



**Dynamic Learning
College**
FOR THE WHOLE OF LIFE

Annual Report 2024

St Philip's Christian College
Dynamic Learning





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1. Context

Message From Graeme Irwin

CHIEF EXECUTIVE OFFICER
ST PHILIP'S CHRISTIAN EDUCATION FOUNDATION



2024 has been a truly exceptional year.

To our staff, parents, and, of course, our amazing students, I extend my heartfelt gratitude. Your dedication to this community is the foundation of what makes St Philip's such a unique and thriving place. We are deeply thankful for every one of you.

In 2024 our theme has been **Tenacity**, a quality we've seen so powerfully displayed across our community—students, staff, and families alike, and woven through so many of the new pursuits undertaken this year.

One of the significant achievements for 2024 was the launch of **SPCC Gilibaa, our Bilingual Worimi College**. Gilibaa has been a phenomenal success, bringing an innovative, bilingual approach to education as students learn in both English and their native Gutung language. Since its launch in January, it has truly flourished. In November, we were thrilled to be recognised as a 5-Star Innovative School for 2024 — a testament to the courage and innovation behind Gilibaa's mission. The Kindergarten class for 2025 is already at capacity, and in just a year, we are expanding from one K-2 class to five K-4 classes.

This year we also launched our Pioneer magazine. Pioneer is a biannual publication from St Philip's Christian Education which highlights groundbreaking educational initiatives. The magazine connects with current and prospective partners, alumni, and stakeholders, fostering a vision for future transformative growth. In September we were honoured to receive the **Alumni or Community Publication of the Year for 2024 at the Educate Plus Awards** for our inaugural edition.

We also had remarkable success in the realm of construction and design. At the **Master Builders Association of NSW Newcastle Excellence in Building Awards**, three of SPCE's recent projects received top honours. These awards celebrate the incredible work done to create environments that support learning and growth across our campuses, including our Junior School at Port Stephens, Central Office, and Active Learning Centre at Waratah.

As a multi-school group, we continue to find exciting ways for students to connect and grow across campuses. This year our students have had the opportunity to be involved in our Ministry Camp, HSC Study Camp and Student Leadership Symposium along with many cross-campus subject-based intensives, workshops,

sporting initiatives and debating days. These events draw from the depth of expertise that we have across our organisation and our students benefit from their knowledge and wisdom as well as building community and connections with students from across the group of schools.

We also had the joy of hosting our 2nd Annual St Philip's Golf Classic in November, a day filled with camaraderie and fundraising. Thanks to our generous donors, we are moving forward with our transformative Young Parents College at Wyong, which will offer incredible support to young parents in our community.

This year is also special as we honour and bid farewell to a truly valued leader. Mrs Pam O'Dea is stepping down from her role as Principal of our Newcastle College. Every student currently in the Newcastle school and those that have graduated over the years, have benefited from Pam's passionate and dedicated leadership. We thank you, Pam, for everything you've contributed, and we wish you blessings in all that is to come.

In Matthew 7:7, Jesus tells us: **"Keep on asking, and you will receive what you ask for. Keep on seeking, and you will find. Keep on knocking, and the door will be opened to you."** This verse is a reminder to never give up. Be persistent, keep seeking the truth, and keep striving to make a difference.

Thank you all and may God's grace and peace be with each of you as we journey into the new year. I am excited and expectant for all that God has in store for us in 2025.

Blessings to you all.

Graeme Irwin AM

Chief Executive Officer

June 2025

Directors' Report

2024 SPCEF OBJECTIVES

SHORT TERM OBJECTIVES

The Foundation's short-term objectives are to:

- Maintain annual enrolment projections for each school;
- Develop effective and engaging learning experiences for all students;
- Increase achievement levels in public exams across all schools;
- Maintain strong pastoral care programs based on Christian values;
- Recruit and maintain high quality teaching staff in all schools;
- Complete major capital improvement projects annually in line with each school's master plan.

LONG TERM OBJECTIVES

The Foundation's long-term objectives are to:

- Double overall enrolments by 2030;
- Position all schools within the top quartile in the region according to performance;
- Develop effective succession plans to ensure good leadership and expertise is retained;
- Complete long-term capital development programs for each school.

STRATEGY FOR ACHIEVING THE OBJECTIVES

To achieve these objectives, the Foundation has adopted the following strategies:

- Bolster early learning and prep school services as a major entry point;
- Maintain the edge with the introduction of effective educational innovation;
- Build a 'Schools of First Choice' reputation;
- Seek out and secure grants, donations and support for development goals;
- Ensure continuous improvement is achieved across all programs;
- Support and challenge staff through effective performance appraisal processes;
- Pursue strategic property acquisition and capital works programs;
- Establish new schools as demand and opportunity arises.

PRINCIPAL ACTIVITIES

The principal activities of the Foundation during the financial year was the provision of education to school-aged and early childhood education via the administration of St Philip's Christian College (Newcastle, Port Stephens, Gosford and Cessnock schools) as well as St Philip's Christian College's Dynamic Learning College (DLC), Young Parents College, Gilibaa, Teaching School, Saints Academy, and Narnia Christian Preschool (Newcastle, Port Stephens, Wyong, Cessnock and Gosford campuses).

CONTRIBUTIONS ON WINDING UP

St Philip's Christian Education Foundation Limited is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member while they are a member, or within one year after they cease to be a member, is \$50.

The total amount that members of the School are liable to contribute if the School is wound up is \$350 (2023: \$250).

MEETINGS OF DIRECTORS

The number of meetings of the School's Board of Directors ('the Board') held during the year ended 31 December 2024, and the number of meetings attended by each director were:

DIRECTOR	ATTENDED	HELD
Leslie Holland	7	7
Graeme Irwin	7	7
Robert Fogg	6	7
Benjamin Picton	5	7
Stephen Clarke	7	7

Held: represents the number of meetings held during the time the director held office.

INFORMATION ON DIRECTORS

Leslie Holland

Chairman
B. Ed Dip Teach

Graeme Irwin AM

Executive Principal
Dip. Teach, Dip Bus

Stephen Clarke

JP, MRMIA, Dip In Theology (Hons)

Benjamin Picton

BBus / BCom (Combined), Dip Fin M

Robert Fogg

BEng (Mechanical), MOccHS&EM, MErgo

COMPANY SECRETARY

Garry Paget held the role of secretary during the year.

AUDITOR'S INDEPENDENCE DECLARATION

This report is made in accordance with a resolution of directors, pursuant to *section 298(2)(a) of the Corporations Act 2001*.

Message From Alison Warran

PRINCIPAL
DYNAMIC LEARNING COLLEGE



This year, we celebrate the learning and personal achievements of the students at St Philip's Christian College Dynamic Learning.

Throughout the year, students reflected on the goals they set each semester and celebrated their personal growth in achieving these goals.

The College theme was Tenacity, interwoven throughout the year in devotions and Chapels. Every one of our students is tenacious. At some point in their schooling journey, parents and carers were motivated to find a different school that would facilitate a sense of belonging, acceptance, and tailored, quality education.

Jesus taught us about tenacious prayer in Matthew 7:7:

'Keep on asking, and you will receive what you ask for. Keep on seeking, and you will find. Keep on knocking, and the door will be opened to you.' Matthew 7:7 NLT

This scripture beautifully reflects the spirit and collaboration of our students, families, and staff within the College community. A standout moment was the release of our 2024 College video, Tenacious DLC. Co-written and performed by our Head of Operations, Zach Manning, alongside our students and with the support of Marketing Assistant Mandy Eggins, the song captured the essence of who we are at Dynamic Learning—unique, valued, and resilient. It served as a powerful reminder of the tenacity that defines our community, especially our students.

This year, we were honored to welcome several local politicians, including Federal Member for Hunter, Dan Repacholi. Our students warmly welcomed him, and a Year 4 student delivered a thoughtful presentation showcasing the unique strengths of Dynamic Learning. The Year 5 and 6 students again participated in a school camp to Canberra, meeting with Federal members from across our regions.

This year, we continued to advocate (ASK, SEEK AND KNOCK) for our students to represent their school in sporting events. While we had some setbacks, we achieved some wins, including hosting our very first Dynamic Learning Athletics Carnival. This is one of the first steps towards participating in the HRIS events as Dynamic Learning College. As a bonus, every student who placed first this year set the school record!

In 2024, our Port Stephens campus expanded the years of schooling to include Year 3 to Year 11. To cater to this growth, we refurbished general learning classrooms to design a purpose-built environment with a central innovation hub for self-regulation, breakout spaces for quiet reflection, and collaborative zones for hands-on learning, which the staff and students moved into at the end of the year.

We continue to have a large intake for Year 7 each year, and our Newcastle campus introduced a second Stage 4 class to provide more students the opportunity to experience the Dynamic difference.

Each of the Heads of Campus has continued to contribute to the school improvement plan to refine the Dynamic Day. This has supported developing a consistent approach across the College to ensure the same quality Christian education is delivered at each location.

Salina Mayall returned following her maternity leave at the beginning of the year to our Gosford campus. We did have some changes in leadership across the campuses, with Maegan Redman at Port Stephens commencing maternity leave and Shaona Folwell joining to lead the campus for the remainder of the year. At Cessnock, Claire Gray finished her role as Head of Campus and transferred to our Gosford location.

We welcomed Sarah Frankham as the Director of Studies, a new position to strengthen the delivery of the curriculum from Year 3 to 12. Additionally, we returned to the core teacher model in all year groups, supported by specialist teachers.

The Learning Support model at Dynamic Learning continues to provide in-class intervention, small group tuition, and individualised numeracy and literacy programs for our students. This cross-campus team is led by Renee Radford as Learning Support Coordinator, after Kate Maddrell resigned from this role mid-year. Kate has continued with the College as a specialist English teacher at Gosford.

Throughout the year, our students demonstrated tenacity in all aspects of their lives as they were supported to improve their school attendance, develop capacity and social skills, join sporting teams or cadets, and seek employment opportunities. Our prayer is that they continue to tenaciously ask, seek, and knock, for the whole of life.

Mrs Alison Warran
Principal

Contextual Information About The School & Characteristics Of The Student Body

THE SCHOOL CONTEXT

St Philip’s Christian College Dynamic Learning is a Special School recognised by the NSW Department of Education, dedicated to supporting students in Years 3–12 with diagnoses of anxiety, depression, PTSD, and/or Autism (Level 1 or 2). Established in 1997 as DALE Christian School (Dynamic Alternative Learning Environment), the College was originally designed to support students with emotional and behavioural challenges, as well as those with mild intellectual disabilities.

Over the years, the College has expanded its educational scope. Stage 3 (Years 5–6) was introduced in 2012, followed by Stage 2 (Years 3–4) and Stage 6 (Years 11–12) in 2018. In 2023, the school rebranded as St Philip’s Christian College Dynamic Learning to better reflect its evolving mission and dynamic approach to education.

Our vision is to change lives by inspiring young people and creating a College where students love coming to school. Students thrive because they experience success in their learning, feel valued for who they are, and encounter God’s unsurpassable love each day.

Dynamic Learning offers a tailored educational program that is both supportive and adaptive to individual student needs. Each student has an Individual Plan (IP), developed in collaboration with families, staff, and support agencies, and reviewed regularly to ensure it remains responsive and effective. The program focuses

on building students’ strengths and talents, enabling them to pursue their educational and employment aspirations.

In the primary years, students benefit from a core teacher and an integrated curriculum. In high school, learning is delivered by core teachers and supported by specialist teachers. Classes are stage-based with a maximum of 16 students, supported by Learning and Wellbeing Assistants who help with emotional regulation and readiness to learn. Additional Learning Support staff are available to address specific learning needs.

Our Stage 6 students are eligible to complete their Higher School Certificate (HSC) through a non-ATAR pathway, as well as achieve a Record of School Achievement (RoSA). The College’s small school environment and high staff-to-student ratio provide a sense of security and belonging, particularly for students who may feel overwhelmed in traditional school settings.

Dynamic Learning operates across four campuses—Gosford, Cessnock, Port Stephens, and Newcastle. In 2024, the College had 206 enrolments and 120 staff. The student population comprised 63% boys and 37% girls, with 14% identifying as Aboriginal or Torres Strait Islander.

At St Philip’s Christian College Dynamic Learning, we are committed to creating a positive, inclusive environment where students with specific social, emotional, and learning needs feel loved, understood, challenged, and secure.

OUR VISION

St Philip’s Christian College Dynamic Learning 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 Dynamic Learning 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

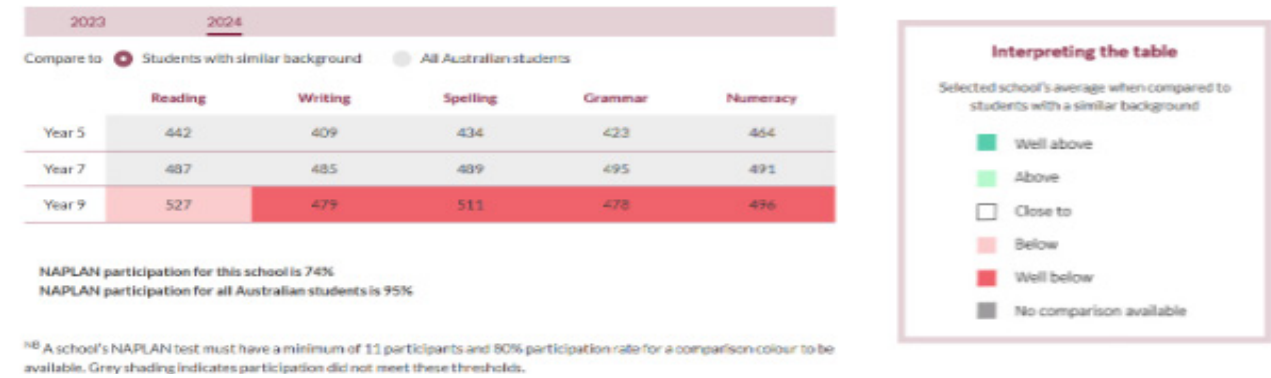
2. Outcomes And Results

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 for students enrolled in Year 3, 5, 7 and 9 in 2024. The participation of Dynamic Learning College students in NAPLAN this year was 74%. It is

worth noting that Dynamic Learning College is not compared to other schools on the MySchool website for years 5 and 7 due to the particular nature of our student body. The table below shows the average results for our College for the 2024 school year.



Senior Secondary Outcomes

RECORD OF SCHOOL ACHIEVEMENT

The NSW Record of School Achievement is available 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.

SUBJECT	NO. STUDENTS	A	B	C	D	E	N
English	32	0	31.25%	50%	18.75%	0	0
Mathematics	32	6.25%	21.87%	31.25%	25%	15.62%	0
Science	33	0	18.18%	48.48%	27.27%	6.06%	0
Geography	32	6.25%	21.87%	43.75%	25%	3.12%	0
History	33	3.03%	6.06%	60.60%	27.27%	3.03%	0
Music (Gosford)	8	0	0	75%	25%	0	0
Visual Art (Port Stephens/ Cessnock)	14	7.14%	14.28%	64.28%	14.28%	0	0
PDHPE	32	0	6.25%	75%	15.62%	3.12%	0

NON-ATAR Higher School Certificate (HSC)

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

YEAR 11 GRADES – 2024

SUBJECT	NO. STUDENTS	A	B	C	D	E	N
English Studies	10	0	10%	40%	30%	20%	0
Numeracy	14	0	7.14%	21.42%	50%	21.42%	0
Community & Family Studies	18	0	16.66%	33.33%	27.77%	22.22%	0
Marine Studies	14	0	14.28%	28.57%	50%	7.14%	0
Sport, Lifestyle & Recreation (Cessnock, Gosford, Newcastle)	10	0	10%	40%	50%	0	0
Visual Design (Port Stephens)	4	0	0	25.99%	25%	50%	0
Business Services (VET) (Cessnock)	2	N/A	N/A	N/A	N/A	N/A	N/A
Hospitality (VET) (Gosford)	1	N/A	N/A	N/A	N/A	N/A	N/A
Retail Services (VET) (Newcastle)	5	N/A	N/A	N/A	N/A	N/A	N/A
Tourism, Travel and Events (VET) (Port Stephens)	4	N/A	N/A	N/A	N/A	N/A	N/A

HSC Grades – 2024

SUBJECT	TOTAL STUDENTS IN COURSE	GRADE (AVERAGE)	SCHOOL ASSESSMENT MARK (AVERAGE)
English Studies	10	D	N/A
Numeracy	10	D	N/A
Marine Studies	2	N/A	58
Sport, Lifestyle & Recreation (Cessnock, Gosford, Newcastle)	10	N/A	51
Tourism, Travel and Events (VET) (Port Stephens)	2	N/A	N/A
Hospitality (VET) (Gosford)	6	N/A	N/A
Business Services (VET) (Gosford)	0	N/A	N/A
Retail Services (VET) (Newcastle)	3	N/A	N/A

Post School Destinations

Moving into 2024 the majority of Year 10 students choose to continue their education into Stage 6 with Dynamic Learning College. In 2024 our Port Stephens campus expanded up to Year 11, and therefore there was no Year 12 cohort. A breakdown of the Post Year 10, 11 and 12 destinations can be seen below:

POST SCHOOL DESTINATION	CESSNOCK	GOSFORD	NEWCASTLE	PORT STEPHENS
Continued onto Year 10 at DLC	9	9	9	8
Continued onto Year 11 at DLC	6	5	6	
Continued onto Year 12 at DLC	2	3	5	
Moved into the Workforce or Seeking Employment	1	1	1	
Combined Work and Study	1	1	Unknown	
Not Studying or Working	1	N/A	Unknown	

3. Staffing

Accreditation Status

Level of Accreditation	Number of Teachers
Conditional	5
Provisional	3
Proficient Teacher	44
Highly Accomplished	Nil
Total Number of Teachers	52

Workforce Composition

Percentage of staff in 2024 that are Aboriginal/Indigenous: 0.33%

School Staff	FTE
Teaching Staff	47
Full-time Equivalent teaching staff	33.8
Non-Teaching Staff	73
Full-time equivalent non-teaching staff	33.5



4. Attendance

Student Profile

The students enrolled at each of the four St Philip's Christian College Dynamic Learning 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. Prior to enrolling at Dynamic Learning many students have been 'non-attendees' for periods that range between 1 month to a year. Dynamic Learning works with each student to improve their attendance rate through individualised planning and when needed a personalised Student Attendance Improvement Plan.

Year Level	Attendance Rate %
Year 3	98.84%
Year 4	98.25%
Year 5	98.18%
Year 6	98.26%
Year 7	97.11%
Year 8	97.58%
Year 9	97.10%
Year 10	97.01%
Year 11	96.17%
Year 12	96.39%

The attendance rate for the whole school in Semester One 2024 as reported on My School was 84%. The Annual Attendance rate for 2024 for the whole school was 97.50%. Further information can be found on the MySchool website. The rate of student attendance at Dynamic Learning is more variable than mainstream schools for the following reasons:

- Students enrolling throughout the year from mainstream schools where they have previously had school avoidance or other 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 habitual and chronic absences the school notifies the Department of Community and Justice.



5. School Policies

Policies

THE FOLLOWING SCHOOL POLICIES ARE PUBLICLY AVAILABLE ON THE SCHOOL WEBSITE:

- [Enrolment Policy](#)
- [Child Protection Policy](#)
- [Anti-Bullying Policy](#)
- [Behaviour Management Policy](#)
- [Suspension Policy](#)
- [Expulsion Policy](#)
- [Grievances Policy](#)

<https://www.spcc.nsw.edu.au/schools/tailored-education/dynamic-learning-college/about/policies>



6. Stakeholder Satisfaction

Parent, Student And Teacher Satisfaction

STAKEHOLDER SATISFACTION

At St Philip's Christian College Dynamic Learning, we believe that everyone should have the opportunity to share their voice. That's why we prioritise creating meaningful opportunities for students, parents, and teachers to provide feedback and feel confident that their input is valued. By working in partnership with families, we aim to support every student in achieving their best possible educational outcome.

In 2024, our College community participated in The Association of Independent Schools Perspective Survey. This included survey responses 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 Dynamic Learning from the 2024 Perspectives Survey.

Students:

- 81% say – The school helps me to develop my knowledge and understanding of the school's faith
- 80% say – Teachers teach in ways that make it easy to learn
- 96% say – I have a positive connection with two or more adults in my school
- 100% say – The school rules are clear and easy to understand

Parents:

- 100% say – Buildings, classrooms and grounds are well maintained
- 92% say – Teachers at this school know what interests my child
- 87% say – My child feels like they belong at this school
- 100% say – The school works to ensure my child is safe from bullying and harassment

Teachers:

- 100% say – Teachers know their students' academic strengths and challenges
- 100% say – Classroom furniture is often rearranged to meet student learning needs
- 87% say – Leaders and staff plan together to develop curriculum, teaching and assessment strategies
- 100% say – Students at this school feel valued and accepted

While many students thrive in the Dynamic Learning environment, we acknowledge that for some, even this supportive setting may not fully meet their complex needs. In such cases—often due to the nature or severity of a diagnosed condition—students may require a higher level of specialised support than we are equipped to provide. Despite these challenges, the majority of students and parents express deep appreciation for the genuine care, fresh opportunities, and renewed sense of hope they experience as part of the Dynamic Learning community education, as part of the Dynamic Learning community.

STUDENT FEEDBACK RECEIVED IN 2024

"I'm really excited to start Uni and it's one of my biggest achievements so far. DALE was one of the best things to happen to me. I'm so grateful for a school like this to be here. If it wasn't for you guys I wouldn't be chasing my dreams right now, all the best and hope you guys are doing wonderful!"

PARENT FEEDBACK RECEIVED IN 2024

"Amazing teachers and staff at Cessnock DLC, who seem to be doing the best with what they have access to."

"Beautiful school, lovely buildings and highly respectful of additional needs."

"We love this school, the care students are provided and the opportunities for growth. For a special school which predominantly supports autistic children, we would like to see all teaching staff with a high level of understanding and supporting neurodiversity."

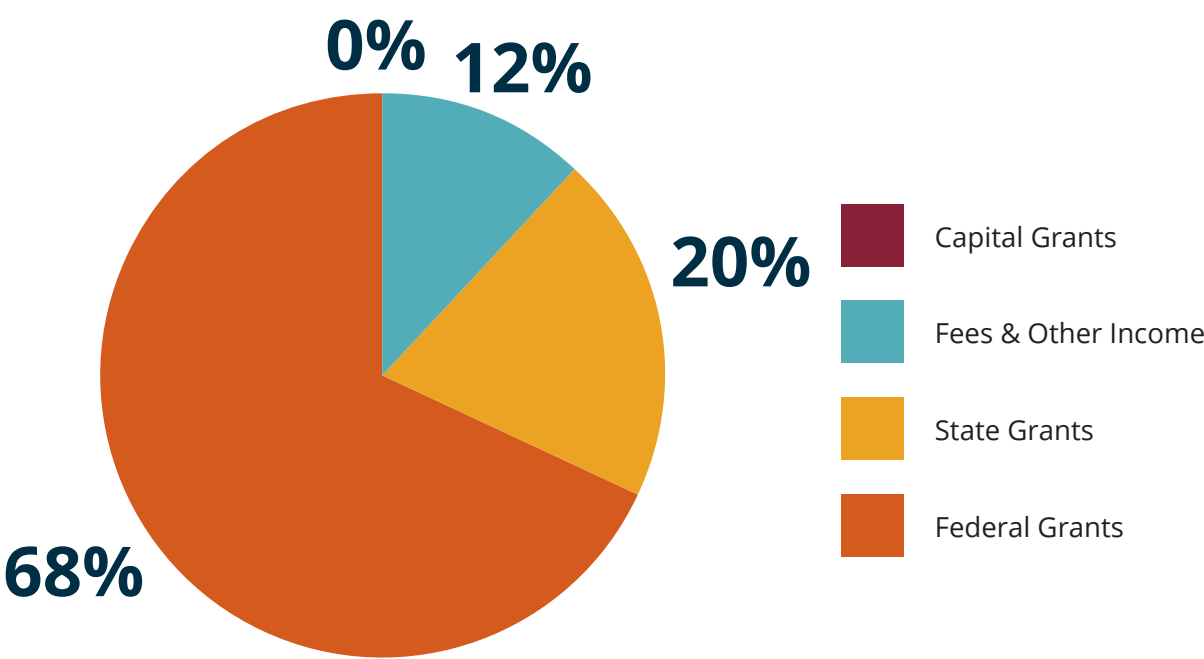
"My child went from refusing to attend school to loving school & never having a day off. Her academic performance has skyrocketed. She feels valued, supported & understood in the school."

"I'm not sure where my son would be now if it wasn't for the concept of Dynamic Learning and the dedication of his support teachers, teachers and former Head of Campus."

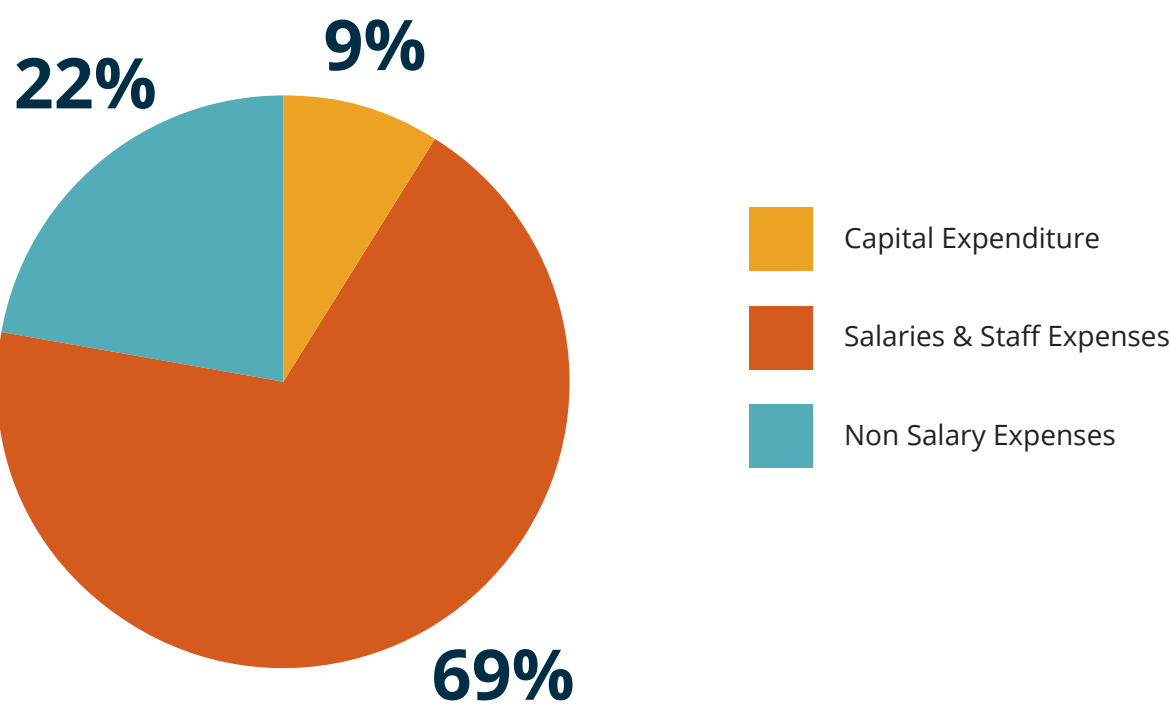
"The faculty are gold standard, I am always very impressed with the staff at the school."


7. Financial Information

Income 2024



Expenses 2024



A group of about ten people, mostly wearing bright yellow life vests, are standing on a floating dock made of grey plastic interlocking floats. They are looking out across a calm body of water towards a distant shoreline with houses and trees. The sky is filled with heavy, grey clouds. To the left, there are some long, dark cylindrical objects, possibly pipes or buoys, floating in the water. To the right, a wooden pier structure is visible. The overall mood is contemplative and serene.

*'Keep on asking, and you will receive
what you ask for. Keep on seeking,
and you will find. Keep on knocking,
and the door will be opened to you.'*

Matthew 7:7 NLT



Dynamic Learning College

FOR THE WHOLE OF LIFE

ST PHILIP'S CHRISTIAN COLLEGE DYNAMIC LEARNING

02 4949 2929

dynamiclearning@spcc.nsw.edu.au

98 Georgetown Road, Waratah NSW 2298

spcc.nsw.edu.au