



# St Philip's Christian College

FOR THE WHOLE OF LIFE

## 2023 Annual Report Gosford





# Our 2023 Theme: Possibilities

*Jesus looked at them and said,  
“With man this is impossible, but  
with God all things are possible.”*

*Matthew 19:26 (NLT)*



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

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# THEME ONE

## Context



# St Philip's Christian Education Foundation Limited (SPCEF Ltd)

## Board Chairman's Report for 2023

***"I am the way, the truth and the life" John 14:6.***

Greetings,

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

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

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

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

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

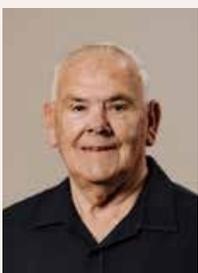
The building and maintenance programs are progressing on a daily basis, ensuring our students and staff have the best facilities in which to work and prosper. Some projects have been completed with others under construction and we thank our builders and trades people for their skill and commitment to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

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

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

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

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



Grace and Peace,

**Leslie J Holland**

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

# Chief Executive Officer Annual Report 2023

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

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

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

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

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

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

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

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

Plans for the establishment of SPCC Gilibaa, our first Aboriginal school, were crafted during 2023 underscoring our commitment to diversity and inclusivity. We were very pleased with the appointment of Jonathan Lilley to the position of Director of Aboriginal Education for St Philip's Christian College. As well as providing support across the organisation in Aboriginal and Torres Strait Islander education, Jonathan will be leading our first Aboriginal school, SPCC Gilibaa. From the Gathang language of the Worimi people, 'Gilibaa' means 'lights', a word which connects with Jesus' command to 'let your light shine' (Matthew 5:16).

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

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

# Chief Executive Officer Annual Report 2023

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

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

Looking ahead to 2024, we embark on ambitious initiatives poised to shape the future of education within our communities. From expansive projects in Gosford and Cessnock, to the development of new Young Parents and Narnia centres, our aspirations remain upbeat as we continue to evolve and innovate. Also, we are working towards the establishment of new schools in the Charmhaven and Maitland areas where population projections indicate significant growth in school aged children numbers needing quality education.

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



With warm regards and every blessing,

**Graeme Irwin AM**

*Chief Executive Officer*

May 2024



# Principal's Presentation Evening Address

Good evening, everyone and welcome to our Presentation Night for 2023.

I am sorry I can't be with you to congratulate you all and share in the celebrations. Unfortunately, I am recovering from COVID and I did not want to share that with you all just before you go on holidays.

It has been a busy finish to our year with the carols event on Saturday night and I was unable to join you all there too due to COVID, and so as I start tonight, I wanted to take this opportunity to thank Mr Peter Muddle for his leadership of the Carols team and to all our incredible staff and students for their contribution to such an amazing event. It really was a huge team effort and I believe we have the best staff team on the Coast. Even though I have been unwell our amazing ICT team connected me via livestream so I could watch it from my sick bed. We have such an incredible community and it was great to see past students coming back to share their gifts and talents on stage with us. Perhaps next year we might be able to include some items from a parent choir or band? That would be amazing, but we will leave that for next year. It is a privilege to be able to celebrate and praise our heavenly father together at this Christmas time as a community and can I thank you families for your support in helping to make the evening such a success.

Tonight though, I would like to congratulate all the award recipients. This celebration is a great acknowledgement of the gifts, skills and passions that God has blessed you with and it is encouraging for your teachers, family and friends to see you achieve. Earlier today we also acknowledged a number of students in their various contributions to the College. My congratulations to those students too. All students should be very satisfied with their hard work and I commend all students that have been striving to achieve their best this year.

I would also like to take this opportunity to thank the Student Leadership teams in each Sub School this year. It is encouraging to see such opportunities opening up across the school for students to grow and develop in their leadership skills. In particular I would like to thank Kaitlin Burton and Elijah Perricone, our College Captains for 2023, for their positive and faithful leadership, and their modelling of our Core Values to the other students.

Unfortunately though, as we conclude the year, we will be farewelling a few members of our staff team. Mrs Maggie Healey and Mrs Katie Hull have both been on maternity leave this year and will not be returning next year. We thank them for their service to the Middle School and Junior School. Mrs Natalie Joiner will also be leaving us after ten years of faithful work in the Hospitality and Food Tech areas, while Mr Michael Matthews will be taking up the new role of Director of our Saints Academy after teaching Stage Three for the last five years. We have been blessed with these staff involved in our community and we wish them all every success in their future roles. Also, early next year, Mrs Bustos and Mrs Vautier will be taking maternity leave and we wish them every blessing as they get closer to their respective due dates.

As I was preparing for tonight's talk, I came across a quote from Saint Augustine who was a significant Christian thinker in the early 5th Century, and the Bishop of Hippo (which is now a region of Algeria in Africa). He says this "God is always trying to give good things to us, but our hands are too full to receive them."

I found this to be a very interesting statement in light of our theme this year. It implies that what is stopping each of us from reaching our full potential, or even the impossible, is possibly us. He suggests that what we are doing already or holding on to in our hands is a distraction, so we can't accept God's good gifts. God's ultimate desire is for each of us to be with him in a right relationship with him through the death and resurrection of Jesus. Surely eternal life through Jesus is the greatest thing that God could give us. But Augustine challenges us that for many of us, our hands are too full to receive it. Maybe for the students, it is the gaming controller or the mobile phone that is in the hand creating too much of a distraction from this good gift of eternal life, although I don't think Augustine specifically had these devices literally in mind when he said this, but the point still remains. For us as adults what is in our hands already stopping us from receiving the gift of eternal life in Jesus? Is it the possessions, pleasures, or even stresses in this world that we are holding on to too tightly rather than seeing or even accepting the good things from God that he provides us with every day.

# Principal's Presentation Evening Address

As we come closer to Christmas can I encourage you to let go of what is in your hands? Let go of what is stopping you from accepting God's good gift in Jesus this year and accept it with both hands. Your life will not be the same again. As you know, our theme for this year has been 'Possibilities'. It means that we can know the God of the impossible as stated in Matthew 19:26 where Jesus looked at them and said (in relation to obtaining eternal life):

*"With man this is impossible,  
but with God all things are possible."*

For those that have accepted Jesus as God's good gift can I challenge you and encourage you to live with eternity in mind and celebrate Jesus afresh this Christmas.

Here at St Philip's Christian College Gosford, we ignite passion and purpose for the whole of life in every student. The awards tonight recognise areas of discovery for some of our students and perhaps some new found passions that will continue to shape them into their future. At the beginning of the year, we released the Student Graduate profile which highlighted the areas in which we want to shape and influence the formation and development of our students. As you can see from the graphic, we develop Christ centred graduates who are curious and reflective learners, resilient problem solvers, courageous and responsible leaders, thoughtful and respectful communicators, and joyful and compassionate connectors. These attributes are components of our programs, are referred to in our teaching and in our discipline processes with our students.

We also released our new Strategic Plan to our community and I am pleased to say that as an Executive we are on track across the range of our strategic projects in each key focus area. These areas include Christian Growth, Educational Excellence, Pastoral Care and Wellbeing, Community and Culture, and Growth and Sustainability. Some of the projects that have come to fruition this year have included, the Junior School introducing a new Initialit program in the classroom as we strive for educational excellence. We have extended the professional development opportunities for our staff with a number going through leadership development courses, as well as upskilling our staff further in the practice of Christian education. One specific strategic project in the Pastoral Care and Wellbeing Focus Area this year has been the roll out of our new i-Thrive program across the whole school. All our students have been involved in this new i-thrive program which helps to positively, proactively and explicitly teach expected behaviours in various settings around our College and more broadly in other areas of their life. Students have also been the beneficiaries of a new House t-shirt which will contribute to the identity of our House system and continue to build and shape House culture. As we seek to build community our café opened in May for one morning a week. While it has been appreciated by staff, we are looking forward to welcoming more parents to enjoy this opportunity to connect with each other on site. Other projects have focused on improved facilities for the students with newly renovated bathrooms, a new volleyball court in the Senior School, and I am sure everyone has appreciated the upgrade to the ring road.

One key focus area I wanted to bring a specific update to the community on tonight is the strategic project of the new Senior School Build which lies in the Growth and Sustainability Focus area of our strategic plan. As you would be aware we are looking to construct a new car park, new oval, new Senior School building and further down the track a new welcome centre and bus bay area. This year there has been a lot of work taking place, but as mentioned throughout the year, we were set back with the challenge of needing to find another 96 car parking spaces to the 140 or so that had already been planned.

# Principal's Presentation Evening Address

As you can appreciate this new challenge was a very difficult task to achieve as we are located on the side of a mountain. It meant that we needed to completely change our whole master plan and design for the future site. The latest I can now report on this project is that we are working with new architects to finalise the latest version of our masterplan, including the extra car parking spaces, before submitting building plans to Council for approval. This requirement of finding another 96 car parking spaces has been a significant setback this year but we are believing that the final project will be worth the wait. At this stage the concepts for the master plan look like this (pending any other surprises that may arise). Although these are concept plans at this stage, it is exciting to think that there will be:

- Car parking for approximately 230 onsite
- North / South facing Astro turf field
- New COLA area
- New Senior School building
- New Administration Centre
- New bus bay

All as a part of these future developments. These elements will be constructed in different stages with the car park and oval being the first components to be constructed. I will be able to provide more details about these phases early next year. I appreciate everyone's patience as we walk through this infrastructure journey. There has been a lot of work going on behind the scenes and we would love to have something tangible to show for the time, effort and money already invested into this project. Prayerfully things will start to materialise throughout next year.

Some minor build works though that we are looking to work on next year to improve our existing facilities include a new Year Twelve Common Room for our larger year groups coming through. We are exploring the possibility of an additional basketball court facility and some upgrades to the area surrounding our current Junior School Basketball court playing space to mention a few. There is a lot to look forward to next year as we continue to grow.

It has been a wonderful year, and as I come to a close, I would like to say on a personal note a huge thank you to the staff at Central Office and my entire Executive team here at Gosford for their support and for the tireless ways in which they invest their time and gifts to serve this College community. They are a dedicated group of professionals who are unified in vision and purpose, and it is a blessing to work with you all. To all the staff, thank you for your commitment and passion to your roles. You are all truly a talented and professional group of people helping to teach, support and grow these students. The students are blessed to have you in their lives. To the students, thank you for your enthusiastic contributions that makes this College such a special place to come to each day.

To the parents, thank you for trusting us and partnering with us in the education of your children. And my final thank you goes to my own family who have been a huge support to me once again this year and who bear much of the sacrifices that this role entails. I could not do this without them, and I thank them for their constant love and support.

I hope you all enjoy a wonderful and safe holiday break, as well as a special celebration of Christmas this year. I look forward to seeing you all next year as you continue your educational journey with St Philip's Christian College Gosford in 2024.



In Christ's Service,

**Cameron Johnston**

*Principal*

*St Philip's Christian College, Gosford*

# St Philip's Christian College Gosford

St Philip's Christian College Gosford was acquired in 2007 and has an enrolment of 627 students from Kindergarten to Year Twelve. The College is located on the New South Wales Central Coast just north of Gosford City, in a beautiful bushland setting.

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

*Christ First*  
*Serve One Another*  
*Strive for Excellence*  
*Do What is Right*  
*Build Community*

The College seeks to acknowledge the potential and uniqueness of each student and aims to provide opportunities for each student to discover their passion and purpose.

The College is passionate about the pursuit of excellence in all areas of school life, particularly academic achievement, performing arts, sporting events and Christian lifestyle. Curriculum strengths include learning support programs where specialised teachers provide supportive and individualised curriculum for students with a range of learning differences, our Extension and Enrichment Program, as well as our alternative HSC pathways including SmartTrack in order for students to work in their area of passion and purpose.

Extra-curricular activities include sport, gala days, music choral groups and private music instructions, drama performances, academic competitions, inter-school debating, camping and service mission trips.

**SCHOOL  
SECTOR**

*Non-Government*

**YEAR  
RANGE**

*Kindergarten  
to  
Year Twelve*

**SCHOOL  
TYPE**

*Combined*

**TOTAL  
ENROLMENTS**

627

**LOCATION**

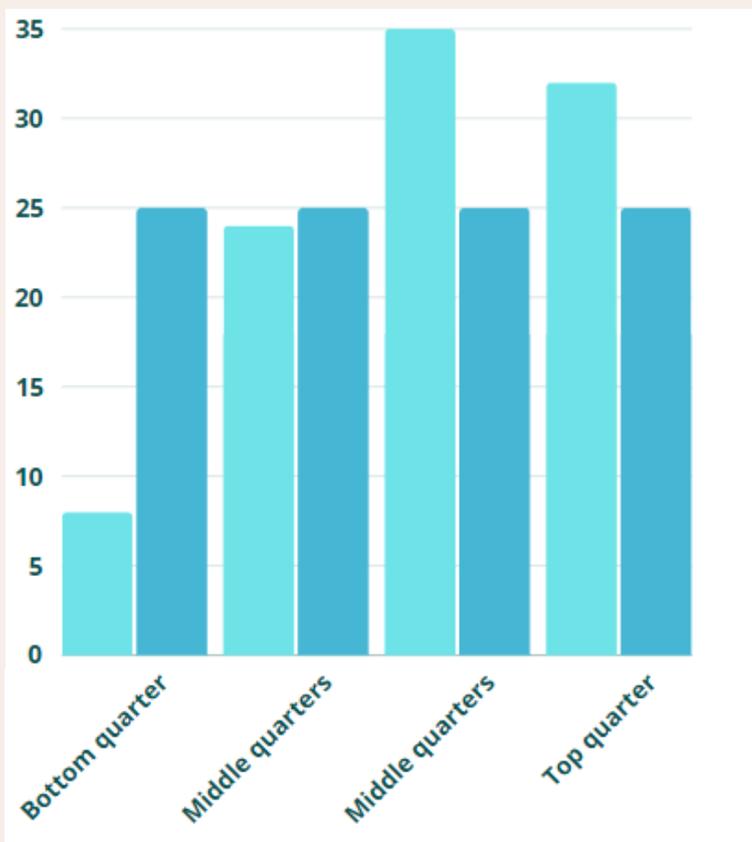
*Major Cities*

# Index of Community Socio-Educational Advantage

School ICSEA Value	1081
Average ICSEA Value	1000
School ICSEA percentile	79
Data Source	Parent Information

[www.myschool.edu.au](http://www.myschool.edu.au)

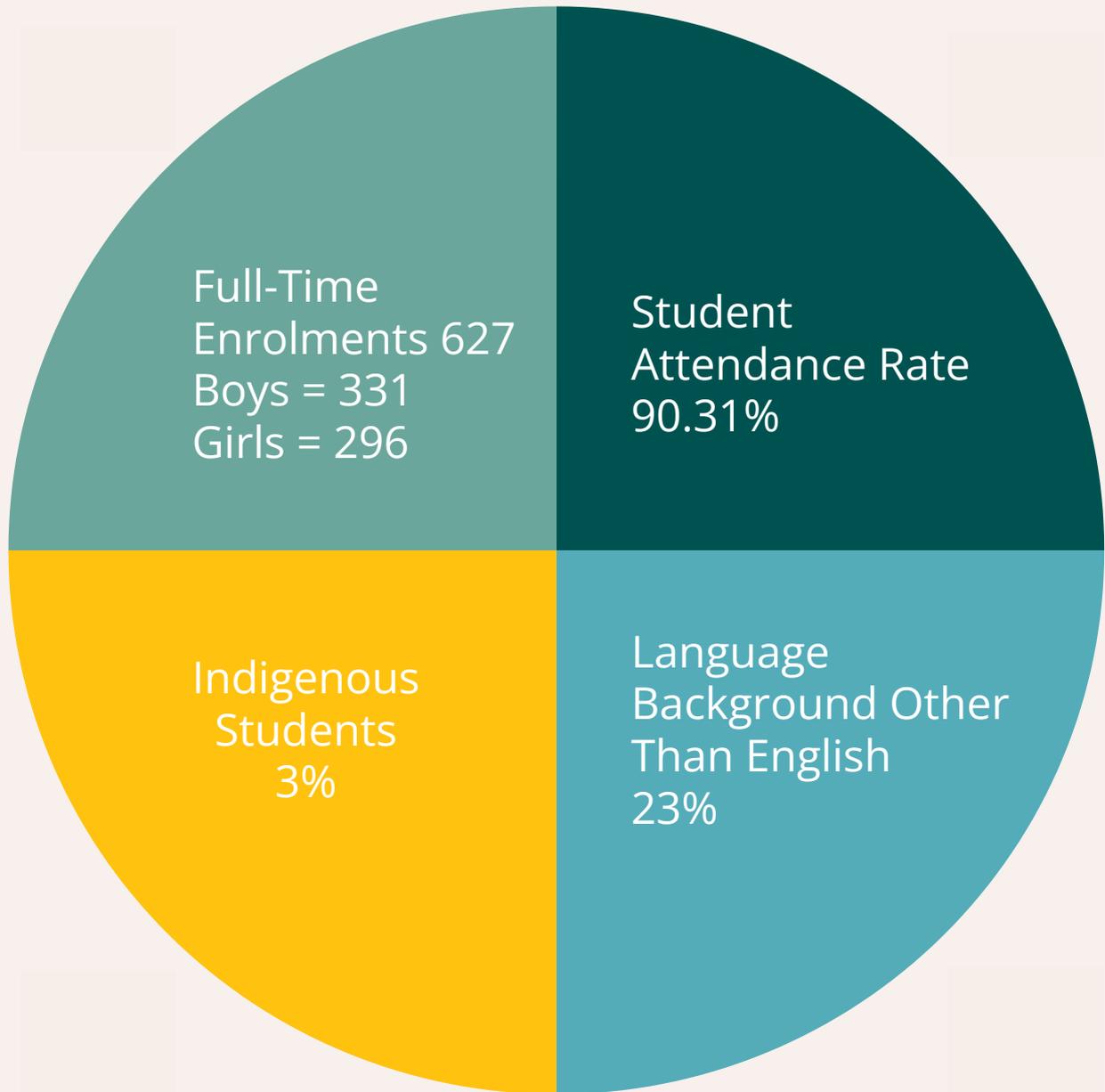
## Distribution of Socio-Educational Advantage (SEA)



School distribution  
Australian distribution

[www.myschool.edu.au](http://www.myschool.edu.au)

# Characteristics of the Student Body



[www.myschool.edu.au](http://www.myschool.edu.au)

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# THEME TWO

## Outcomes and Results



# NAPLAN Testing

Compare to  Students with similar background  All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	390	418	407	413	398
Year 5	523	508	513	525	527
Year 7	554	544	556	564	561
Year 9	584	591	568	581	587

NAPLAN participation for this school is 94%  
 NAPLAN participation for all Australian students is 95%

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.

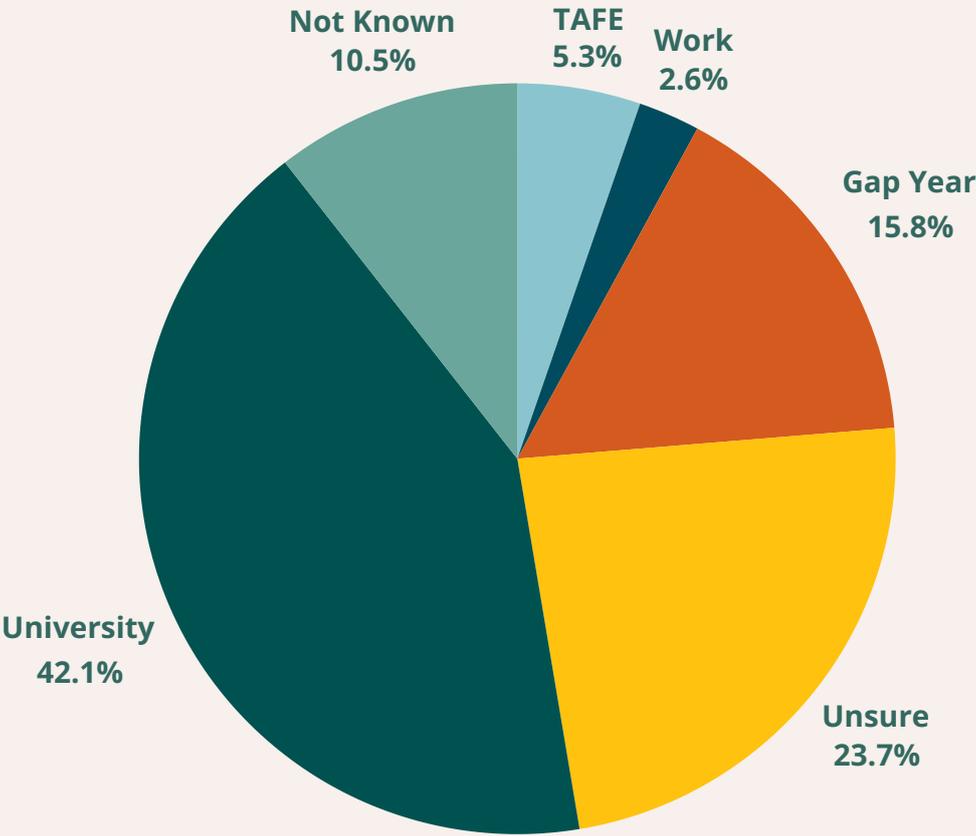
## Interpreting the table

Selected school's average when compared to all Australian students

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

Further information on NAPLAN: [www.myschool.edu.au](http://www.myschool.edu.au)

# Post-School Destinations



# 2023 Higher School Certificate

## Letter to Parents

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14th December 2023

Dear Families,

Re: HSC Results 2023

It has been an enjoyable morning celebrating with some of our Year Twelve students and Year Twelve Teachers this morning with a breakfast at school as they received their HSC results today. It has been great blessing working with the staff and students of our Year Twelve this year and the results that have come out today are a healthy reflection of their hard work. Each year there seem to be more and more students that have received early entry or scholarships for university, as well as students involved in part-time work or even having picked up Apprenticeships which has been encouraging. Success looks different for each student and I am pleased with the success that each student has achieved this year.

I offer my congratulations to the Year Twelve class of 2023. They have been such a positive and well-connected group of students, as demonstrated by their strong attendance at this morning's celebration breakfast. This was the first year that we have graduated our Smart Track students too and I congratulate them on the success of their final two years in a new Non-ATAR pathway through the HSC. We understand that an education consists of more than any result that comes out today, and we are very pleased with the quality young men and women that have graduated this year.

In reviewing their HSC results this morning they have achieved some outstanding performances across a range of subjects. Below are a few of the highlights from our students choosing an ATAR pathway this year:

- The students obtained 5 Top Band results (either Band 6 or E4 in Extension Subjects)
- 75% of all student results were either a Band 4, Band 5 or Band 6 result.
- 69% of the results in our extension subjects were in the top two bands.
- 55% of students received a Band 5 or higher in at least one subject.
- 95% of students received a Band 4 or higher in at least one subject.

These are very strong results and are a positive testament to the hard work of the staff and the students. I thank the staff for their diligence and support of our students once again this year. They are extremely committed to the care and professional instruction of our students and it was great to see so many staff joining us for breakfast this morning to share in this special day with our Year Twelve.

We wish the class of 2023 all the very best in their future endeavours. They leave us knowing that they are still part of our community, but now as Alumni. Our prayer remains for our Year Twelve students, that as a result of attending our College that we have been able to ignite their passion and purpose for the whole of life. One of my favourite verses from the Bible is in Micah 6:8, and it states how we are to go and live our life. It says that we are to act justly, love mercy and walk humbly with our God. This would be my encouragement for our Year Twelve students as they move forward in their respective directions. Congratulations Year Twelve 2023 and I hope you all enjoy a blessed Christmas.

In Christ's service,

**Cameron Johnston**  
*Principal*

# 2023 Higher School Certificate Results

Subject	Year	No. of Students	Bands 3-6 %		Bands 1-2 %	
			SCHOOL	STATE	SCHOOL	STATE
Ancient History	2023	0	Not Studied at SPCC			
	2022	0	Not Studied at SPCC			
	2021	2	100%	79%	0%	21%
	2020	0	Not Studied at SPCC			
Biology	2023	10	100%	89%	0%	11%
	2022	12	92%	79%	8%	21%
	2021	11	82%	91%	18%	9%
	2020	14	100%	87%	0%	13%
Business Studies	2023	7	100%	87%	0%	13%
	2022	9	100%	89%	0%	11%
	2021	8	100%	87%	0%	13%
	2020	16	88%	83%	12%	17%
Community & Family Studies	2023	3	100%	91%	0%	9%
	2022	9	100%	94%	0%	6%
Chemistry	2023	4	100%	85%	0%	15%
	2022	6	83%	84%	17%	16%
	2021	5	100%	89%	0%	11%
	2020	3	100%	91%	0%	9%
Design & Technology	2023	0	Not Studied at SPCC			
	2022	0	Not Studied at SPCC			
	2021	0	Not Studied at SPCC			
	2020	2	100%	98%	0%	2%
Drama	2023	0	Not Studied at SPCC			
	2022	1	100%	98%	0%	2%
	2021	0	Not Studied at SPCC			
	2020	4	100%	98%	0%	2%
Earth & Environmental Science	2023	3	100%	83%	0%	17%
	2022	0	Not Studied at SPCC			
English Standard	2023	12	75%	89%	25%	11%
	2022	19	95%	88%	5%	12%
	2021	11	100%	91%	0%	9%
	2020	11	100%	89%	0%	11%

Subject	Year	No. of Students	Bands 3-6 %		Bands 1-2 %	
			SCHOOL	STATE	SCHOOL	STATE
English Advanced	2023	12	100%	98%	0%	2%
	2022	14	100%	99%	0%	1%
	2021	9	100%	99%	0%	1%
	2020	11	100%	99%	0%	1%
Legal Studies	2023	6	100%	90%	0%	10%
	2022	0	Not Studied at SPCC			
	2021	4	100%	89%	0%	11%
	2020	0	Not Studied at SPCC			
Mathematics Standard 2	2023	10	100%	82%	0%	18%
	2022	12	100%	81%	0%	19%
	2021	12	83%	79%	17%	21%
	2020	17	82%	76%	18%	24%
Mathematics Advanced	2023	6	83%	93%	17%	7%
	2022	11	100%	94%	0%	6%
	2021	9	100%	94%	0%	6%
	2020	8	100%	96%	0%	4%
Modern History	2023	8	100%	84%	0%	16%
	2022	3	100%	88%	0%	12%
	2021	4	100%	84%	0%	16%
	2020	7	71%	84%	29%	16%
Music 1	2023	2	100%	98%	0%	2%
	2022	4	100%	97%	0%	3%
	2021	2	100%	98%	0%	2%
	2020	0	Not Studied at SPCC			
Personal Dev. / Health / PE	2023	7	86%	89%	14%	11%
	2022	9	100%	79%	0%	21%
	2021	0	Not Studied at SPCC			
	2020	5	100%	86%	0%	14%
Physics	2023	6	100%	89%	0%	11%
	2022	7	86%	85%	14%	15%
	2021	2	100%	91%	0%	9%
	2020	3	100%	86%	0%	14%
Textiles & Design	2023	2	50%	94%	50%	6%
	2022	2	100%	93%	0%	7%
	2021	2	100%	93%	0%	7%
	2020	5	100%	96%	0%	4%
Visual Arts	2023	5	100%	99%	0%	1%
	2022	3	100%	98%	0%	2%
	2021	3	100%	98%	0%	2%
	2020	4	100%	98%	0%	2%

Subject	Year	No. of Students	Bands 3-6 %		Bands 1-2 %	
			SCHOOL	STATE	SCHOOL	STATE
Hospitality	2023	11	100%	77%	0%	23%
	2022	0	Not Studied at SPCC			
	2021	14	100%	87%	0%	13%
	2020	10	100%	91%	0%	9%
Information & Digital Technology	2023	2	0%	91%	0%	9%
	2022	9	100%	91%	0%	9%
	2021	3	100%	93%	0%	7%
	2020	4	100%	96%	0%	4%

**\*Note: Scores where students did not sit for their HSC examination account for where percentages do not add to 100%**

### 2023 Higher School Certificate - Extension Results

Subject	Year	No. of Students	E4 %		E3 - E2 %		E1 %	
			SCHOOL	STATE	SCHOOL	STATE	SCHOOL	STATE
English Ext 1	2023	3	67%	41%	33%	58.8%	0%	0.2%
	2022	1	0%	40%	100%	59.5%	0%	0.5%
	2021	2	0%	41%	100%	58.5%	0%	0.5%
	2020	0	Not Studied at SPCC					
English Ext 2	2023	2	50%	29%	50%	70%	0%	1%
	2022	1	100%	29%	0%	70%	0%	1%
	2021	0	Not Studied at SPCC					
	2020	0	Not Studied at SPCC					
Mathematics Ext 1	2023	6	17%	34%	83%	62%	0%	4%
	2022	5	0%	35%	100%	59%	0%	6%
	2021	2	0%	37%	100%	57%	0%	6%
	2020	2	50%	38%	50%	57%	0%	5%
Mathematics Ext 2	2023	3	0%	38%	100%	61%	0%	1%
	2022	1	0%	40%	100%	56%	0%	4%
History Ext	2023	2	0%	26%	100%	72%	0%	2%
	2022	0	Not Studied at SPCC					

# 54%

**OF THE YEAR TWELVE  
COHORT UNDERTOOK  
A VET OR TRADE  
TRAINING**

# 100%

**OF THE YEAR TWELVE  
COHORT SAT AND  
ATTAINED A YEAR  
TWELVE CERTIFICATE**

# Senior Secondary Outcomes

<b>Senior Secondary Certificate Awarded</b>	<b>35</b>
<b>Completed Senior Secondary School</b>	<b>35</b>
<b>Vocational Education &amp; Training Enrolments</b>	<b>39</b>

[www.myschool.edu.au](http://www.myschool.edu.au)

## Retention Rates

Retention rate of Year Ten 2021 to Year Twelve 2023 = 80%

For whole school student attendance rates please visit the "My School" website: [www.myschool.edu.au](http://www.myschool.edu.au)

## Record of School Achievement (RoSA)

The NSW Education Standards Authority (NESA) issues the Record of School Achievement (ROSA) to eligible students who leave school before completing the Higher School Certificate (HSC). The RoSA is a cumulative credential, meaning it contains a student's record of academic achievement up until the date they leave school. This could be between the end of Year Ten up until and including some results from Year Twelve. The RoSA records completed Stage Five (Year Ten) and Preliminary Stage Six (Year Eleven) courses and grades, HSC (Year Twelve) results, and where applicable participation in any uncompleted Preliminary Stage Six courses or HSC courses. The RoSA is useful to students leaving school prior to the HSC because they can show it to potential employers or places of further learning. The RoSA is also available to students who, from 2020, have not demonstrated the HSC minimum standard to receive their HSC. In 2023, St Philip's Christian College issued RoSA credentials to three students.

[www.myschool.edu.au](http://www.myschool.edu.au)

# THEME THREE

## Staffing



# Teacher Qualifications

In 2023, all staff at St Philip's Christian College, Gosford, are committed Christians subscribing to the College's statement of Faith and are active members of a local church. They are committed to teaching from a Christian worldview.

All teaching staff have Teacher Education qualifications from a High Education Institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI- NOOSR) guidelines.

Level of Accreditation	Number of Teachers
Conditional	1
Provisional	5
Proficient Teacher	54
Highly Accomplished	14
Total number of Teachers	74
Teachers on Leave of Absence	3

# Workforce Composition

Teaching Staff	74
Full-time equivalent Teaching staff	68.98
Non-Teaching Staff	40
Full-time equivalent Non-Teaching Staff	26.71

St Philip's Christian College Gosford is an enthusiastically Christian, non-denominational College dedicated to the highest quality of education. Presently, one staff member has identified as Aboriginal or Torres Strait Islander, and we strongly encourage employments applications from First Nations Teachers, Business and Operational Staff.

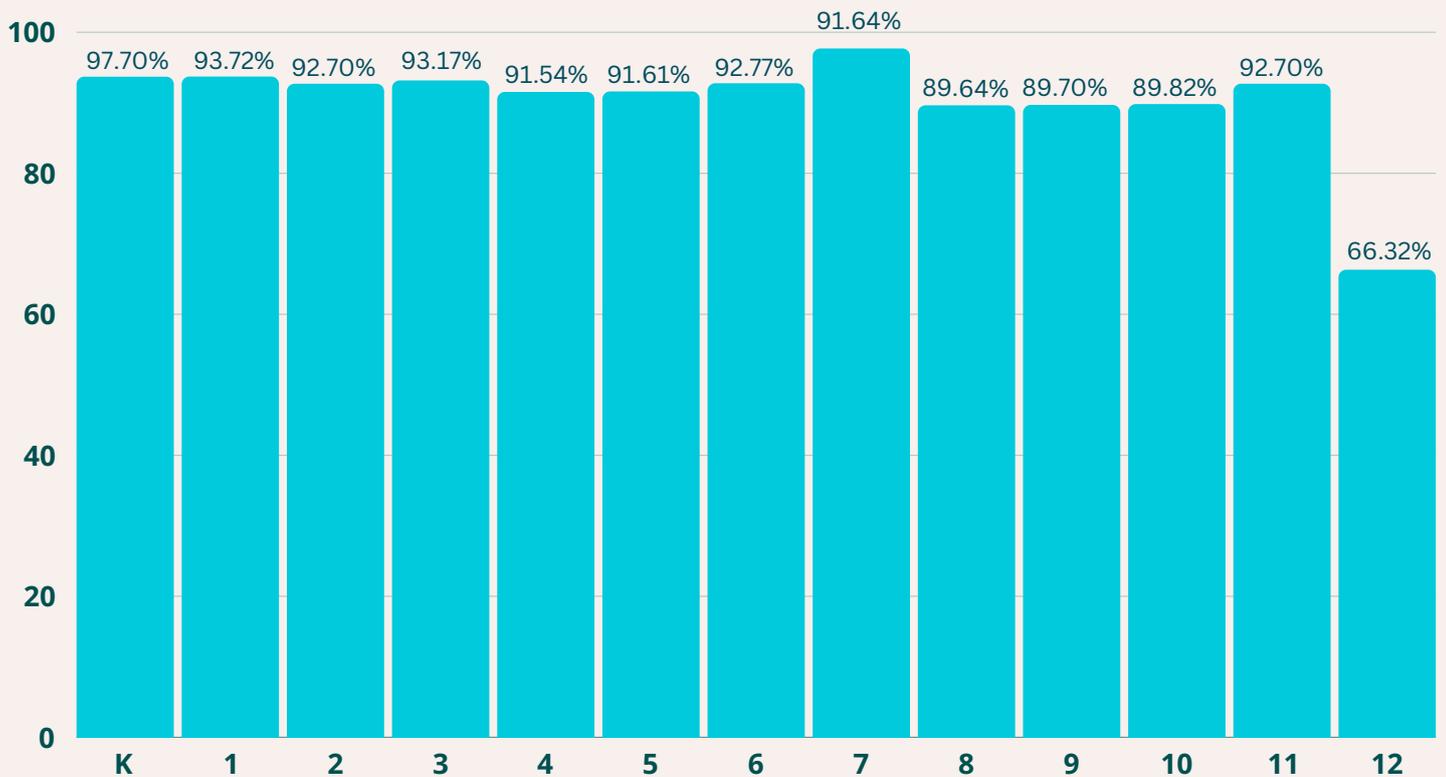
[www.myschool.edu.au](http://www.myschool.edu.au)

# THEME FOUR

## Attendance



# 2023 Attendance Rates



Average attendance percentage across the whole school for 2023 was 91%

## Attendance Summary Calculation Assumptions

- Students are calculated as present if they are on school related leave.
- Attendance is calculated only for school days.
- Year Twelve students attendance is calculated only for Term One, Term Two and Term Three.

## Management of Attendance

- All class rolls are recorded each period by Teachers with the records stored in our online database.
- Student Reception confirms all rolls have been marked then uses our online database to generate and send an SMS to all parents where no prior notification of student absence has been provided.
- Sub-School Administration Support Officers will notify the Head of School where students are absent without notification for five or more consecutive school days. The Pastoral Care Teacher or Year Advisor will follow up with parents.
- Student attendance and absentee figures are displayed on students Academic Reports each semester.
- Where specific concern is held around attendance rates for a student, meetings are undertaken with the enrolling parents, Head of School, Wellbeing Staff, Deputy Principal or Principal if required, and a plan for attendance improvement is implemented.

# THEME FIVE

## School Policies



# School Policies

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The following school policies are publicly available on our website:

- Enrolment Policy
- Child Protection Policy
- Anti-Bullying Policy
- Discipline Policy
- Complaints Policy



# THEME SIX

## Stakeholder Satisfaction



# Stakeholder Satisfaction

Each year, St Philip's Christian College undertakes a survey through the Association of Independent Schools (NSW) to assess our performance across a number of key indicators. Last year the survey was conducted in June 2023 and we had a total of 486 surveys completed by Parents, Students, and Staff (496 in 2022). The survey consists of questions that are scaled from strongly disagree to strongly agree, as well as textual responses. Below is a summary of some of the key findings from our 2023 survey.

The mean for each focus area will be the combined results from Parents, Students and Staff.

## AIS Perspectives Domains and Dimensions

The survey covers five main domains and nineteen different dimensions as listed below in Table 1.1. The survey thoroughly explores all areas of the school through a series of questions that are grouped into different categories. As you can see from Table 1.1 below, there are five Domains and nineteen Dimensions. The questions from the survey are grouped into these categories for analysis. The five Domains accumulate the responses of the questions asked in each Dimension for that section. In analysing the data for each Domain, and then drilling further down into each Dimension, we can see trends on areas of success and growth, or explore focused areas for improvements. The purpose of this report is to provide feedback to our community on the general trends for each Domain over the last few years, while also providing some specific insights on a Dimension from within each of the five Domains.

Domains	Dimensions			
School Environment	Vision, Mission & Values	Religion & Faith	Sense of Safety	Physical Environment
Teaching & Learning	Designing Learning	Quality Pedagogical Practices	Inclusive Learning	Professional Learning
Student Wellbeing	Social & Emotional Learning	Respectful Learning	Inclusivity & Equity	
Leadership	Growing Leaders	Leading Teaching & Learning	Leadership Practices	Engaging with the Community
Community	Communications	Reporting	Student Community Engagement	Reputation

Table 1.1 – AIS Perspectives Domains and Dimensions

## St Philip's Christian College Gosford Results

The overall results from the AIS Perspectives survey are extremely positive. In discussion with the AIS they shared that they are amongst the strongest they have seen across the large number of schools they work with through AIS Perspectives surveys. Table 1.2 below highlights a summary for the College. It indicates that every Domain and Dimension (listed previously) has an overall mean that is above the targeted 4.5 / 6, with the exception of Social and Emotional Dimension where the mean was 4.36. The AIS discussed with us that from their experience it is very difficult to obtain a mean of 4.5 in this category, however, the great news is that it is a Dimension that has been experiencing consistent growth over the last few years and we are working towards that targeted mean of 4.5.

Table 1.2 also indicates that there has been growth within the majority of the nineteen Dimensions, and where there has been no growth in four of the Dimensions, the decline has been statistically extremely minor (ranging from 0.02 – 0.04).

Domain	Mean Above 4.5	Mean (Increasing / Decreasing)	Dimension Mean Above 4.5	Dimension Growth
School Environment	Yes	Increasing	4/4	2/4 ^
Teaching & Learning	Yes	Increasing	4/4	4/4
Student Wellbeing	Yes	Increasing	2/3 *	2/3 ^^
Leadership	Yes	Increasing	4/4	4/4
Community	Yes	Increasing	4/4	3/4 ^^^
* Social & Emotional 4.36				
^ 0.02    ^^ 0.04    ^^^ 0.04				

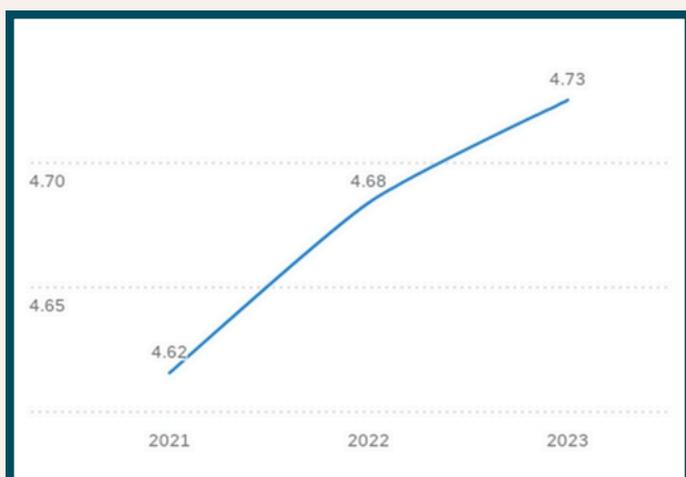
Table 1.2 – Summary of results across each Domain and Dimension

## 1. Domain: School Environment

Current Mean (2023): 4.73 (out of 6). See Graph 1.1 for trend.

**Dimension: Vision, Mission and Values.** Current Mean (2023): 5.27 (out of 6).

One of the key areas of importance for a school is for the community to understand its vision, mission and values. Even more important than that is for the community to be aligned with the school's vision, mission and values. As a Christian school our vision, mission and values are centred around the knowledge that we are all created by God and our desire for our students is to know Him and for them to be ignited in their passion and purpose. The results for this section once again highlight the unified and committed community that we have at St Philip's Christian College Gosford that are in alignment with the Vision, Mission and Values of the College. The vision, mission and values of our College are communicated and reflected in our Strategic Plan. A copy of our Strategic Plan can be found on our website.



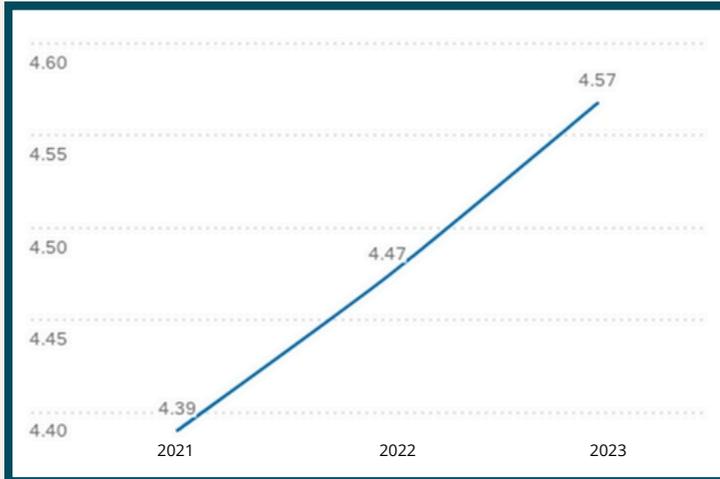
Graph 1.1 Domain: School Environment Trend 2021-2023

## 2. Domain: Teaching and Learning

Current Mean (2023): 4.57 (out of 6). See Graph 2.1 for trend.

**Dimension: Inclusive Learning.** Current Mean (2023): 4.59 (out of 6).

This Domain continues to grow in a positive direction with a number of new initiatives contributing to the rise. We are consistently providing professional development to our staff and are equipping them to run new programs such as Initialit in Junior School and Transformation By Design across the whole College. The Inclusive Learning Dimension means that teachers are providing interesting learning support to learners that may be finding the learning difficult, and that lessons are designed with the real world in mind. Again all stakeholders, parents, staff and students have recognised the positive work that our teachers are doing in the classroom for our students.



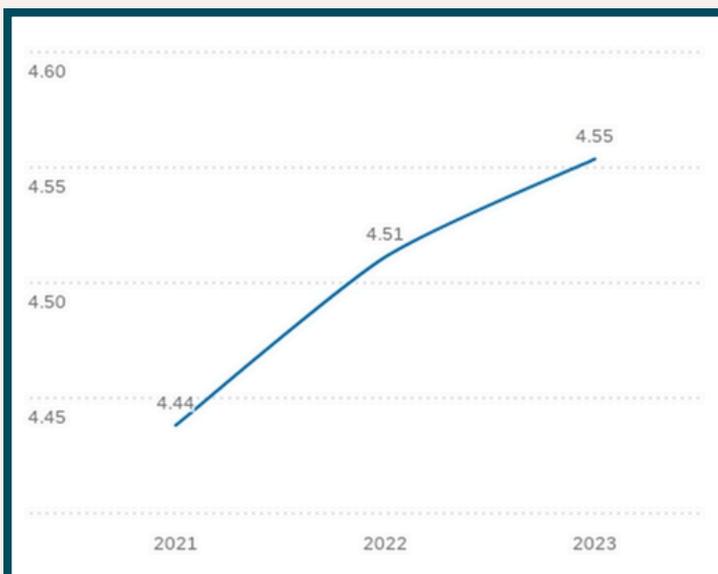
Graph 2.1 Domain: Teaching and Learning Trend 2021-2023

## 3. Domain: Student Wellbeing

Current Mean (2023): 4.55 (out of 6). See Graph 3.1 for trend.

**Dimension: Respectful Relationships.** Current Mean (2023): 4.62 (out of 6).

Once again we are seeing good growth in this Domain over the last two years. Introducing a few key documents and programs this year is helping to continue to lift the mean and keep it moving in the right direction. This year we introduced the Student Graduate Profile and launched a new Positive Behaviour program called i-thrive. As the teachers continue to roll this program out over the next few years we would like to see this mean continue to grow. The Dimension of Respectful Relationships indicates that students feel as though they belong to the school, have a sense of connection with adults and that they feel accepted and valued. Ensuring students social and emotional needs are addressed will mean that they can set out to achieve their best in the classroom.



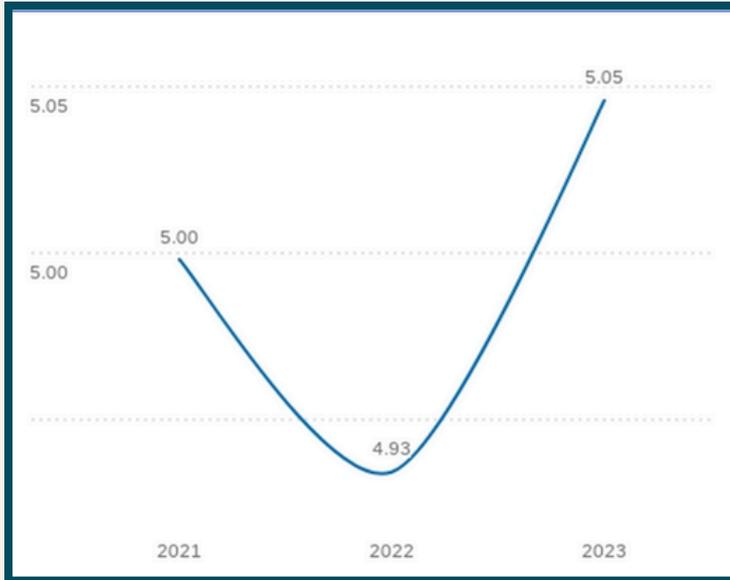
Graph 3.1 Domain: Student Wellbeing Trend 2021-2023

## 4. Domain: Leadership

Current Mean (2023): 5.05 (out of 6). See Graph 4.1 for trend.

**Dimension: Leadership Practices.** Current Mean (2023): 5.18 (out of 6).

This Domain is more of an internal measure from our staff as to their perceptions of how leadership is going and how they are being developed as leaders themselves. This mean is quite high and it can be stated that we are blessed with positive role models in our leadership team at the College. The confirmation of a new Principal was announced in late September 2022 which may explain the reason for the slight dip in this Dimension as the survey was taken in June 2022. The Dimension for Leadership Practices is significantly higher than the targeted aim of 4.5/6 and covers such areas as feedback on how leaders set high expectations, model respect and how leaders effectively communicate change and lead through change. This result is very encouraging for the leadership of the College.



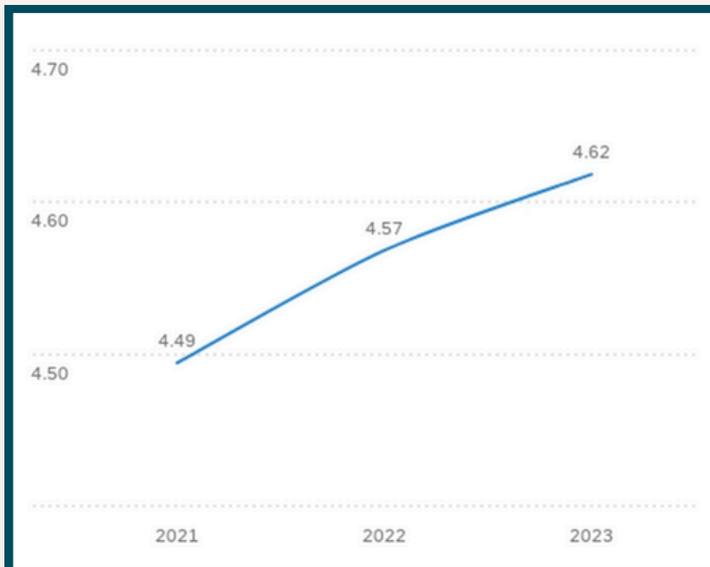
Graph 4.1 Domain: Leadership Trend 2021-2023

## 5. Domain: Community

Current Mean (2023): 4.62 (out of 6). See Graph 5.1 for trend.

**Dimension: Student Community Engagement.** Current Mean (2023): 4.5 (out of 6).

This Domain suffered due to the impact and affect of COVID-19. Many of our students and families struggled during the pandemic as they were cut off from each other. As a community we have been working on reintroducing previous events as well as incorporating new events into our calendar. It has slowly been improving and it is pleasing to once again see it going in the right direction. While there were higher means from the other Dimensions in this category, I chose this one as it centres around the variety of co-curricular activities and sporting opportunities for the students. As part of our Strategic Plan we have organised stronger connections with our local schools for sporting matches and training after school, along with greater activities during lunchtimes for our students to enjoy. In 2021 the mean for this Dimension was at 4.22, significantly impacted by COVID-19, but also highlighting need to engage our students through a greater variety of activities. I am pleased to report that the mean for this Dimension in 2023 is currently 4.5. It is encouraging to see that the initiatives and hard work of our staff have been positively received by our community.



Graph 5.1 Domain: Community Trend 2021-2023

## Parent, Student and Teacher Satisfaction

The survey also contained textual responses and we were very pleased to hear the affirming comments of support, and also took note of the helpful comments around areas for growth. We are on a journey of continuous improvement. We are very pleased with the trajectory that these results display and we received some helpful comments for where we can improve.

### Students (Years Five to Twelve)

- 91% feel as though teachers give them learning that challenges them.
- 90% feel the school shows respect for all cultures, including Aboriginal and Torres Strait Islanders.
- 91% feel confident in knowing their strengths and areas which require work on.

#### Comments:

*"I feel that the school I'm in is very safe. I also like the teachers and students in my school."*

*"I love this school and I will always try and follow the school rules."*

*"Electives are very good!"*

### Parents

- 97% feel as though visitor's are made to feel welcome.
- 97% feel as though Teachers create learning experiences that interest my child.
- 97% feel as though the school's vision and mission clearly explain the school's priorities.

#### Comments:

*"We are thrilled with the school!"*

*"My children feel loved by the staff at this school. We love it and couldn't imagine sending our children anywhere else."*

*"Thank you for all that you do to support my children and all the other kids in their academic journey in a way that pleases God and promotes their love for Him. Keep it up. Thank you."*

*"My daughter feels safe and valued in SPCC staff and community."*

### Teachers

- 98% feel the school's vision and mission are at the heart of everything the school does.
- 92% feel as though students ask for help when they need it.
- 98% feel leaders identify and connect with community networks and organisations that align with the school's priorities.

#### Comments:

*"I am incredibly thankful for the staff community created that is welcoming and accepting to all people."*

*"Leadership and the staff are transparent about their values and it helps with workplace morale and discussions with students."*

*"We appreciate the support of the Executive Leadership Team in building a strong, Christ-focused College community."*

## Conclusion

We are exceptionally happy with these set of results that reflect the current strengths of our College. We have reviewed the textual responses, along with this statistical data, and have been making informed decisions around the future of the College. We continue to follow through on our Strategic Plan with the knowledge and reassurance of the direction that the College is heading under God's good grace. We thank our families for their support and for entrusting the College with the important opportunity of growing and nurturing your children. We thank the students for being positively involved in the life of our College, and we thank our staff who are incredible and faithful practitioners in their respective areas, who serve God with the gifts and skills that He has blessed them with in order to ignite passion and purpose in the lives of our students.

### Cameron Johnston

*Principal*

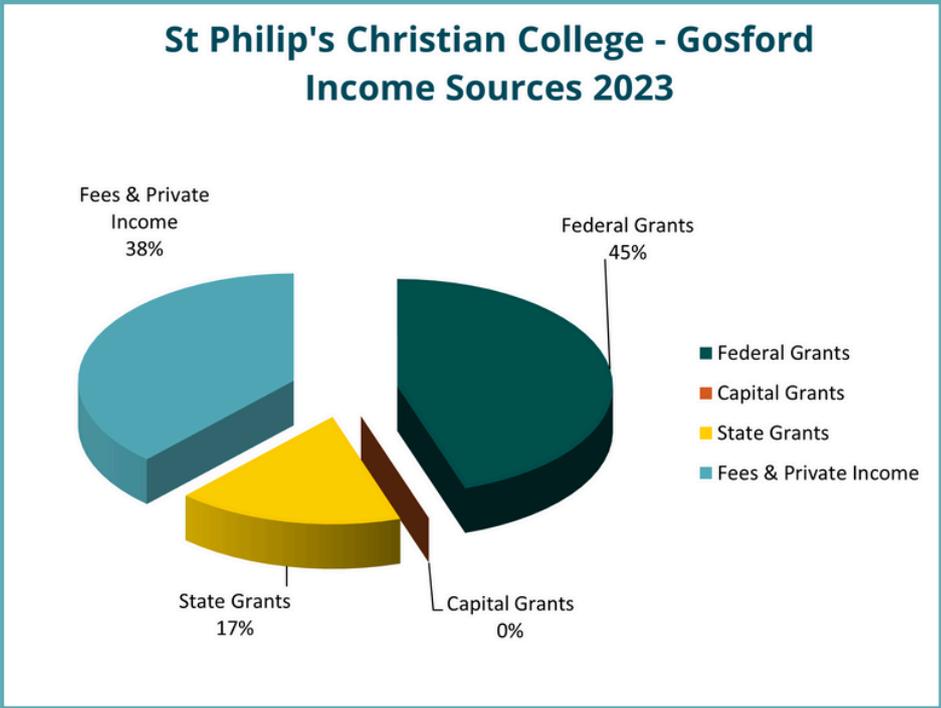
*November 2023*

# THEME SEVEN

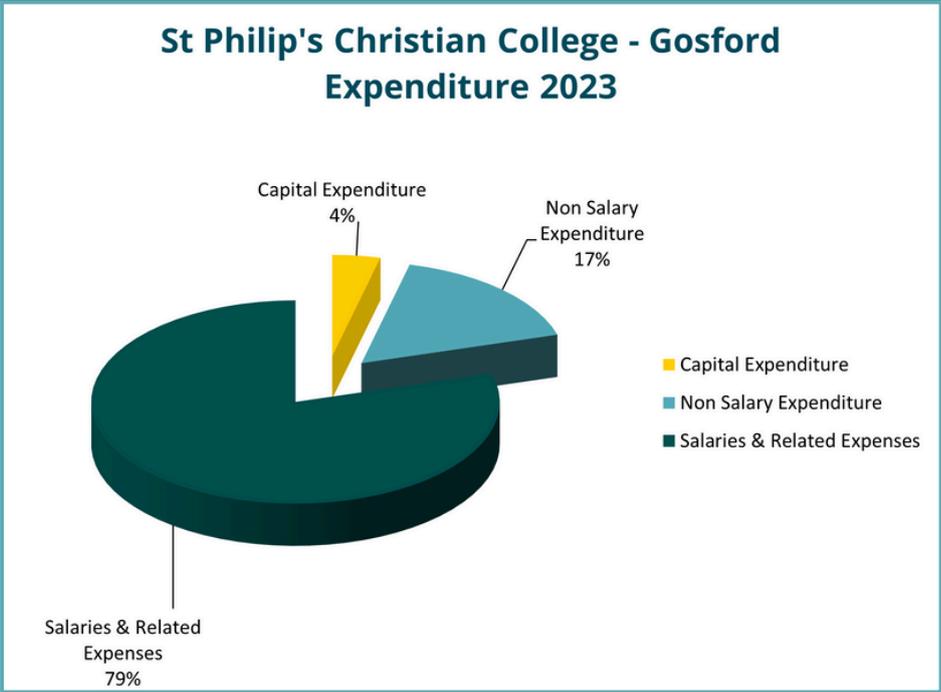
Financial Information



# Income



# Expenditure



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# Publication Requirements



# Publication Requirements

This Annual Report will be made available on NESA Online.

*[www.educationstandards.nsw.edu.au](http://www.educationstandards.nsw.edu.au)*

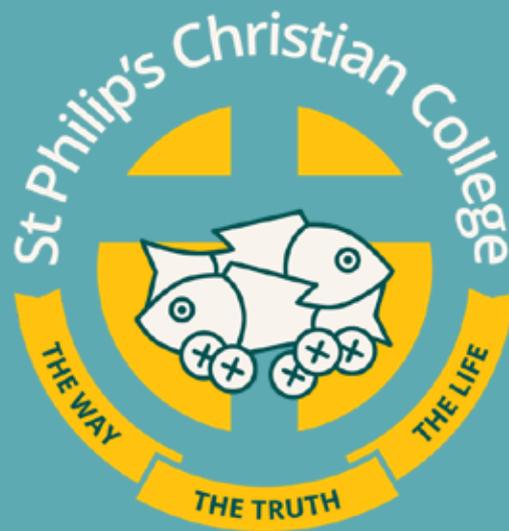
It will be uploaded to our College website and made available to parents upon request in hard copy form.

*[www.spcc.nsw.edu.au](http://www.spcc.nsw.edu.au)*

A notice will be displayed on MySPCC (our Parent Portal) to notify parents that it is available.

*[my.spcc.nsw.edu.au](http://my.spcc.nsw.edu.au)*





# St Philip's Christian College

FOR THE WHOLE OF LIFE