theme because we have been greatly blessed! We saw the year as an opportunity to pause and spend time reflecting on what God has done and to learn to be grateful and give the credit to Him. Thankfulness is very much key to health and wellbeing within any community and a thankful person and a thankful community are positive and strong!

Our 40th anniversary celebrations took many forms. A significant number of events were held throughout the year including, a gala dinner, art-gallery showcase, cross school musical *The Little Mermaid*, open day and alumni activities. Thank you to Pam and the team at Waratah for hosting these events and going above and beyond to include our alumni and our other schools. It was a wonderful time to reflect on God's blessing over the years and to see the growth of Christian schooling in the hunter region and beyond.

I am always grateful for the amazing team of professionals I get to work with. They are skilled and dedicated and together we achieved much in 2022. In particular, I want to acknowledge the members of 'SPELT'. This group is made up of the most senior executive in St Philip's and the acronym SPELT is an abbreviation for St Philip's Executive Leadership Team. The significant changes within this group follows.

In January 2022, following Michelle Cairelli's appointment to Principal, of what is now the Dynamic Learning College and Young Parents College, Cameron Johnston was appointed as acting Principal for SPCC Gosford. Cameron had been serving in the role of Deputy Principal of Welfare and Operations prior to this appointment and had been employed at SPCC Gosford since 2013.

In September 2022 Cameron's permanent appointment to the role of Principal was announced following a process to confirm this appointment. Cameron is a capable leader, who has faithfully empowered his staff to deliver on the commitment given to all families in pursuit of the College's mission: to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, values and practice. He is passionate about seeing every child reach their God-given potential and has a proven record of engaging students through innovative and inclusive education pathways. He is committed to developing educational leaders who will inspire students and change communities.

In July 2022, Mr Matthew Gray resigned from his role of CFO. Matthew commenced with the organisation in 2019 and provided significant support and guidance over the ensuing challenging time of COVID. To allow us time to conduct a thorough recruitment process for this significant role, Craig Harvey from Resolve Consulting was appointed Interim CFO Consultant until such time as a new CFO was appointed.

In November 2022, following a national advertising campaign, Mr Jacques Cronje was appointed as CFO. Jacques is a man of outstanding character and brings with him a wealth of knowledge and experience in the finance sector as well as a passion for Christ and a desire to pursue a vocation which enables him to utilise his God-given skills for Kingdom purposes.

At the Staff Conference in July 2022, we took some time to honour three Board Members for their contribution to St Philip's over significant time periods. Firstly, Paul Dorrity served as a Board Member from 2010 to 2022 (12 years). Paul was originally a parent and also a member of the SPCC Port Stephens School Council.

Secondly, Tony Urquhart served from 2001 to 2022 (21 years). Tony along with his wife Jenny were parents at Waratah and always great supporters. Tony is probably best known at Waratah as the parent who first went with his children to the famous Year 6 Coachwood outdoor camp, and then continued to attend every year afterwards as a volunteer leader. Lastly, Edna Dobson served from 1994 - 2010 and then from 2013 - 2020 (23 years). Edna and husband Gordon are parents of a teacher (Susan Bartlett) and grandparents of now ex-student Sam and Josh (Waratah). Edna was on the Board and involved in the decision to commence every new school we have started from Port Stephens in 1995 to the St Philip's Teaching School in 2018.

Being a St Philip's Board Member is a volunteer role that is taken on to support and further the vision of Christian education through the St Philip's Christian Education Foundation. Board Members are now known as Board Directors and we would be amiss if we didn't acknowledge the work of our current directors over 2022. Thank you to our Chair, Les Holland and each of our non-executive directors Ben Picton, Stephen Clarke and Robert Fogg.

Infrastructure works during 2022 included the commencement of three major projects. The Active Learning Centre (ALC) at Waratah, the Central Office at Waratah and a new Junior School building at Port Stephens. Planning for future infrastructure projects was also undertaken and includes upgrades at Gosford, Cessnock and Dynamic Learning at Waratah. In addition, planning continues for new school projects including Charmhaven and Maitland.

The new Central Office facility was commenced during 2022 and this building will provide a permanent home for the Central Office staff and will celebrate our schools and students and be the location for many current group activities and new activities to come. It is symbolically located on the site where the school first started and it also physically links to the St Philip's church from where the organisation derives its name. I hope to see you in this space soon!

Grace and peace to all,

Graeme Irwin
CEO
June 2023

Message from St Philip's Christian College DALE Principal



MICHELLE CAIRELLI

SPCC DALE is a school where we believe in second chances and new beginnings, where your child can come, feel safe, know they belong and that they are loved. We believe in the whole of their life education and support this by providing quality, dynamic programming, state of the art facilities, purpose built for our students and specific personal plans for each student to ensure their needs are met and they can succeed every day.

I have the best job in the world being the Principal of St Philip's Christian College DALE. I love the children in our school and believe that God has a plan and a purpose for each of their lives. I believe that they were put on this earth to do incredible things and I know, when empowered, challenged, and encouraged, that they will make a positive impact on theirs and the next generations to come.

DALE has campuses in Newcastle, Gosford and Cessnock. In 2022 we launched a Port Stephens campus in Salamander Bay. This campus commenced with students from Year 7 to 9 and almost tripled in size over the year. Plans commenced in 2022 to expand the facilities in Port Stephens as more students enrol. The Newcastle campus undertook renovations and we have commenced plans for a new building to compliment the heritage listed buildings.

In 2022 we restructured our leadership team and appointed a Director of Teaching and Learning, Mrs Petria West and a Curriculum Coordinator, Danielle Crook. This has supported our mission to ensure the students at DALE receive quality education meeting the NSW Curriculum requirements. Together they commenced the development of new teaching and learning programs from Year 3 to Year 12 underpinned by the philosophy of the NSW Curriculum Review.

We also welcomed two new Heads of Campus, Mrs Fiona Searls and Mr Peter Buchan. Fiona leads the Waratah campus and her experience in inclusive and special education has been invaluable in ensuring that the staff are equipped to cater for individual learning needs. Peter has overseen the opening of the DALE campus in Port Stephens. He has extensive experience teaching middle school students and loves seeing students thrive in a supportive environment.

We have incredible staff and Heads of Campus standing with and supporting your children as they navigate the world, they find ourselves in. My prayer, is, that as you decide if SPCC DALE is the right school for your child, that you will consider the whole of your child's life and how important education is to ensuring they have a successful start to their life as independent individuals.

Mrs Michelle Cairelli

PRINCIPAL



Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus.

1 THESSALONIANS 5:16-18.

02. Contextual information about the School and Characteristics of the Student Body

St Philip's Christian College DALE meets the needs of students with Anxiety, Depression, Post Traumatic Stress Disorder and/or Autism (Level 1 & 2). SPCC DALE is a co-educational college catering to students from Year 3 to Year 12.

WHO WE ARE

We passionately believe in the need for independent, accessible education that develops the whole child – intellectually, socially, physically and spiritually; environments that maintain exceptional educational standards, embedded with the truth of the Christian Gospel.

We believe in delivering best-practice, leading education that embraces people as individuals and equips them to serve the communities and world in which they live. Person-by-person, generation-by-generation – by the grace that God supplies – we positively impact the world through life-changing education.

OUR VISION

St Philip's Christian College seeks to be a leading provider of quality Christian schooling 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 CORE VALUES

- Christ First** - we want to honour Christ in all things.
- Serve One Another** - we want to appreciate the unique God-given potential of each person.
- Strive for Excellence** - we want to aim to do our very best all the time.
- Do what is right** - we want to always behave in a Christian manner.
- Build Community** - we want everyone to feel they belong.

THE SCHOOL CONTEXT

SPCC DALE is recognised by NESAs as a Special School. It was established in 1997 as DALE Christian School (Dynamic Alternative Learning Environment) to meet the needs of Year 7 to 10 students with emotional/behavioural problems and catered for students with a mild intellectual disability. In 2012, the College extended its curriculum to include Stage 3 (Year 5 & 6). In 2018, Stage 2 (Year 3 & 4) and Stage 6 (Year 11 & 12) were incorporated into the scope of educational offerings.

Over the years the enrolment criteria have been refined to identify those students who would benefit most from the dynamic environment offered at the College. The criteria now meet the needs of students with Anxiety, Depression, Post Traumatic Stress Disorder and Autism (Level 1 & 2).

With the move to include Stage 6, the school now offers students the opportunity to gain their non-ATAR HSC. The educational program is based on individual needs and focuses on building on the strengths and talents of each student.

SPCC DALE is a 'small school' environment and has a higher staff to student ratio compared to mainstream which gives many young people, who feel lost in a mainstream environment, a sense of security and belonging.

Each student at SPCC DALE has an Individual Plan developed for them in partnership with the student, their families and support agencies.

With campuses in Gosford, Cessnock, Port Stephens and Newcastle, our aim at DALE is to create a positive environment in which students with particular social, emotional and learning needs can feel loved, understood, challenged and secure.

In 2022 SPCC DALE had 172 enrolments and 102 staff split across our four campuses, with a higher percentage of boys at 63% to girls at 37% enrolled. In addition, 14% of our students are Aboriginal or Torres Strait Islander.



03. Student Outcomes in Standardised National Literacy and Numeracy Testing

NAPLAN RESULTS

The National Assessment Program - Literacy and Numeracy (NAPLAN) data shows current levels of achievement in Literacy and Numeracy for students enrolled in Year 3, 5, 7 and 9 in 2022.

The participation of St Philip's Christian College DALE students in NAPLAN this year was 58%. It is worth noting that SPCC DALE is not compared to other schools on the MySchool website due to the particular nature of our student body. The table below shows the average results for our school for the 2022 school year.

	2017	2018	2019	2020	2021	2022
Year 5	-	-	-	474	460	444
Year 7	503	428	510	494	500	
Year 9	516	388	521	497	523	

Interpreting the table
Selected school's average when compared to students with a similar background

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

NAPLAN participation for this school is 58%
NAPLAN participation for all Australian students is 95%

^{NB} In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic.
^{NB} A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison to be available. Grey shading indicates participation did not meet these thresholds.



For the word of the Lord is right and true; He is faithful in all He does.

PSALM 33:4

04. Senior Secondary Outcomes (Student Achievement)

RECORD OF SCHOOL ACHIEVEMENT (ROSA)

The NSW Record of School Achievement is a record of achievement for students who leave prior to receiving their HSC. The ROSA is a cumulative credential for students available after year 10, 11 and 12. It recognises the student's achievements up to the point that they finish school.

The table below shows the results of the 2022 Record of School Achievement. We consider the attainment of the certificate itself as a wonderful achievement for our students when taking into consideration that most were disengaged with learning and the school environment when they joined St Philip's Christian College DALE.

Year 10 Grades - 2022

SUBJECT	NO. OF STUDENTS	GRADES %'S					
		A	B	C	D	E	N
ENGLISH	17			12%	65%	24%	
MATHEMATICS	16				100%		
SCIENCE	17			6%	65%	29%	
GEOGRAPHY	17		6%	12%	59%	24%	
HISTORY	17			35%	35%	29%	
WORK EDUCATION	18			39%	33%	28%	
PDHPE	17			41%	35%	24%	

NON-ATAR HIGHER SCHOOL CERTIFICATE (HSC)

The students at SPCC DALE achieve a non-ATAR HSC. They do not complete examinations, therefore we do not compare student data to statewide trends. At SPCC DALE our students undertake a year A and year B Stage 6 program.

Year 11 Grades - 2022

SUBJECT	NO. OF STUDENTS	GRADES %					
		A	B	C	D	E	N
ENGLISH STUDIES	11		9%	45%	27%	18%	
COMMUNITY & FAMILY STUDIES	18			39%	50%	11%	
MARINE STUDIES	11			27%	64%	9%	
NUMERACY	18			44%	44%	11%	
SPORT, LIFESTYLE & RECREATION STUDIES	11			9%	82%	9%	

HSC Grades - 2022

SUBJECT	TOTAL STUDENTS IN COURSE	GRADE (AVERAGE)	SCHOOL ASSESS. MARK (AVERAGE)
ENGLISH STUDIES	9	D	N/A
MARINE STUDIES	8	N/A	40%
MUSIC 1	1	N/A	26%
SPORT, LIFESTYLE & RECREATION	7	N/A	37%
PRIMARY INDUSTRIES (VET)	1	N/A	
HOSPITALITY (VET)	6	N/A	

05. Teacher Professional Learning, Accreditation and Qualifications

TEACHER ACCREDITATION

LEVEL OF ACCREDITATION	NUMBER OF TEACHERS
CONDITIONAL	1
PROVISIONAL	4
PROFICIENT TEACHER	34
HIGHLY ACCOMPLISHED	0
LEAD TEACHER (VOLUNTARY ACCREDITATION)	0
TOTAL NUMBER OF TEACHERS	39

TEACHING STANDARDS / QUALIFICATIONS

CATEGORY	NUMBER OF 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.	39
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.	0

DESCRIPTION OF PROFESSIONAL LEARNING ACTIVITY

At St Philip's Christian College DALE, we are striving towards Educational Excellence for our students and staff. To help achieve this we encourage all staff to undertake Professional Development that aligns with the school's values and direction. These opportunities include both compulsory Professional Development days throughout the year, including two St Philip's Christian College Conferences, in addition to externally provided Professional Development opportunities as outlined in the table below.

The 2022 Expenditure on Professional Development was \$76,808.70

PROFESSIONAL DEVELOPMENT UNDERTAKEN BY STAFF

COURSE NAME	ATTENDEES
ASBA ANNUAL CONFERENCE	1
FUTURE EDUCATION FORUM	1
MACQLIT 2 DAY TRAINING FOR LEARNING SUPPORT	1
ENROLMENT AND MARKETING SEMINAR	2
ELT CRUCIAL CONVERSATIONS WORKBOOKS	7
BEHAVIOUR MANAGEMENT FOR BEGINNING TEACHERS	4
TEACHING STRATEGIES TO OVERCOME MATH LEARNING DIFFICULTIES AND DISCALCULIA	1
NEW HEIGHTS LIFE SERVICES - COACHING	1
GALLUP Q12 SURVEY	ALL STAFF (102)
VET HOSPITALITY NETWORKING DAY	1
AISNSW CURRICULUM LEADERSHIP CONFERENCE	1
PAULA KLUTH - SUPPORTING AUTISTIC STUDENTS	2
STAGE 2 AND 3 MINILIT LITERACY SUPPORT TRAINING	1
GLOBAL LEADERSHIP SUMMIT	ALL STAFF (102)
EDUCATION RESEARCH SYMPOSIUM	1
TAE 40116 CERTIFICATE IV	1
CHEMICAL SAFETY INITIAL ACCREDITATION	3
BUS DRIVER COURSE	1
SCHOOL TO WORK/ DISABILITY EMPLOYMENT CONFERENCE	1
WHS TRAINING	3
AUTISM AWARENESS & STRATEGIES FOR EDUCATIONAL ENVIRONMENTS	1
CUSTOMISED EMPLOYMENT WORKSHOP	1
YOUTH MENTAL HEALTH FIRST AID	1
CERTIFICATE 1 ACTIVE VOLUNTEERING	4



Be on your guard; stand firm in the faith; be courageous; be strong.

1 CORINTHIANS 16:13

06. Workforce Composition

SCHOOL STAFF 2022	NO. OF STAFF
Teaching Staff	41
Full-time equivalent teacher staff	31.2
Non-teaching Staff	71
Full-time equivalent non-teaching staff	28.6

For characteristics of the workforce please see My School website: www.myschool.edu.au



07 • Student Attendance and Retention Rates and Post-School Destinations in Secondary Schools

STUDENT PROFILE

The students enrolled at each of the four St Philip's Christian College DALE campuses have come here after experiencing challenges within the mainstream learning environment due to social and emotional disorders such as anxiety, depression, PTSD and autism. In 2022 the opening of the Port Stephens Campus saw SPCC DALE span across four separate local government areas, with this we see students from a wide range of socio-economic backgrounds enrol at SPCC DALE.

Prior to enrolling at SPCC DALE many students have been 'non-attendees' for periods that range between 1 month to a year. SPCC DALE works with each student to improve their attendance rate through their personalised Student Attendance Improvement Plan. Throughout 2022 the trend of maintaining improvement in individual attendance continued. SPCC DALE ensures that the way the various types of absences are recorded is consistent with the state attendance codes.

The annual attendance data for the four campuses Waratah, Cessnock, Gosford and Port Stephens has been combined in the table below.

YEAR LEVEL	ATTENDANCE RATE %
Year 3	98%
Year 4	90%
Year 5	86%
Year 6	88%
Year 7	88%
Year 8	83%
Year 9	82%
Year 10	77%
Year 11	80%
Year 12	89%

The attendance rate for the whole school in 2022 was 82%. Further information can be found on the MySchools website.

The attendance rate for Semester One of 2022 was still negatively impacted by COVID-19 isolation periods requiring students to work remotely for health reasons.

The rate of student attendance at SPCC DALE is more variable than mainstream schools for the following reasons:

- Students enrolling throughout the year from mainstream schools where they have previously had difficulties.
- Intentional orientation programs that involve flexible attendance for students who are arriving from school with a history of school refusal, or their level of anxiety and tolerance of change means they would benefit from a phased transition plan.
- Students who at times need clinical review of their social/ emotional difficulties.
- Students on Attendance Plans.

HOW THE SCHOOL MANAGES NON-ATTENDANCE

The SPCC Student Attendance Policy outlines the process that is used to ensure compliance with the NSW Education Amendment (School Attendance) Bill 2009. 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. Parents and Carers are legally responsible for their children's attendance while the school is responsible for maintaining and monitoring the Attendance Register.

In the Attendance Register, Principals are required to ensure information relating to absences of students from school for medical or other reasons is noted. In addition, any particulars need to be added about any unsatisfactory school attendance of compulsory school-aged students.

The school's Attendance policy indicates that the school informs parents/ carers of absences, by sending an SMS daily, following up with a phone call and email by the student's teacher and/or Head of Campus. Attendance Plans and Attendance Improvement Plans, where necessary, are created to improve attendance. For chronic absences the school notifies the Department of Community and Justice.

RETENTION OF YEAR 10 TO YEARS 12 (WHERE RELEVANT)

Moving into 2022 the majority of SPCC DALE Year 10 students choose to continue their education into Stage 6 with DALE. 2022 was the first year for the Port Stephens campus so no student retention data is available. A breakdown of the Post Year 10 and 11 destinations for the Cessnock, Waratah and Gosford campuses can be seen below:

Continued onto Year 10 at SPCC DALE

Cessnock - 6
Waratah - 7
Gosford - 7

Continued onto Year 11 at SPCC DALE

Cessnock - 3
Waratah - 6
Gosford - 5

Continued onto Year 12 at SPCC DALE

Cessnock - 2
Waratah - 2
Gosford - 5

Moved into the Workforce or Seeking Employment

Cessnock - 1
Waratah - 1
Gosford - 1

Combined Work and Study

Cessnock - 1
Waratah - 5
Gosford - 1

Not Studying or Working

Cessnock - 0
Waratah - 0
Gosford - 0



08. Enrolment Policies

SPCC DALE is a co-educational, special school providing an education underpinned by Christian values and operating within the policies of NESA. All applications are processed in order of receipt. During 2022 we continued to refine the processes of enrolment across the four campuses. Consideration is given to the applicant's support for the ethos of the school, siblings already attending the school, the applicant's needs corresponding with Special Needs criteria as defined by the NSW State Disability criteria, and other criteria determined by the school from time to time. The school maintains the policy that the students at the school satisfy the criteria for enrolment in special needs services as per the current criteria.

Once enrolled, students and their families are expected to support the school's ethos and comply with the school policies and normal procedures to maintain the enrolment. Any interested family is given a school tour and then provided with an enrolment pack.

PRINCIPLES

1. All applications are processed within the school's enrolment protocol (see the Enrolment Process).
2. Each applicant's supporting statement/interview responses regarding their ability and willingness to support the school's ethos are considered.
3. Each applicant's educational needs are considered. To do this, the school gathers information and consults with the parents/family/carer and other relevant persons (e.g. the previous school).
4. Any strategies which need to be put into place to accommodate the applicant are identified before a decision regarding the enrolment is made. The needs of the students currently enrolled are also taken into consideration when assessing suitability of the placement for an applicant.
5. The applicant is informed of the outcome.

ENROLMENT PROCESS

In line with the enrolment principles outlined above, the following is the procedure for enrolment at SPCC DALE, and is issued to prospective parents. This enrolment process can take up to six weeks to complete.

The applicant contacts St Philip's Christian College DALE Registrar:

1. Application for Enrolment - initial enquiry

Enrolment enquiries can be made by contacting our college registrar on 02 4949 2929 who will assist the parent/carer in completing the enrolment enquiry form.

2. Submitting the supporting documentation

The college registrar will work with the parent/carer to obtain the supporting documentation required to confirm enrolment criteria is met. The following must be supplied with the enrolment enquiry form:

- a. **Diagnosis** - Documentation for Autism Spectrum Disorder must be according to DSMV criteria and no higher than level 2 (including original diagnosis and any additional updates and/or reports).
- b. **Diagnosis** - Documentation for Mental Health must be under 12 months old (including original diagnosis and any additional update and/or reports).

N.B. the enrolment enquiry can only continue once relevant information is collected.

3. Application for enrolment

Once enrolment criteria are confirmed by our school psychologist the application pack must be completed and a tour of the college can be arranged. A non-refundable application fee of \$150 is payable when submitting an enrolment application.

4. Interview

Prospective students and their parents/carers will be required to attend an interview with the Head of Campus.

5. Observation

After a meeting with the Head of Campus an observation at the child's current school, or our SPCC DALE College Campus or both will be required as part of the enrolment process.

6. Offer of Enrolment

The enrolment application and outcomes of the observations will be reviewed, and the family will be advised if a position will be offered.

7. Acceptance

To accept the position, the letter of offer must be signed and returned with payment of the enrolment deposit (\$1500) within 7 days.

8. The following must be included with the application form:

- Individual Student Profile from parent/carer and current school teacher
- Most recent Academic Report
- Most recent NAPLAN Report
- Birth Certificate
- Immunisation history statement

If a position is not available at the time of enquiry, the applicant will be placed on our waitlist. Once a position becomes available, the applicant will be notified, and the enrolment process can begin.

CONTINUED ENROLMENT AT ST PHILIP'S CHRISTIAN COLLEGE DALE

Ongoing enrolment is dependent on satisfactory attendance and student capacity to function appropriately within the support structure of the school. Regular communication is made with the parent/carer of a student who is at risk of not meeting the above criteria.

09 • Other School Policies

At St Philip's Christian College DALE we are committed to providing a child-safe and child-friendly environment based on Christian beliefs, values and practices, where children and young people are safe, feel safe and can actively participate in decisions that affects their lives.

SPCC DALE is committed to providing a safe and supportive environment by having policies and procedures in place that support our Mission Statement and meet all Legislative requirements.

WELLBEING POLICY

Our Wellbeing Policy is based upon the principles of Collaborative and Proactive Solutions (CPS). CPS is a non-punitive and non-adversarial model, which decreases the likelihood of conflict, enhances relationships, improves communication, and helps children and adults learn and display the skills on the more positive side of human nature: empathy, appreciating how one's behaviour is affecting others, resolving disagreements in ways that do not involve conflict, taking on another's perspective, and honesty. It is positive, proactive and focuses upon developing solutions and success for all in the learning environment.

Our shared commitment:

- Maintaining a supportive environment, which is inclusive of all its members.
- Promoting clear and open communication within all groups in the school community.
- Developing a climate in which mutual respect is valued, acknowledged and experienced.
- Providing a safe and happy learning environment in which children and staff experience success, are respected and celebrate their talents.
- The Wellbeing Policy can be found on our website, no changes were made to this policy throughout 2022.

ANTI-BULLYING POLICY

The rationale of our Anti-bullying Policy is that any behaviour where one takes advantage of another is not in accordance with the Biblical principals of:

- Each person being made in the image of God and thus worthy of respect at all times
- Each being commanded to love God and each other

The policy recognises that because of sin in our lives, bullying will be evidenced in our community, in varying degrees, at various times.

Policy

Staff, students and parents support a climate of respect and care for others. SPCC DALE actively promotes respect and acceptance for individual differences.

- At SPCC DALE bullying in all its forms: physical, social, psychological and verbal, is unacceptable.
- The school is committed to minimising all forms of harassment.
- SPCC DALE has systems of pastoral care, reporting and discipline which respond immediately to cases of bullying when they arise.

While recognising that the school's first priority is to support victims of bullying, SPCC DALE will also provide support, guidance and education for the bully.

The Anti-bullying Policy can be found on our website, no changes were made to this policy throughout 2022.

DISCIPLINE POLICIES

Suspension Policy

To support good order and purposeful learning, schools should develop a policy of student management that reflects their spiritual values and appeals to a student's innate dignity.

This policy should be understood by staff and students and adhered to. Suspension of a student for a school matter, should not be used in the first instance of undesirable behaviour unless the Head of Campus recommends to the Principal that such behaviour could cause emotional, psychological and/or physical harm to other persons.

Students under statutory leaving age are legally required to attend school. Circumstances may arise where it is necessary to impose a period of suspension for the wellbeing of the school and other students. Students over the statutory leaving age are not compelled legally to attend school. If they are suspended, however, the procedures outlined below are to be followed where appropriate.

Procedural fairness involves:

- Provision of relevant policies and procedures to involved parties;
- Provision to these parties of the details of any allegations;
- Provision to these parties of the right to respond to allegations and, if appropriate, to appeal any decision; and
- The right to an impartial decision.

Students may be suspended, provided the Head of Campus is satisfied that such action is warranted, if a student:

- Demonstrates consistent and willful non-compliance;
- Acts violently or threatens violence;
- Threatens good order; and/or
- Disrupts own learning or that of other students.

These behaviours may also lead to expulsion in some circumstances as determined by Head of Campus in consultation with the Principal (see expulsion policy)

Based on principles of procedural fairness we ensure parents are involved in the processes of procedural fairness for Suspension and Expulsion. The school does not permit corporal punishment of students, or sanction corporal punishment of students by non-school persons.

The Suspension Policy was reviewed in May 2022 and can be found on our website.

Expulsion Policy & Procedure

To support good order and purposeful learning, SPCC DALE has developed a policy of student management that reflects their spiritual values and appeals to a student's innate dignity. This policy should be understood by staff and students and adhered to.

In cases where suspensions have proved ineffective and where consultations with the parents or carers or students who are self-enrolled or other procedures and supports have produced no improvement in the student's behaviour, the Head of Campus recommends to the Principal the permanent removal of the student from the school.

In instances of gross misconduct, for example extreme acts of abuse or violence, the Head of Campus may recommend to the Principal, the immediate expulsion of the student.

Based on principles of procedural fairness we ensure parents are involved in the processes of procedural fairness for Suspension and Expulsion. The school does not permit corporal punishment of students, or sanction corporal punishment of students by non-school persons.

The Expulsion Policy and Procedure was reviewed in May 2022 and can be found on our website.

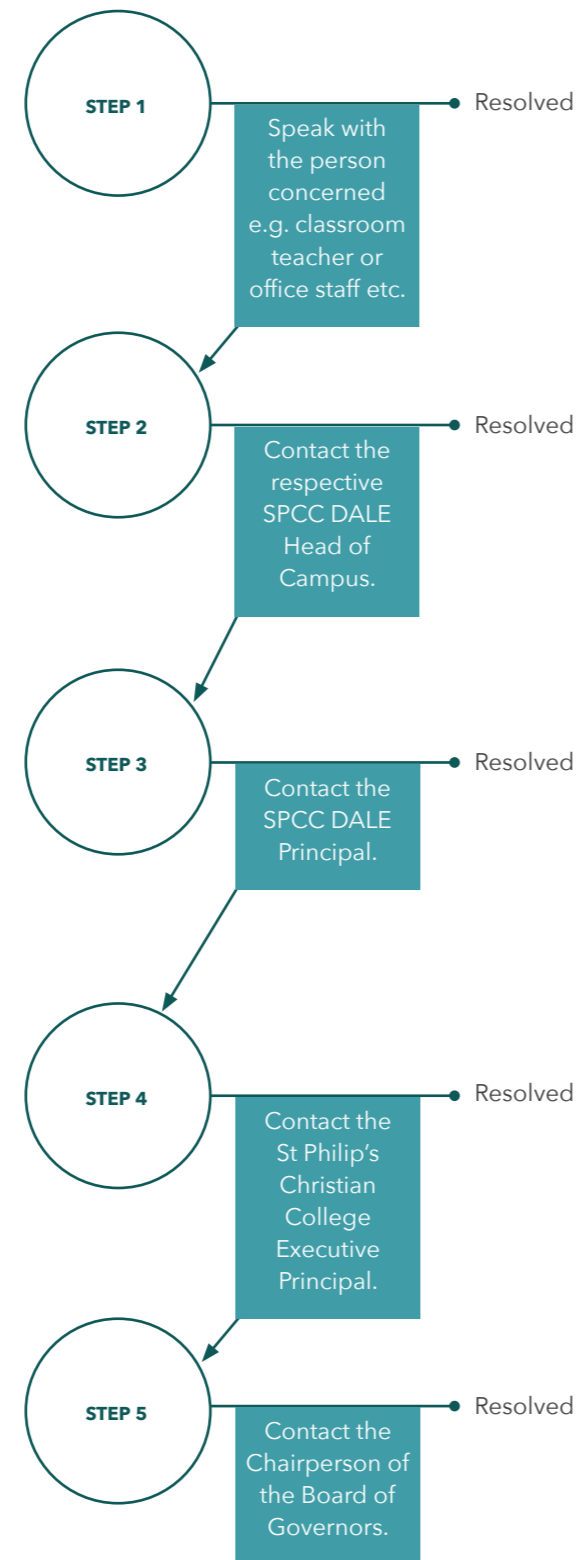
Complaints & Grievances Policy

The school's policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents and/or students. These processes incorporate, as appropriate, principles of procedural fairness. These principles of procedural fairness, including appeals, are included in the Student Handbooks. The full text of the school's policy and processes for complaints and grievances resolution is provided in the Staff Educational Compliance secure server.

In December 2019, the College added a Confidential Informing (Whistleblowing) Policy to the Grievance Policy suite. These policies are found on our website.

A summary of the procedure for handling concerns and complaints is represented by the following diagram.

COMPLAINTS & GRIEVANCES PROCEDURE



Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you.

1 THESSALONIANS 5:16-18



10. School Determined Priority Areas for Improvement

SCHOOL IMPROVEMENT PLAN 2022

Spiritual Growth

PRIORITIES FOR 2022	PRIORITIES	ACHIEVEMENTS
Deepening Personal Relationship with God	All members of the school community will strengthen their personal relationship with God.	<ul style="list-style-type: none"> All staff take turns to deliver staff devotions in meetings and participate in chapels and daily devotions with the children. Children have been given bibles when they make a commitment to a relationship with Jesus, and many have been led to faith in Him this year. Support staff encouraged to pray for students when appropriate. Senior leaders attended Global Leadership Network to strengthen their understanding of Christian Leadership. Programs are all written incorporating a Christian worldview.

Student Learning & Achievement

PRIORITIES FOR 2022	PRIORITIES	ACHIEVEMENTS
Teaching with High Impact Strategies	Employ evidence-informed, innovative and engaging learning strategies inclusive of the needs of all students.	<ul style="list-style-type: none"> All stage programs re-written in consultation with NESAs to ensure compliance with separate curricula, in an integrated 'transdisciplinary design'. This has simplified assessment processes to minimise anxiety and is designed to increase engagement. Staff have been allocated release time, with PD incorporated, to create teaching and learning activities including adjustments for their students.
Promoting a Culture of Professional Learning	Provide professional learning employing a range of evidence-informed strategies.	

Pastoral Care and Wellbeing

PRIORITIES FOR 2022	PRIORITIES	ACHIEVEMENTS
Promoting Student Voice	Enabling authentic agency and responsibility, empowerment and leadership through inclusive engagement of all students.	<ul style="list-style-type: none"> Student leaders appointed at each campus from Stage 6 Students taking the lead in assemblies and chapels with specific responsibilities Chapel band at Cessnock and Choir at Gosford

Community and Culture

PRIORITIES FOR 2022	PRIORITIES	ACHIEVEMENTS
Valuing our School Community	Engage effectively and efficiently within the school and externally with the school community.	<ul style="list-style-type: none"> Cuppa with the Principal at each campus. High community engagement at campus special events eg. Presentation days, formals, Christmas celebrations and Father's Day breakfasts Colour Run - Combined whole school annual event with SPCC YP at Cessnock

Resources and Facilities

PRIORITIES FOR 2022	PRIORITIES	ACHIEVEMENTS
Developing Educational Infrastructure	Enhance the facilities at each school and develop current and new schools to be innovative future-focused learning environments.	<ul style="list-style-type: none"> Plans finalised for a new building at Newcastle campus and BGA submitted for additional funding for stage 2 of the building. Classrooms at Newcastle re-painted and outdoor spaces updated, fence installed at front of the school. New branding, marketing campaign and name change to "Dynamic Learning College". Ready to be formally launched next year
Strengthening Reputation	Enhance the reputation of SPCC DALE within and externally to SPCC.	

11. Initiatives Promoting Respect and Responsibility

As a Christian school the principals of respect and responsibility are woven throughout our faith and are reflected within the schools Mission Statement:

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

These Christian beliefs, values and practices are further expressed in the College Core Values:

- Christ First
- Serve One Another
- Strive For Excellence
- Do What Is Right
- Build Community

These values of respect and responsibility flow from our love and respect for God and our desire to share this with others.

SPCC DALE strives to promote respect and responsibility throughout all areas of the school with clear expectations for our students highlighted in the student diary that is handed out to each student at the start of the year. The Student diary has a section highlighting St Philip's Christian College DALE expectation in regards to the Students Responsibilities. It mentions that the central principal behind all of the student responsibilities is respect and the expectation that the student is to give respect and should expect respect in return in relation to people, opportunities and property.

SPCC DALE maintains that all students have:

- The right to learn
- The right to feel safe
- The right to be respected

To encourage the promotion of respect and responsibility amongst the student body in 2022 SPCC DALE took part in the following service activities and student programs:

Service Activities

- National Day of Action against Bullying and Violence
- The Backpack Venture
- National Sorry Day
- Community Breakfast and Community night
- Blue Lagoon Clean Up Port Stephens
- R U OK? Day
- Christmas Giving Tree
- Cuppa with the Principal, conducted via zoom for the first part of the year and then back in person for the second.
- Combined school Colour Run held at Cessnock Campus
- ANZAC Day Service
- Mother's Day coffee and croissants
- NAIDOC Celebrations at Waratah, Cessnock and Gosford

- Jeans for Genes Day
- Fathers Day breakfast

Student Programs

- Connect Groups
- Wellbeing Wednesday
- Chapel Band and fortnightly Chapel services
- First Aid Training for Students

- Learn Live Survive Program
- Weekly Assemblies
- Swimming carnival
- Stage Camps
- Presentation Days
- Year 12 Formal
- Choir



12. Parent, Student and Teacher Satisfaction

At St Philip's Christian College DALE, we believe that everyone should have the opportunity to voice their opinions as we all matter. This is why we find it important to provide students, parents, and teachers a chance to give their feedback and have it considered. At SPCC DALE we strive to work with our families to help our students reach their best possible educational outcome.

In 2022 our College community participated in The Association of Independent Schools Perspective Survey. This included participation from staff, students, and parents. The results from this survey highlighted high levels of satisfaction in our teaching and learning, general school environment, and student wellbeing.

A snapshot of St Philip's Christian College DALE from the 2022 Perspectives Survey

Students:

- 89% say - Some students find learning hard and some find it easy. Teachers help all of them.
- 84% say - I feel safe in my classes
- 83% say - My teachers know my learning strengths and challenges
- 80% say - There is a good balance between religious education and other subjects

Parents:

- 100% say - Buildings, classrooms and grounds are well maintained
- 93% say - Teachers teach in ways that make it easy for my child to learn
- 96% say - Students, parents and staff know the schools values
- 100% say - There are interesting co-curricular activities my child can participate in

Teachers:

- 100% say - The school fosters spiritual growth for all students
- 100% say - Teachers help students overcome barriers they have to learning
- 95% say - The school values and supports ongoing professional learning
- 95% say - Leaders set high expectations for everyone

We continue to have some students find that even the SPCC DALE environment is not sufficient to assist their re-engagement into education. This is normally due to their diagnosed condition manifesting itself in ways that are at a higher level of support than our school is able to provide and are therefore referred to other more suitable educational settings.

The majority of parents and students give very high praise for the series of open-hearted fresh starts that have been received as they become engaged again with formal education, as part of the SPCC DALE community.

Parent Feedback Received In 2022

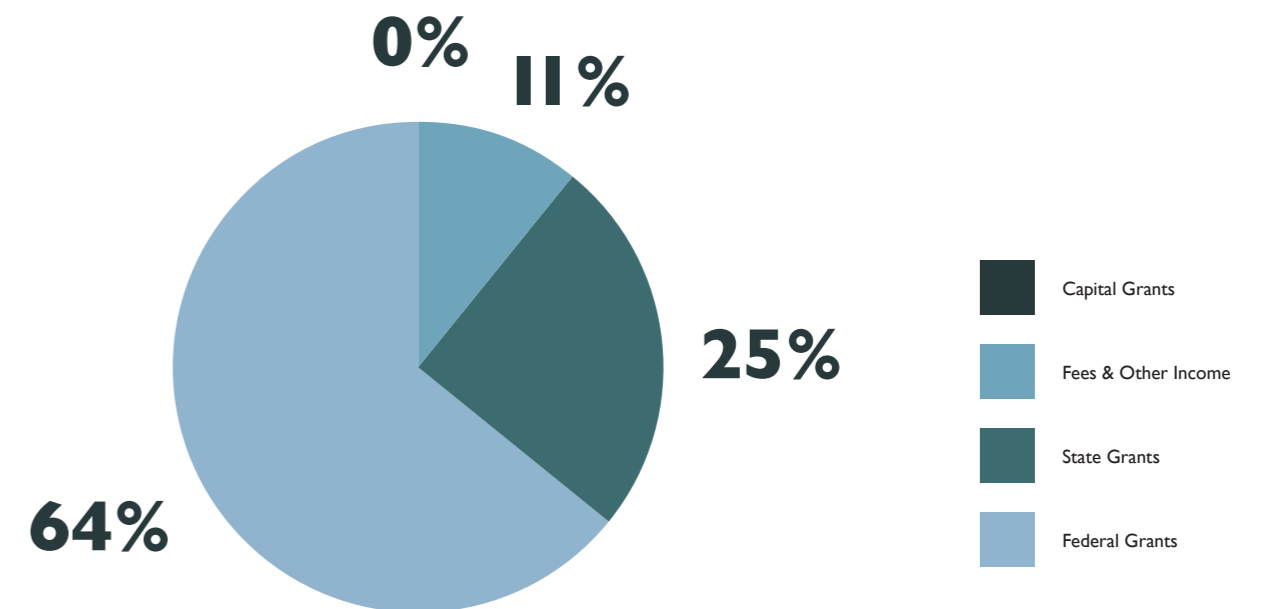
'DALE is caring, kind, supportive, nurturing, fun, understanding and committed. Thank you all so very much for having my son over the last 6 years. I am so glad that he was able to grow and mature in such a nurturing and kind environment.'

'DALE has been an absolute Godsend for my son. It came at a time when he was really struggling with school in general and coming to terms with his Autism diagnosis. DALE has enabled my son to get back to school full time and enjoy the process.'

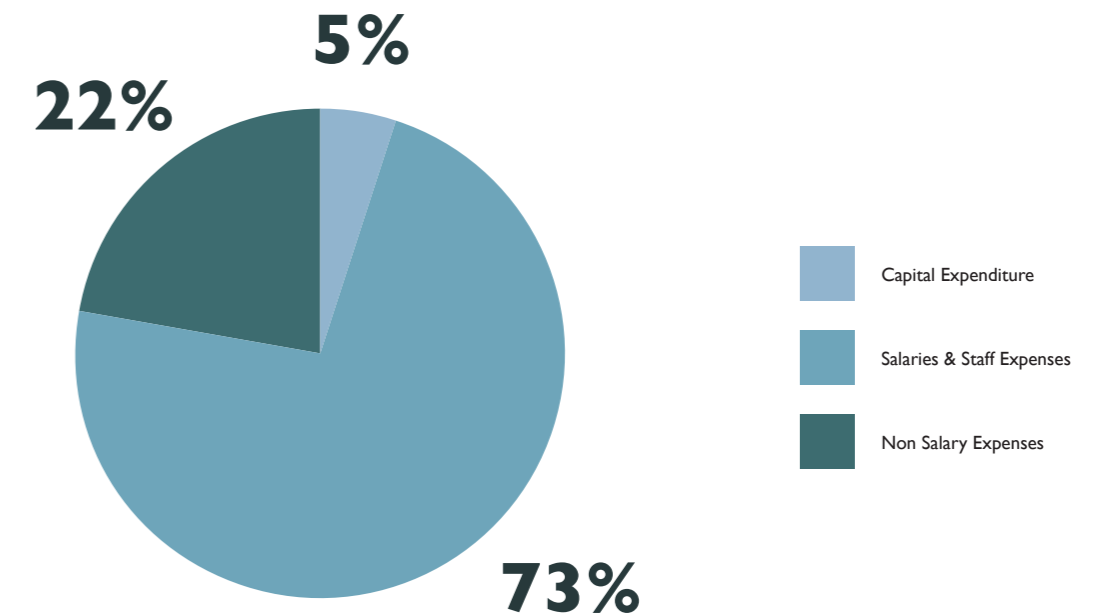
'I have only ever received positive feedback from the school, I really appreciate the way my daughter and her quirks (visual communication) was accepted by all staff at the college and the way she has developed into a wonderful young lady, having the confidence to gain employment, getting her 'L's and supporting her in wanting to enter a male dominated work field (I feel having mainly boys in her class has helped her with this). Who would ever of thought that you would get her to talk on TV - Huge thumbs up for that:) I would like to thank all the staff past and present at not only the Gosford campus but to the lovely ladies at Waratah office from the beginning of the enrolment process, through to the end of my daughters schooling.'

13. Summary of Financial Information

ST PHILIP'S CHRISTIAN COLLEGE DALE INCOME SOURCES 2022



ST PHILIP'S CHRISTIAN COLLEGE DALE EXPENDITURE SUMMARY 2022



14. PUBLICATION REQUIREMENTS

This Annual Report will be made available on NESAs online. It will also be uploaded to our school website and made available to parents upon request in hard copy form.



For the Whole of Their Life

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