

2022 Annual Report St Philip's Christian College Gosford



**St Philip's
Christian
College**

FOR THE WHOLE OF LIFE

2022 ~ Thankfulness

*“And whatever you do or say,
do it as a representation of the
Lord Jesus, giving thanks through
him to God the Father.”*

Colossians 3: 16-17



**St Philip's
Christian
College**

FOR THE WHOLE OF LIFE

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THEME ONE

A Message from our Key School Bodies



Chairman's Report

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 Twelve 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:

1. Christ First - we want to honour Christ in all things.
2. Serve One Another - we want to appreciate the God-given potential of each person.
3. Strive For Excellence - we want to aim to do our best all the time.
4. Do what is right - we want to always behave in a Christian manner.
5. 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, Central 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 25th May 2023*



Chief Executive Officer's Report

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. Camer-

Chief Executive Officer's Report

on 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 (twelve 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



Principal's Presentation Evening Address

Welcome to our Presentation Evening for 2022.

It is great that once again we can come together as a community to celebrate the achievements of our students. This is the first time since 2019, as with so many of our other events this year, that we have been able to hold the Presentation Evening in such a way, and it is a privilege that I don't think we will be taking for granted moving forward.

My congratulations to all the recipients of the awards tonight. It 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.

Success will look differently for each student. A student moving from a C grade to a B grade in History is success. A student maintaining their A Grade average across all their subjects is success. We shouldn't be surprised that when God made each of us in a unique and individual way, that our success or achievements will also look different too. The HSC student that was thinking of giving up at the end of Year 10 and pursued an HSC and received an ATAR of 55 similarly is a demonstration of success. Similarly, growth and areas of improvement will look different for each student too and I encourage each student next year to challenge themselves further as they strive for excellence.

This year we have celebrated our College turning 15 years old as St Philip's Christian College Gosford. 15 years of Christian education, 15 years of lives impacted by the Gospel and 15 years of faithful service from our staff as we continue in the vision and mission of the college. We celebrate the events of our past and those that have gone before us, and we are excited by the opportunities moving forward. It is a privilege to now be the third Principal in Gosford's history and I thank and acknowledge Mrs Michelle Cairelli's leadership of the College as the previous Principal, and I look forward to all that God has in store for our College into the future.

We are a community that has been rebuilding after COVID and it has been a great blessing to be able to bring various activities back for our students and families.

One area that I know was missed greatly was competitive sport. This year, through the hard work of Miss Sharp and other staff, we have been able to provide a record number of sporting opportunities for our students. New HRIS games in sports like Volleyball and Cricket allowed for even more students to enjoy the benefits of being associated with team sports and representing the College. Students made it into CIS level for Athletics, Cross Country and Primary Tennis to name a few. There were Age Champions in HRIS for Swimming, AICES Age Champion for Athletics and our Futsal teams made it into the State competition with one player even representing Australia in a competition over in New Zealand. We are thankful that sporting opportunities have opened up again this year. The students have loved it and my thanks to the large number of staff that have contributed to ensure that these games were able to go ahead.

The long awaited musical 'Unafraid', written by our very own Mrs McManus, was another highlight this year. It was three years in the making, and let's just say it was worth the wait! What an incredible talent Mrs McManus has and the students did her a great service in their performances. It was really good to see students up on stage again, singing, dancing and performing, after COVID put such things on a long hold. We congratulate all the students involved and we are looking forward to the next production.

More recently, parents were entertained by the Year Nine and Ten students in the Indulge the Senses evening where the student major works were on display. This ranged from pottery and items of clothing, through to singing and a performance of Hamlet in 15 minutes from our Drama students. It was a great evening of entertainment and my thanks to all the students and teachers for helping to put such a wonderful event together.

It has also been exciting to have live music being played once again in our assemblies with the involvement of our various training and concert bands, and choirs and singing groups starting up. We look forward to these activities continuing to grow in the years ahead.

Principal's Presentation Evening Address

Camps this year have been another highlight. After waiting for a couple of years, students have finally been able to go away with their friends, to different locations and have enjoyed a variety of experiences. Although we had to change the dates and rearrange venues, the students all benefited greatly from finally being able to attend the various camps. Students in Middle School ventured up to Bathurst while students in Senior School had an opportunity to serve flood affected victims in two different areas this year. Samaritan's Purse sent in disaster relief teams into Lismore and more recently to Echuca to support communities and family's in the clean up of their damaged homes. The students did an excellent job, often being confronted with scenes of devastation and loss, and they helped to clean up without any complaining. All of them have been commended highly by the Samaritan's Purse staff. All the students on both trips have come back with a sense of satisfaction from helping those in need, while also returning with a greater sense of appreciation for all that we enjoy in our own lives. The basics of a bed and a clean shower I am sure won't be taken for granted in future. My thanks to Mr Boyce and the other staff that helped to make such camps possible for our students so that our students may be able to learn more about what it means to serve one another.

The theme for this year has been 'thankful'. What I have shared with you so far are a few of the things that I have been thankful to God for this year. I am also thankful for the amazing staff that our College is blessed with, who live out their passion and calling in a professional manner each day. I am sure that you would agree that all of them go above and beyond for the students. This year we have once again seen growth in our NAPLAN data and individual student achievements, and we are excited to see how our Year 12 students go when their HSC results come out later next week. My thanks to our teaching staff for the dynamic and interesting learning environments they create for our students and the genuine care that they provide. The teaching staff are extremely well supported by our administrative staff and Maintenance team who, together with the teachers, help to create a wonderful community and environment in which students enjoy learning and staff enjoy coming to work.

We are constantly told from new families and new staff when they join us, that there is something special about our school, and it's true. We believe that it is God who is at work in us and through us, and we believe it provides an environment that is caring and nurturing and enables students to grow and develop for the whole of their life. In this way, in being a distinctively Christian school where all of our staff are Christian, I believe that we live out what the supporting scripture for our theme of thankfulness this year stated, which says from Colossians 3:16-17, that the message of Christ should dwell amongst us richly, and that we should have gratitude in our hearts, giving thanks to God through Jesus. I believe the message does dwell amongst us richly, and we do praise God for all that we have, and long may it continue.

Unfortunately, at the end of the year we farewell a few members of our staff team. Mr Graeme Robson has been our Property Manager for the past 8 years. Mrs Jayne Jones has served in our Admin team for the last 8 years and Mrs Cass Carbliss has worked in Junior School for the last 7 years and most recently with our Even Start class. We also say farewell to Mrs Vicki Lowbridge who has been leading our Even Start class teachers for the last couple of years. Mrs Katie Hull is starting her maternity leave at the beginning of next year and Mr Bigara and Mrs Petley will be concluding their temporary roles with us too. We are thankful for each of them and pray God's blessing on them as they each move on to their next adventure. We are confident though, that as these staff leave, God will provide us with the right staff to continue with the vision, as he has demonstrated so clearly with the brilliant new staff that have joined us this year. Again we are thankful.

I would also like to take this opportunity to thank the Student leadership teams in Senior School and Middle School for their service to the College. Each student has grown in their leadership and worked well as a team for the betterment of those that they lead. In particular I would like to thank Emily Thompson and Samuel Hodson, our College Captains for 2022, for their positive and faithful leadership, and their modelling of our Core Values to the other students.

As we conclude our academic year together, we look forward to 2023. The Executive Leadership Team have been working on plans for next year and I am pleased to announce a few things that will be taking place both during the holidays and early in the next year.

- Investment is being placed into the further professional development of our Junior School staff as they will be trained and equipped in delivering a new programme called InitialLit. It is a whole class approach to literacy to continue improving students core skills in reading and writing in Junior School.

Principal's Presentation Evening Address

- As part of the Building fund that many generous parents contribute to each year, we have raised sufficient funds to renovate the MS Male Bathrooms. This will bring a freshness to this facility which has been in need of an upgrade.
- In Sport we are looking to coordinate a new after school sports training program whereby teams can prepare for their HRIS matches on an afternoon with dedicated teachers coaching the teams.
- We are also looking to bring back the Spring Fair for next year. This has been an exciting community building exercise in the past and we are keen to see it return for 2023.

Many of these initiatives, and others to be announced next year, have been drawn out of the feedback that the College received from the AIS Perspectives survey that parents, students and staff completed during the year. I look forward to sharing more details around these and other initiatives in the new year.

Of course we are also continuing to work through the plans of the new Senior School building, oval and carpark. This year has seen a renewed vision for the master plan for the building and the surrounds. I am pleased to say that the plans are being submitted into Council for the new facilities. Our desire is that this building and the new facilities will help prepare our students for the future and serve our College community for many years to come. At this stage of our planning, the project will consist of:

- A new 3 storey building will sit on the existing embankment on the oval and will form the new entrance for the School. It will contain the administration office, numerous new classrooms and study spaces, and behind it a new rock climbing wall is being proposed.
- A new 75 space car park and student drop off/pick up zone – which will take the numbers up to 150 carparks onsite.
- A new oval for sport, including cricket nets
- A new undercover basketball court with a mini athletics track around the edge.
- The new building also includes a café whereby parents, staff and senior students can enjoy building community.

We anticipate that the submission for DA approval may take a while but we are praying for a smooth and speedy approval as the construction time may take up to 12 -15 months. So unfortunately, due to various delays this year, we are still some time away from the start of the construction of the build, but we are excited about the opportunities and I hope you are too.

It has been a wonderful year and as I come to a close, I would like to say on a personal note a huge thanks to the Foundation and the Executive team here at Gosford for their support of me as a new Principal and for the tireless ways in which they serve. They are always so willing to help and are so unified, it is a blessing to work with you all. My final thanks goes to my own family who have been a huge support to me in my new role this year. I could not do this without you, and I thank you for your constant love and support.

To the families, staff and students here tonight, I hope you all enjoy a wonderful Christmas holiday. Remember that this season reminds us to be thankful for the greatest gift that we can receive as we celebrate the birth of our saviour Jesus. Have a safe and healthy holiday break and I look forward to seeing you again in 2023.

In Christ's Service,

Cameron Johnston
Principal



THEME TWO

Contextual Information about the
School and Characteristics of the
Student Body



St Philip's Christian College Gosford

St Philip's Christian College Gosford was acquired in 2007 and has an enrolment of 635 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 HAWKE Extension and Enrichment Program in Stage Four, 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 mission trips.



**SCHOOL
SECTOR**

Non-Government

**YEAR
RANGE**

*Kindergarten
to
Year Twelve*

**SCHOOL
TYPE**

Combined

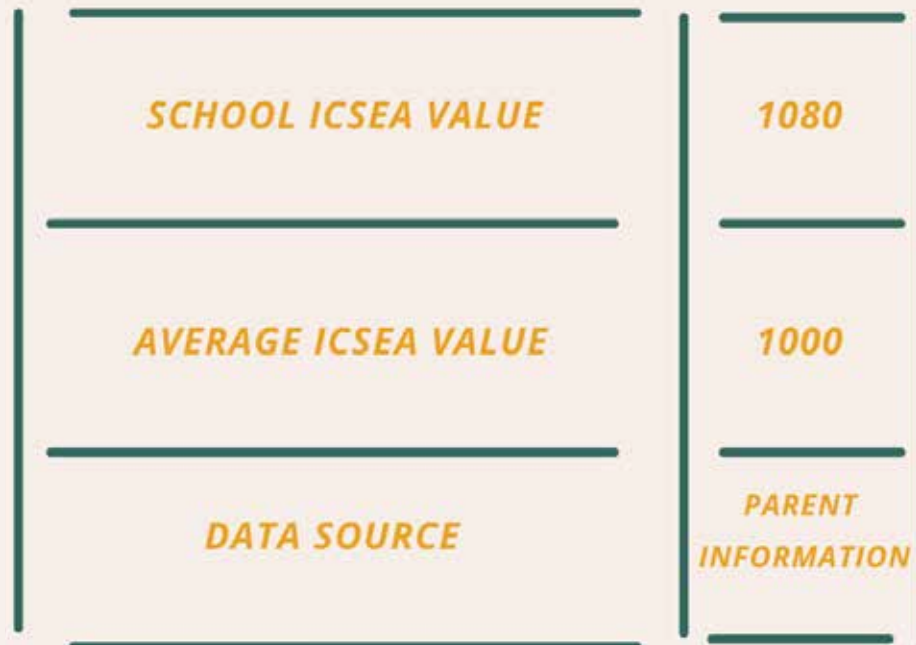
**TOTAL
ENROLMENTS**

616

LOCATION

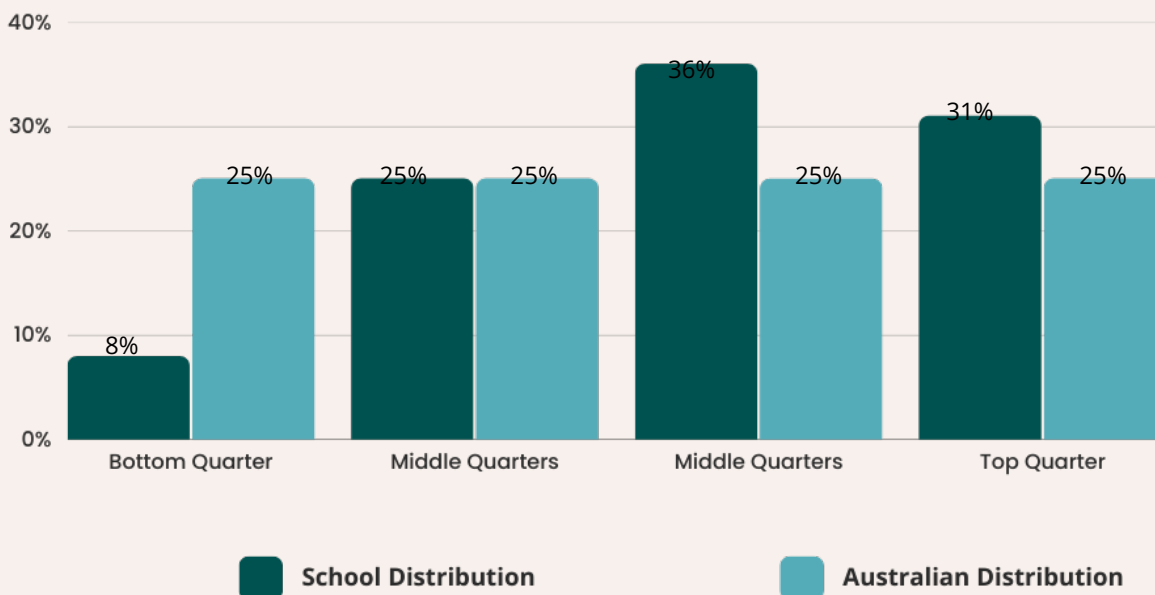
Major Cities

Index of Community Socio-Educational Advantage



www.myschool.edu.au

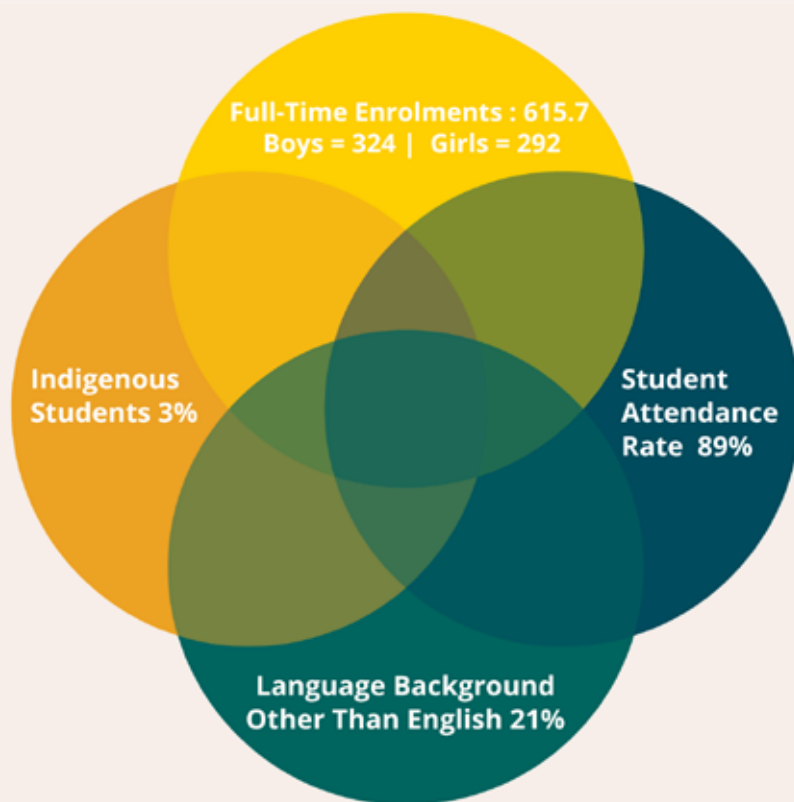
Distribution of Socio-Educational Advantage (SEA)



Percentages are rounded and may not add to 100

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Characteristics of the Student Body



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Senior Secondary Outcomes

SENIOR SECONDARY CERTIFICATE AWARDED	25
COMPLETED SENIOR SECONDARY SCHOOL	25
VOCATIONAL EDUCATION & TRAINING ENROLMENTS	52

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THEME THREE

Student Outcomes in Standardised
National Literacy and Numeracy Testing



NAPLAN Testing

Compare to Students with similar background All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	471	439	444	486	428
Year 5	530	500	527	517	512
Year 7	561	555	560	551	563
Year 9	589	581	578	583	591

NAPLAN participation for this school is 95%
 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.

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

Further information on NAPLAN: www.myschool.edu.au

SIM = Similar background - Students have a similar background as determined by parental occupation and education, indigeneity and geographic locations. The background of students has been shown to have an impact on NAPLAN results.

ALL = All Australian Students Nationally

THEME FOUR

Senior Secondary Outcomes
(Student Achievements)



2022 Higher School Certificate

Subject	Year	No. of Students	Bands 3-6 %		Bands 1-2 %	
			SCHOOL	STATE	SCHOOL	STATE
Ancient History	2022	0	Not Studied at SPCC			
	2021	2	100%	79%	0%	21%
	2020	0	Not Studied at SPCC			
	2019	1	100%	85%	0%	15%
Biology	2022	12	92%	79%	8%	21%
	2021	11	82%	91%	18%	9%
	2020	14	100%	87%	0%	13%
	2019	9	67%	84%	33%	16%
Business Studies	2022	9	100%	89%	0%	11%
	2021	8	100%	87%	0%	13%
	2020	16	88%	83%	12%	17%
	2019	6	50%	83%	50%	17%
Community & Family Studies	2022	9	100%	94%	0%	6%
	2021	0	Not Studied at SPCC			
Chemistry	2022	6	83%	84%	17%	16%
	2021	5	100%	89%	0%	11%
	2020	3	100%	91%	0%	9%
	2019	1	0%	12%	100%	88%
Design & Technology	2022	0	Not studied at SPCC			
	2021	0	Not Studied at SPCC			
	2020	2	100%	98%	0%	2%
	2019	4	100%	95%	0%	5%
Drama	2022	1	100%	98%	0%	2%
	2021	0	Not Studied at SPCC			
	2020	4	100%	98%	0%	2%
	2019	3	100%	98%	0%	2%
Engineering Studies	2022	8	100%	86%	0%	14%
	2021	0	Not Studied at SPCC			
English Standard	2022	19	95%	88%	5%	12%
	2021	11	100%	91%	0%	9%
	2020	11	100%	89%	0%	11%
	2019	5	60%	87%	40%	13%
English Advanced	2022	14	100%	99%	0%	1%
	2021	9	100%	99%	0%	1%
	2020	11	100%	99%	0%	1%
	2019	9	100%	99%	0%	1%
Legal Studies	2022	6	100%	84%	0%	16%
	2021	0	Not Studied at SPCC			
	2020	4	100%	89%	0%	11%
	2019	0	Not Studied at SPCC			

Subject	Year	No. of Students	Bands 3-6 %		Bands 1-2 %	
			SCHOOL	STATE	SCHOOL	STATE
Mathematics Standard 1	2022	7	100%	92%	0%	8%
	2021	0	Not Studied at SPCC			
Mathematics Standard 2	2022	12	100%	81%	0%	19%
	2021	12	83%	79%	17%	21%
	2020	17	82%	76%	18%	24%
	2019	12	75%	83%	25%	17%
Mathematics Advanced	2022	11	100%	94%	0%	6%
	2021	9	100%	94%	0%	6%
	2020	8	100%	96%	0%	4%
	2019	1	100%	92%	0%	8%
Modern History	2022	3	100%	88%	0%	12%
	2021	4	100%	84%	0%	16%
	2020	7	71%	84%	29%	16%
	2019	6	83%	86%	17%	14%
Music 1	2022	4	100%	97%	0%	3%
	2021	2	100%	98%	0%	2%
	2020	0	Not Studied at SPCC			
	2019	4	100%	98%	0%	2%
Personal Dev. / Health / PE	2022	9	100%	79%	0%	21%
	2021	0	Not Studied at SPCC			
	2020	5	100%	86%	0%	14%
	2019	8	62%	88%	38%	12%
Physics	2022	7	86%	85%	14%	15%
	2021	2	100%	91%	0%	9%
	2020	3	100%	86%	0%	14%
	2019	0	Not Studied at SPCC			
Studies of Religion 1 Unit	2022	0	Not studied at SPCC			
	2021	0	Not Studied at SPCC			
	2020	12	92%	94%	8%	6%
	2019	4	75%	96%	25%	4%
Textiles & Design	2022	2	100%	93%	0%	7%
	2021	2	100%	93%	0%	7%
	2020	5	100%	96%	0%	4%
	2019	5	100%	93%	0%	7%
Visual Arts	2022	3	100%	98%	0%	2%
	2021	3	100%	98%	0%	2%
	2020	4	100%	98%	0%	2%
	2019	4	100%	98%	0%	2%

Subject	Year	No. of Students	Bands 3-6 %		Bands 1-2 %	
			SCHOOL	STATE	SCHOOL	STATE
Hospitality	2022	0	Not Studied at SPCC			
	2021	14	100%	87%	0%	13%
	2020	10	100%	91%	0%	9%
	2019	2	100%	73%	0%	27%
Information & Digital Technology	2022	9	100%	91%	0%	9%
	2021	3	100%	93%	0%	7%
	2020	4	100%	96%	0%	4%
	2019	6	100%	85%	0%	15%

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

2022 Higher School Certificate – Extension Results

Subject	Year	No. of Students	E4 %		E3 – E2 %		E1 %	
			SCHOOL	STATE	SCHOOL	STATE	SCHOOL	STATE
English Ext 1	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					
	2019	0	Not Studied at SPCC					
English Ext 2	2022	1	100%	29%	0%	70%	0%	1%
	2021	0	Not Studied at SPCC					
	2020	0	Not Studied at SPCC					
	2019	0	Not Studied at SPCC					
Mathematics Ext 1	2022	5	0%	35%	100%	59%	0%	6%
	2021	2	0%	37%	100%	57%	0%	6%
	2020	2	50%	38%	50%	57%	0%	5%
	2019	1	0%	39%	100%	56%	0%	5%
Mathematics Ext 2	2022	1	0%	40%	100%	56%	0%	4%
	2021	0	Not Studied at SPCC					
	2020	0	Not Studied at SPCC					
	2019	0	Not Studied at SPCC					

60%

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

100%

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

Higher School Certificate Honour Roll

The Honour Roll acknowledges students who obtain a Band 6 result (90 or better) in a 2-unit course or a Band E4 result (45 or better) in an Extension course in one or more subjects. In 2022, there were a total of six Distinguished Achievers that were obtained over four subjects, with ten Top Bands. Principal Cameron Johnston communicated the following results to our College Community on the 15th of December 2022:

Dear Families,

It has been a 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. While the year has not been affected by lockdowns for the first time in three years, it has had its own challenges for our students and it was nice to see a number of them today for our celebration breakfast.

I offer my congratulations to the Year Twelve class of 2022. They have been such a positive and well-connected group of students, as demonstrated by their strong attendance at this morning's celebration breakfast. It is clear that the students will be taking away with them many positive memories, experiences and friendships from their time with us. 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 results this morning, they have achieved some outstanding performances across all the subject areas. Below are a few of the highlights from our student achievements in the HSC in 2022:

- The students obtained 10 Band 6 results (Top Band)
- 69% of all student results were either a Band 4, Band 5 or Band 6 result
- 71% of the results in our extension subjects were in the top two bands.
- 69% of students received a Band 5 or higher in at least one subject
- 92% of students received a Band 4 or higher in at least one subject

These are excellent results and are a strong 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 constant in their care and professional instruction for 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 students. While we do not have access to student ATAR results we have heard some very strong performances. In particular, we congratulate our Vice-Captain of the College, and Dux, Michael who has received an ATAR of 98.20. This is an exceptional result and from what we understand is our top placed student. Congratulations Michael!

We wish the class of 2022 all the very best in their future endeavours. We know that a number leave our College already with early entry into university, some with apprenticeships and others waiting for an offer or starting full time work. They are all prepared for the whole of their life and our prayer for them, from Micah 6:8, is that they will "act justly, love mercy and walk humbly with our God" each day of their life. Congratulations Year Twelve 2022.

I hope you all enjoy a safe holiday and a blessed Christmas time with family and friends.

In Christ's service,

Cameron Johnston
Principal

Senior Performance Record of 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 6 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 2022, St Philip's Christian College issued RoSA credentials to three students.



THEME FIVE

Teacher Professional Learning,
Accreditation and Qualifications



Teacher Professional Learning

Date	Description	Attended
January	First Aid Training	All Staff
	AIS K-2 English NEW Syllabus Training	1
February	Mandatory Child Protection Training	All Staff
	Transformation by Design Training	All Teaching Staff
March	Transformation by Design Training	All Teaching Staff
April	Transformation by Design Training	All Teaching Staff
May	Consolidating and Extending Teaching During COVID-19	3
	Teaching Writing in History	1
June	Primary History Indigenous Perspective	1
	Teaching Primary History with Indigenous Perspectives	1
July	New Maths Syllabus	1
	SPCCEF Staff Conference	All Staff
August	PBIST222 Positive Behavioural Interventions and Supports: Team Training Tier 2	1
	PBIST222 Positive Behavioural Interventions and Supports: Team Training Tier 2	1
September		
October	Executive Functioning PD	1
November	Christian Perspectives Seminar	1
	How to approach the new NSW Stage 4 & 5 Mathematics Syllabus	1
December	Mentoring of Teaching School Trainee	1
	Mentoring, Coaching, Professional Dialogue supporting Teaching Practice	1



Teacher Qualifications

In 2022, 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	3
Provisional	4
Proficient Teacher	64
Total number of Teachers	71
Teachers on Leave of Absence	3

www.myschool.edu.au

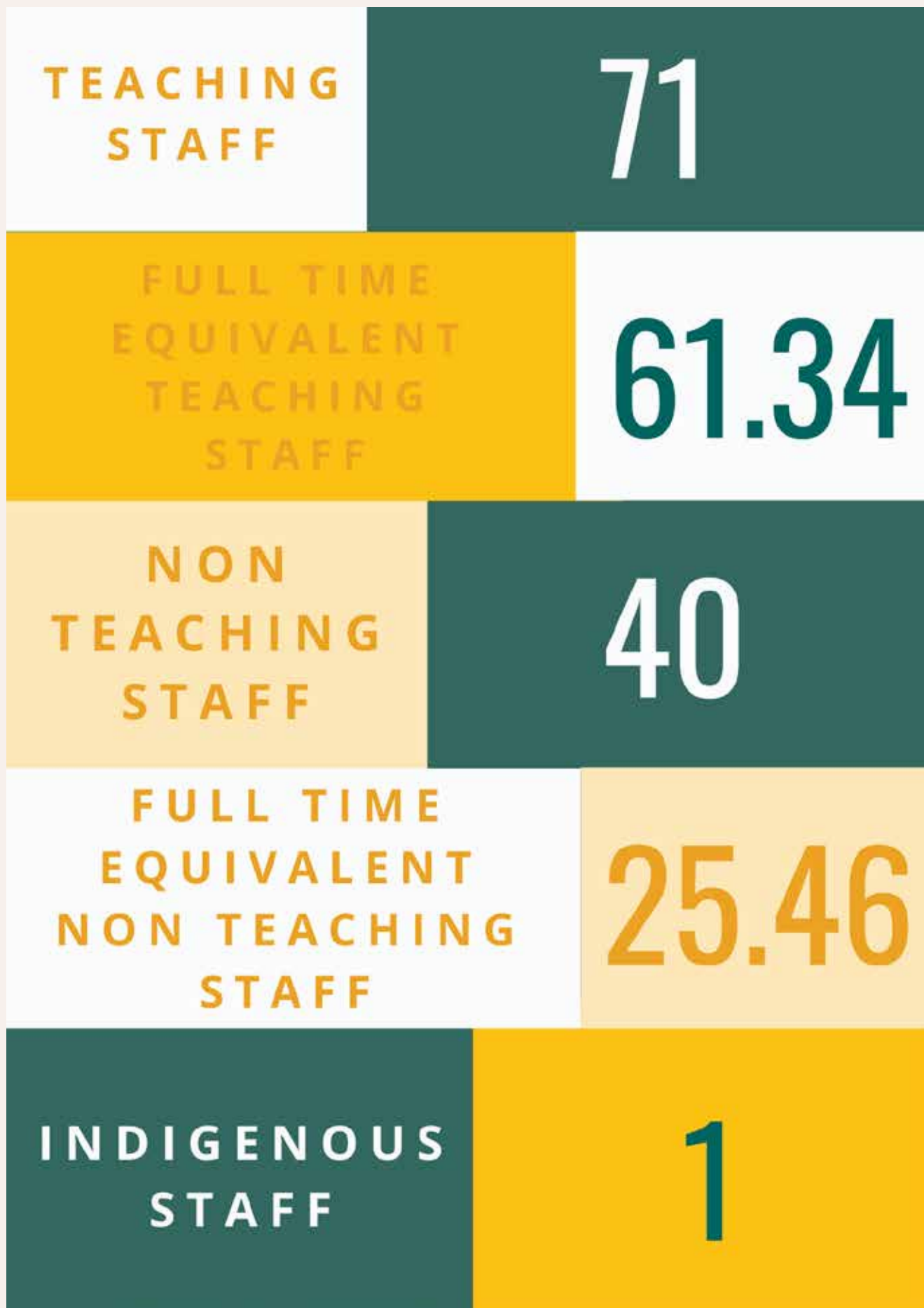


THEME SIX

Workforce Composition



Workforce Composition

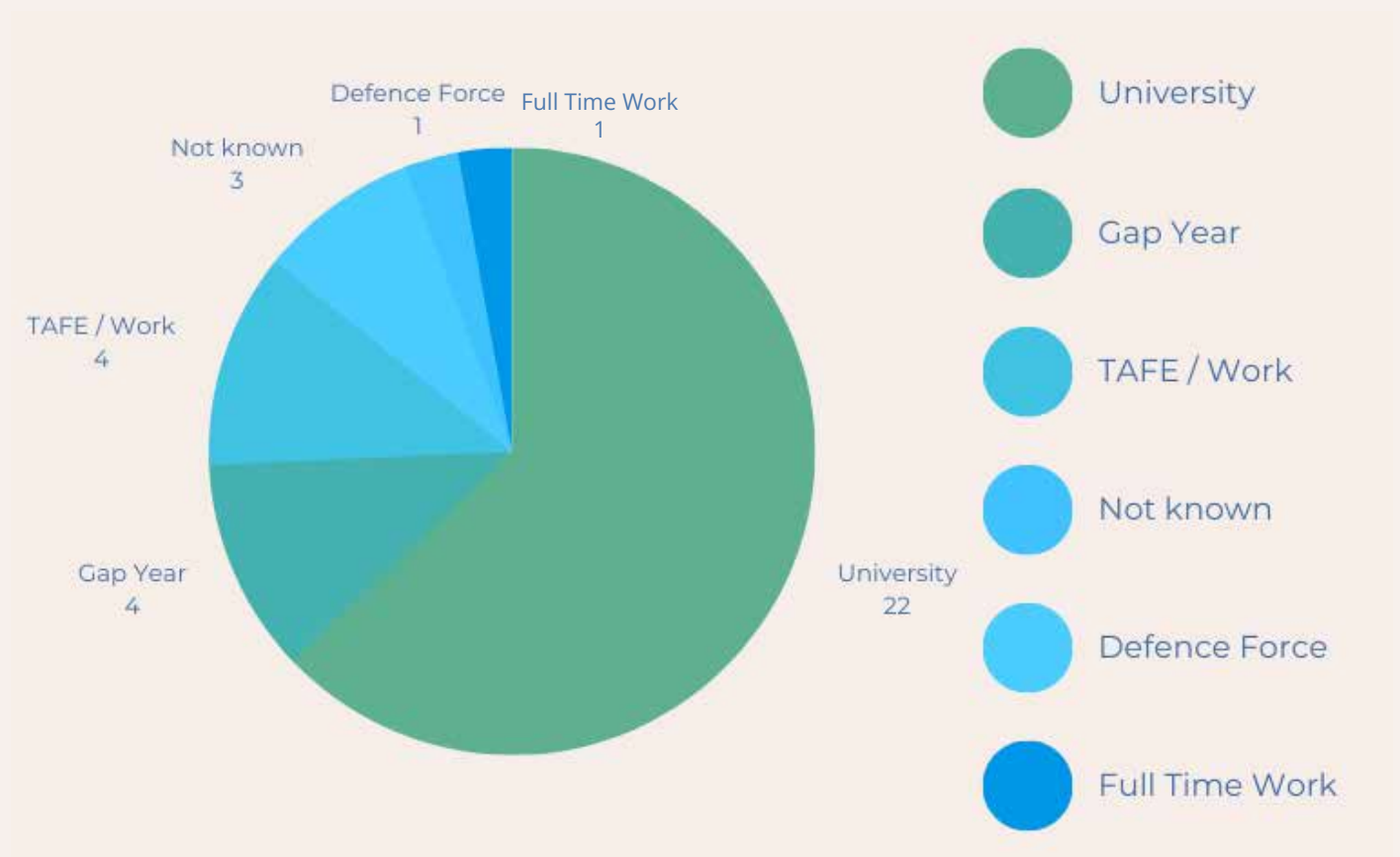


THEME SEVEN

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



Post-School Destinations



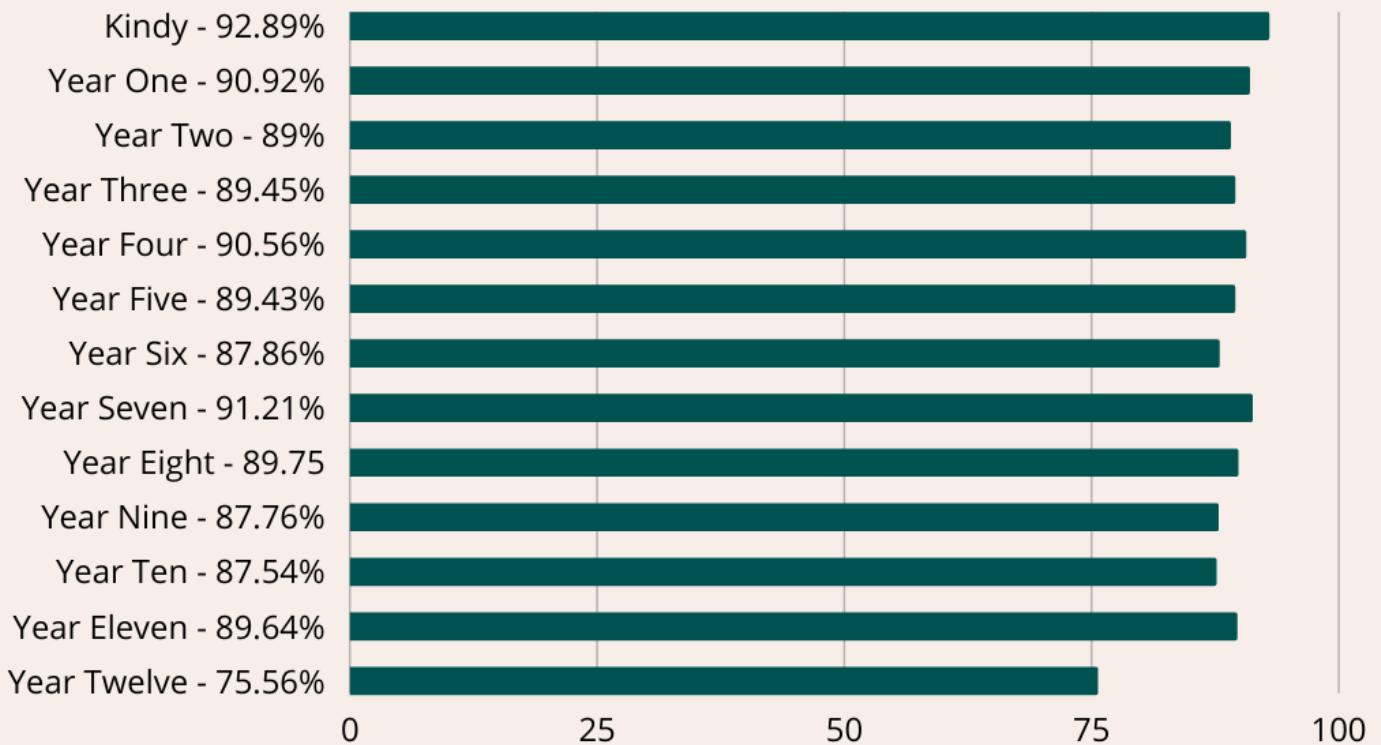
Retention Rates

Retention rate of Year Ten 2020 to Year Twelve 2022 = 67%

For whole school student attendance rates please visit the "My School" website:

www.myschool.edu.au

2022 Attendance Rates



Attendance Summary Calculation Assumptions

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

Management of Attendance

- All class rolls are recorded in the morning by Teachers and records are kept in our online database.
- Student Reception checks that all rolls have been marked and then our online database will generate and send an SMS to all parents where no forward notification of absence has been provided.
- Student Reception will notify the Pastoral Care Teacher or Year Advisor of students who are absent for more than three consecutive days and the Pastoral Care Teacher / Year Advisor will then follow up with Parents.
- Student attendance and absence figures will appear on students half year and end of year reports.
- Where there is a concern around attendance rates for specific students, meetings are organised between the family involved with Heads of School, Deputy Principal and relevant Wellbeing Staff, and a plan for attendance improvement is implemented.

THEME EIGHT

Enrolment Policies



Enrolment Policy

General Statement

St Philip's Christian College, Gosford is a Christian, Coeducational, Independent, K-12 College. The College is located in Narara in the NSW Central Coast.

St Philip's Christian College Mission Statement

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

This policy provides the guidelines for enrolment into St Philip's Christian College, Gosford. Our enrolment policy and its implementation will control, to a large degree, the kind of College we have. This is most evident through the formation of a Christian 'culture' with its associated ethos, leadership and atmosphere. An effective enrolment policy is required to ensure that these desired outcomes, as expressed in the Mission Statement, are maintained.

This document is to be read in conjunction with the College's Enrolment Guidelines and Procedures.

Aim

- To enrol students from families who desire a Christian Education for their children and who support the ethos of the College.
- To establish the direction for College procedures and practices for enrolling students into St Philip's Christian College Gosford.
- To cater for the individual needs of each student equitably within the constraints of the available resources.

Objectives – Policy statement

To outline the areas of delegation, responsibilities and conditions for enrolment at St Philip's Christian College, Gosford.

Audience and Applicability

All staff, students and parents and prospective students of St Philip's Christian College, Gosford.

Principles and Procedures

Discrimination on the basis of race, colour, nationality or ethnic origin is prohibited.

Students with disabilities will be treated fairly and reasonably as mandated in the Disabilities Standards for Education Act (2005). This guideline involves the processing and treatment of the enrolment application for students with disabilities on the same basis ('an equal playing field') as all other enrolment applications. Students with emotional, behavioural and / or academic problems that would be beyond the established resources of the school to accommodate (and therefore constitute 'unjustifiable hardship' on the College) may not be enrolled.

The College Fees and Charges Schedule and Collection Guidelines will be explained and assessed at the time of the parent interview. Parents are asked to make a declaration to pay tuition fees and other charges as they fall due. This is a condition of continued enrolment for their student.

The College desires to support and involve families in the College community therefore siblings of students already enrolled are given preference.

Students progress automatically from the Junior School into Middle School and on to Senior School, unless an individual case warrants a review. Students enrolling from Narnia Christian Preschool, Gosford are given preference in Kindergarten.

Enrolment Policy

International student enrolments are welcome and are subject to special conditions contingent upon a suitable Homestay family arrangement being available.

Enrolments are processed in the following priority order:

1. Students having automatic enrolment status from St Philip's Christian College, Gosford (e.g. Current Year Six students have priority registration into Year Seven).
2. Students of current staff members.
3. Siblings of current students.
4. Students transferring from other St Philip's system schools eg. Waratah, Port Stephens and Cessnock.
5. Students enrolled in Narnia Christian School, Gosford prior to Kindergarten enrolment.
6. All other applications from any prospective student in order of receipt and not previously mentioned.

Continued enrolment of a student is conditional upon the student complying with the disciplinary requirements of the College, as explained at interview and presented in College handbooks.

If a student does not attend school for 20 continuous days and no communication from the family has been forthcoming, then the enrolment of the child may be terminated and the matter referred to the home-school liaison officer.

Any concerns or complaints in relation to the enrolment process and enrolment decisions need to be directed in the first instance to the Head of School / Registrar. In the event that a further determination is required, appeal processes are available through the Principal and then the Board of Governors.

Responsibilities and Delegations

Board of Governors

- The Board of Governors holds the ultimate responsibility for determining enrolment policy.
- Make a decision re enrolment in the event the appeal process is required.

Principal

- The Principal is responsible for ensuring that policies and procedures relating to enrolment are in place.
- The Principal oversees and approves the selection and enrolment of all students.
- The Principal delegates the interview process to the Director of Admissions
- The Principal approves and extends all offers of enrolment.
- The Principal makes a decision re enrolment in the event the appeal process is required.

Head of School

- As the Principal's delegate, the Head of School interviews all prospective students to their school within the College, making recommendations re enrolment of students to the Principal.
- Before making a final determination on a student's enrolment, the Registrar seeks input from appropriate staff and/or specialists re applicants' educational needs.

Head of Inclusive Education / Inclusive Education Teacher

- Assist the Head of School in the enrolment process by reviewing and assessing the educational needs of prospective students as required.
- Provide advice to the Head of School re class make up and educational needs of relevant classes / students / staff and prospective enrolments.

Enrolment Policy

Executive Assistant / Registrar

- Completes all necessary paperwork and interviews relating to enrolments.
- Maintains accurate waiting lists and enrolment files and databases.
- Liaises with Principal, Heads of School and parents re enrolments.
- Communicates with all Administrative staff enrolment information.

Parents

- Provide all necessary information on the enrolment form and in the initial interview regarding the child's educational needs.
- Make available any specialist information and academic records/history regarding the child's educational needs.
- Ensure all information listed on the enrolment form/medical form is true and correct.
- Accept/decline offer of enrolment within 14 days of offer being sent.
- Ensure all tuition fees and other charges are paid as they fall due.
- Meet all requirements re attendance and communication as outlined in the Attendance Policy.

Students

- Cooperate with the College's enrolment process.
- After enrolment, continue to meet conditions of enrolment as outlined in the Student Planner and by following College policies and procedures.

Monitoring Evaluation and Reporting Requirements

This policy will be evaluated and reviewed every three years or as needed.

For further information on characteristics of the student body, please refer to the information on the My School website:

www.myschool.edu.au



THEME NINE

A Summary of School Policies
for Student Welfare, Anti-Bullying,
Discipline and Complaints and
Grievances.



Registration and Accreditation

Registration and accreditation of the school was renewed by BOSTES in 2020. This involved inspection of all relevant school Policies and Procedures, all of which BOSTES found compliant.

Our next Registration is scheduled for 2025.

Policy Area	Changes in 2022	Access to Full Text
<p>Student Welfare The school seeks to provide a safe and supportive environment to support the mental, physical and emotional wellbeing of students.</p>	No changes were made in 2022.	<p>Available to Staff on mySPCC: my.spcc.nsw.edu.au</p> <p>Available to parents on College website: https://www.spcc.nsw.edu.au/gosford/our-story/policies</p>
<p>Anti-Bullying The school policy provides processes for responding and managing allegations of bullying including the contact information for the local Police School Liaison Officer and Youth Liaison Officers.</p>	No changes were made in 2022.	<p>Available to Staff on mySPCC: my.spcc.nsw.edu.au</p> <p>Available to parents on College website: https://www.spcc.nsw.edu.au/gosford/our-story/policies</p>
<p>Student Discipline The school expressly prohibits corporal punishment and does not explicitly or implicitly sanction corporal punishment. All behaviour management actions are based on procedural fairness and involves parents in the processes.</p>	No changes were made in 2022.	<p>Available to Staff on mySPCC: my.spcc.nsw.edu.au</p> <p>Available to parents on College website: https://www.spcc.nsw.edu.au/gosford/our-story/policies</p>
<p>Reporting complaints and resolving grievances The policy uses appropriate procedural fairness in dealing with complaints and grievances and includes processes for raising and responding to matters of concern identified by parents and / or students. These processes incorporate how parents raise complaints and grievances and how the school will respond.</p>	No changes were made in 2022.	<p>Available to Staff on mySPCC: my.spcc.nsw.edu.au</p> <p>Available to parents on College website: https://www.spcc.nsw.edu.au/gosford/our-story/policies</p>

THEME TEN

School Determined Priority Areas
for Improvement



2022 Achievements

Focus Area	Project	Comments
Christian Growth	Chapel and Christian life studies programs overhauled for quality learning and engagement.	Existing programs refined by the Director of Christian Foundations. Connecting with Junior School to work through arrangements for what a new program could look like for 2023.
	Exploring courses/seminars run by our staff for staff on Christian growth and Christian education.	Plans to equip staff with an improved structure for teaching from a Christian perspective in every classroom using Transformation By Design material.
Educational Excellence	LNAP (Literacy Numeracy Action Plan)	This program has been excellent for the College. We have seen the student NAPLAN results improve as a result of the instructional coaching method throughout Junior School in consultation with the AIS.
	Extension and Enrichment	Provided more opportunities for students to grow and be extended within the HAWKE class moving into 2023.
Pastoral Care & Wellbeing	PBIS Positive Behavioural Interventions & Supports in conjunction with AIS.	First phase of a three-year AIS funded initiative. Behaviour matrix finalised. Explicit teaching / lesson plans being worked on to launch in 2023.
Community & Culture	RAP	Team working through how we might be able to implement a RAP in our community.
	Reconciliation Action Plan	Finalised Acknowledgement of Country and successfully implemented activities for Reconciliation Week.
	Community service opportunities	Successfully incorporated service trips to Lismore and Echuca with Samaritans Purse with Senior School students.
Growth and Sustainability	Senior School Build Project	Continued discussion and plans for a new Senior School facility to support the growth and opportunities for our Senior School students.
	Greater sporting opportunities students and enhance student welfare and school spirit.	After school sporting opportunities explored both to develop team work and connection with local Christian Schools.

THEME ELEVEN

Actions Undertaken by the School to
Promote Respect and Responsibility



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

Junior School

- All students from Kindergarten to Year Four had the opportunity to lead Junior School Chapel.
- Daily morning mantras based on positive psychology continued, developing a growth mindset and Christian values, teaching the children respect and setting up high expectations of behaviour for all students.
- The Buddy Program continued as Year Four students were matched with a Kindergarten Buddy to support their transition into school.
- Year Four students provided service leadership opportunities such as managing lost property and taking responsibility for the raising and lowering of flags each day.

Middle School

- During the year, there were opportunities for fourteen students to become a part of the Middle School Student Leadership Group. From this group Captains, Vice Captains and House Captains were selected.
- The Middle School Student Leadership Group were also placed into sub-groups each heading up one of the College's five Core Values. The Leaders had the opportunity to present at Middle School Assemblies and Chapel Services along with supporting school fundraising events, such as Red for Reuben day.
- All Middle School students have been challenged to consider how they can become students who display the Graduate Attributes of SPCC Gosford.
- Stage Four commenced the Wellio, a WellBeing program during Pastoral Care time.
- Year Seven commenced mini-electives for the first time at St Philip's Christian College, Gosford. These Mini-electives have given our students an opportunity to learn new skills in an interest area of their choosing.

Middle School – continued...

- Matter relating to respect and responsibility were regularly raised during our Tuesday morning Mini-assemblies, Chapels, formal assemblies and in Pastoral Care Classes. All Middle School students also participated in the same Monday morning devotions held in their Pastoral Care classes.
- Camps remain a feature of Middle School with our Stage Four students attending CRU Lake Mac for an outdoor Recreation Camp. Year Five will be visiting Sydney in Term Three whilst Year Six go to Canberra. At all camps students participate in a range of age appropriate activities that enable them to build resilience and respect toward each other.

Senior School

- During the year Senior School students had the opportunities for leadership in the roles of Prefects, House Captains, Vice Captains and College Captains. The College Leadership team created, submitted and led new initiatives to promote inclusion, respect and responsibility.
- Students had the opportunity to volunteer in a number of different opportunities including:
 - Coast Shelter to support their ongoing important work.
 - Visiting Lismore to help with the clean up after the floods.
 - Becoming Cru Camp Leaders by taking place in training and camps over the holidays.
- Establishment of the Smart Track Program as an alternative Year Eleven / Twelve Pathway where students experience an opportunity for greater independence and responsibility.
- Celebrating ANZAC Day both at school in a special assembly attended by Australian Defence Force personnel and in the public forum with St Philip's Christian College students attending the ceremony and march in Gosford.
- Students from Year Ten attended Stand Tall and the Bible Society Masterclass in Sydney, challenging their world views and encouraging them to live out their lives and faith in a way that makes a difference to those around them.
- The use of Restorative Discipline practices to promote respect, responsibility and reconciliation within the Senior School.
- Students were challenged develop respectful relationships through two targeted seminars: "Healthy Relationships" led by Your ChoiceZ and "Respectful Relationships and Consent" led by the Police Educational Sector.
- Matters relating to respect and responsibility are regularly raised in all areas of Senior School including classrooms, assemblies, Year Meetings and in Pastoral Care.

THEME TWELVE

Parent, Student and Teacher Satisfaction



Parent, Student and Teacher Satisfaction

During 2022 we were able to hold a few in person focus groups with our parent, student and teaching communities while also continuing with our Association of Independent Schools (AIS NSW) Perspectives survey which involved the entire school community. A SWOT analysis was conducted during the focus groups and the electronic survey was sent out to the College community requesting feedback. The data collected from these two areas in particular provided some very helpful insights from which the Executive have been able to plan and strategize for the future.

Some feedback from the Perspectives Survey commented how there had been strong growth across a number of the domains. In fact four out of the five domains upon which the survey focused (School Environment, Teaching and Learning, Student Wellbeing, and Community) had their means strengthen between the 2021 survey and the 2022 survey. The fifth domain (Leadership) saw a slight drop in the mean by 0.07. Overall an extremely strong set of responses which can be even further demonstrated by the significant increase of the number of people being involved in the survey – increasing by almost 39% .

Some of the key takeaways from the survey, grouped by categories are as follows:

Students (Year Five to Twelve):

- 90% feel as though teachers give them learning that challenges them.
- 93% feel safe in class.
- 91% feel safe on social media with their school friends.

Comments:

"I love this school. I feel very safe wherever I go in this school. All my teachers love me and I have people I can talk to. I think this school is great and they let us know about everything."

"I think my school is perfect. I feel like I belong and I feel that I am loved!"

Parents:

- 96% feel as though visitors are made to feel welcome.
- 95% feel as though the school's vision and mission clearly explain the school's priorities.
- 93% feel as though teachers create learning experiences that interest my child.

Comments:

"We are extremely happy with the school. From Day One we have been impressed, we continue to be impressed. We can see the growth and development in our children and the happiness this school brings to our children. The teachers are nurturing and genuine. All staff are welcoming, warm and positive. It brings happy tears to us to have our children at this school. Thank you and keep up the great work!"

Parent, Student and Teacher Satisfaction continued...

"Both my children are very happy and settled at this school. They never complain about going to school and look forward to going back after the school holidays. I think that says a lot about the school!"

Teachers:

- 90% feel as though students ask for help when they need it.
- 92% feel as though there are opportunities for aspiring leaders to build their capacities.
- 100% feel as though the school's vision and mission clearly explains the school's priorities.

Comment:

"This is without a doubt the best school that I have ever taught at."

While it is encouraging to see such comments and data coming through from the survey and focus group sessions, we also noted some helpful areas for which we could also focus on as we desire to continuously improve. A few families expressed concerns over the limited car parking, a need to improve communications from the College, while offering more opportunities for sport for our students was also revealed through the data. The process and the feedback has been quite helpful for our Executive staff as we plan for 2023 and beyond.



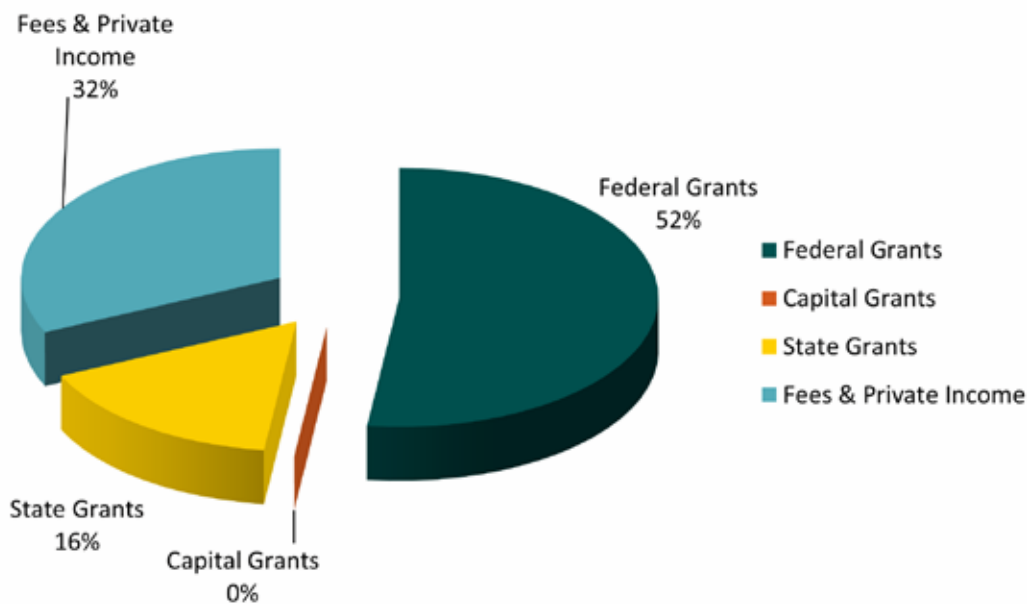
THEME THIRTEEN

Summary Financial Information



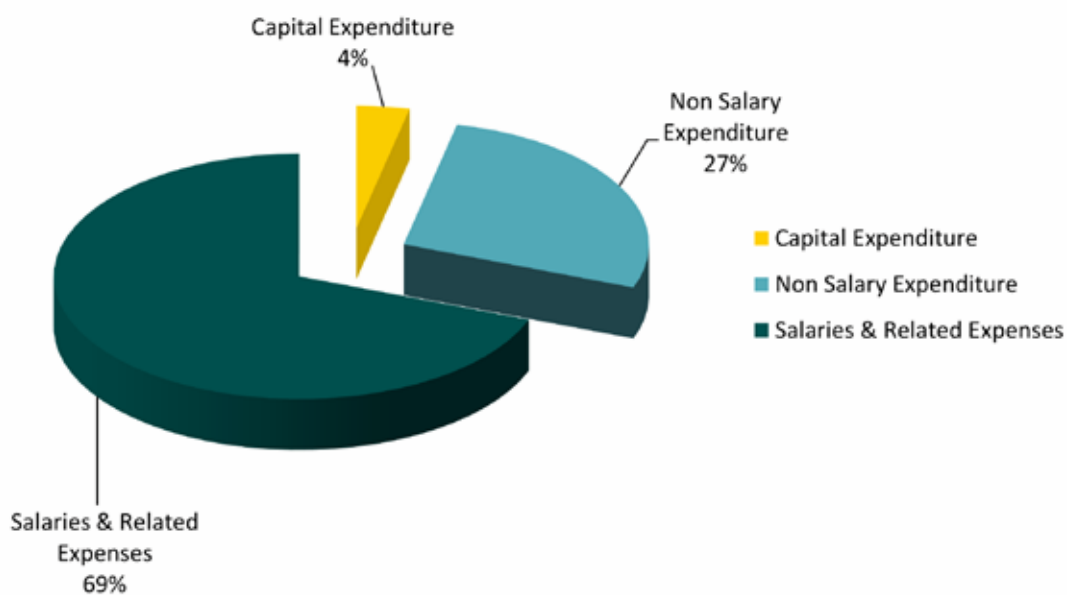
Income

St Philip's Christian College - Gosford Income Sources 2022



Expenditure

St Philip's Christian College - Gosford Expenditure 2022



THEME FOURTEEN

Publication Requirements



Publication Requirements

This Annual Report will be made available on NESAs Online.

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

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

my.spcc.nsw.edu.au





St Philip's Christian College

FOR THE WHOLE OF LIFE