



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

# Annual Report **2024**

ST PHILIP'S CHRISTIAN COLLEGE PORT STEPHENS







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## A Message from Key School Bodies

### Principal Report



**MARTIN TELFER**  
PRINCIPAL

In 2024 our theme for the year was '**Tenacity**', which is about not giving up, pressing on and seeing things through all the way to the end. In an age of instant gratification, quick fixes and short cuts, our students were challenged to take a different path. Tenacity is forged in adversity and brings perseverance in the face of obstacles, setbacks and failures. Tenacity springs from knowing your God-given purpose and passion, which provides the confidence and strength to press on despite your circumstances.

This year we enjoyed moving into our new Junior School building, a high-quality facility which ensures our students can learn in the best possible environment. We are thankful to God for his generosity and provision of a space that will serve our College for many years to come.

We are thankful for SHAC who designed the building and Lipman who constructed it. We are also thankful to the SPCC Board and the Federal Government who made this amazing facility possible.

The new building also is home to our very first Indigenous School, **St Philip's Christian College Gilibaa**. In partnership with the Worimi community and its organisations, the aim of this school is to develop cultural confidence and strong foundations in literacy and numeracy for Aboriginal and Torres Strait Islander primary students.

As we go on this journey together, my hope is that it will transform our entire school community as we learn from each other about our national history and identity, appreciating and celebrating Aboriginal and Torres Strait cultures, languages and contributions to Australian society.

Our School Improvement Plan for 2024 was focused around the following areas;

1. **Christian Education:** Programs for discipleship.
2. **Educational Excellence:** Spelling program (JS), Academic Enrichment (MS), Progressive Reporting (SS)
3. **Wellbeing:** Regular Pulse surveys, promoting our House culture.
4. **Human Resources:** Role clarity and staff wellbeing programs.
5. **Property:** Traffic Management Plan, New JS Building.

This year we created a new staffing position in Community Engagement. The purpose of this role is to create stronger partnerships between the College, the parents, and the wider community. Through these networks we were able to host a community dinner in August called 'Building Dreams'. The purpose of event was to have an enjoyable evening together, to celebrate our school community and to raise money for our new beautiful Junior School playground for our students.



In 2024 we created a new partnership with the Christian organisation, Compassion. This led to an amazing experience for our Senior School students who were able to see first-hand the great work Compassion are doing in the Philippines. With great tenacity, our students set an ambitious fundraising target which they exceeded, taking with them over \$30K to the communities they visited.

Our Year 8 students also had the opportunity to engage in service learning as we continued our trip with our partners in Vanuatu. These valuable learning experiences provide our students with cross-cultural awareness of the material and spiritual needs that exist both in our community and those we visited abroad.

We are very proud of the academic achievements of our graduating class of 2024. The major works of three Visual Arts students were selected for HSC Exhibition, Phoenix Julian, Chelsea Morris and Kyeisha O'Leary, with a further two students nominated for Art Express, Angela Balcomb and Eliza Callaghan. Other major works also receiving nominations for HSC Exhibition were Jessica Gonzalez, Cooper Lykouras, (Industrial Tech Multimedia), and Peter Mears, Harris Taylor (Industrial Tech Timber).

We are also very proud of our sporting stars in 2024. Shari Hurdman (Yr12) and Elara Barnes (Yr6) competed in the National Athletics Championships in Adelaide.

In an incredible achievement, Shari received bronze for the 100m, silver in the 200m and gold in both the 400m and 4x400m relay! She then went on to compete in the Junior World Championships that took place in Peru against the best U19 year olds runners from around the world. Three of our swimmers achieved selection in the Nationals in April, Lara Budd (Yr8), Bella Hol (Yr9) and Magnus Gregory (Yr10).

At the end of 2024, we said farewell to a number of long-standing staff members. Mr Keith Dalleywater, Mrs Angela Cottier, Mrs Penny Molloy, Mr Dougal Eadie, and Mrs Jo Balsarini all retired are serving our school for many years. We are grateful for the significant contribution these teachers have made to the lives of our students across generations.

This year we admired the determination and grit of our students in the classroom, on the sporting field, on the stage, even in the way they conducted their friendships. We are so proud of those students who courageously got out of their comfort zone and tried new things. We were inspired by learning about the God of the Bible who tenaciously holds onto us in love and will never let us go.

### **Marty Telfer**

Principal





## A Message from Key School Bodies

### Chief Executive Officer *Report*



**GRAEME IRWIN**

Chief Executive Officer,  
St Philip's Christian Education Foundation

2024 has been a truly exceptional year.

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

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

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

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

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

As a multi-school group, we continue to find exciting ways for students to connect and grow across campuses. This year our students have had the opportunity to be involved in our Ministry Camp, HSC Study Camp and Student Leadership Symposium along with many cross-campus subject-based intensives, workshops, sporting initiatives and debating days. These events draw from the depth of expertise that we have across our organisation and our students benefit from their knowledge and wisdom as well as building community and connections with students from across the group of schools.



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

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

In Matthew 7:7, Jesus tells us:

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

This verse is a reminder to never give up. Be persistent, keep seeking the truth, and keep striving to make a difference.

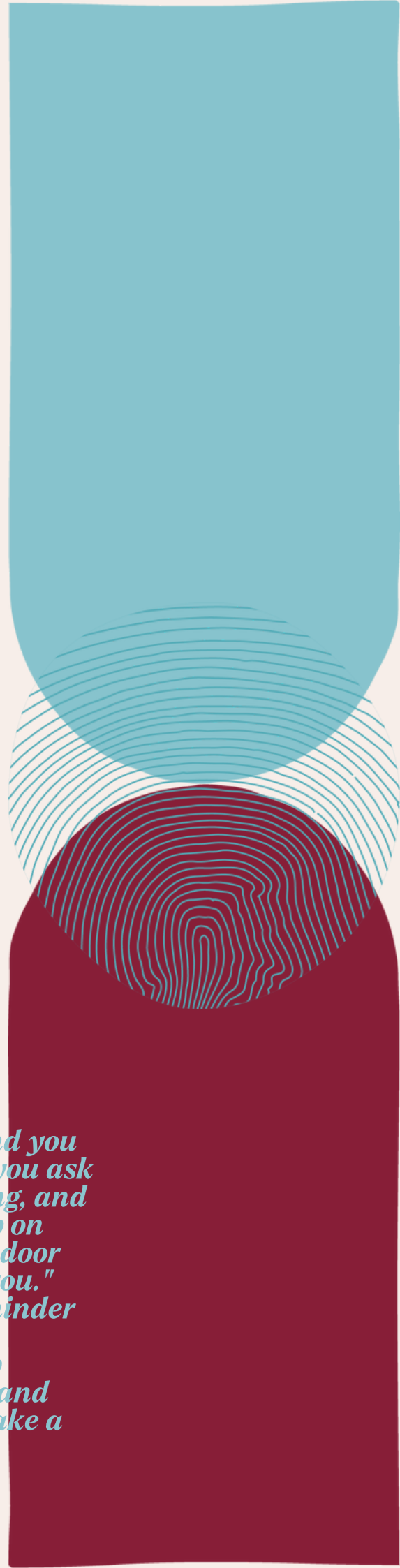
Thank you all and may God's grace and peace be with each of you as we journey into the new year. I am excited and expectant for all that God has in store for us in 2025.

Blessings to you all.



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

MATTHEW 7:7



## A Message from Key School Bodies

### Chief Financial Officer Report



**JACQUES CRONJE**

Chief Financial Officer,  
St Philip's Christian Education Foundation

We want to thank our families and community for their continued support through the uncertain economic landscape in the country. We are committed to responsible stewardship to ensure we maintain and develop strategies to keep tuition fees as low as possible and to ensure a strong future for our organisation.

During 2023 we appointed new external auditors and they have given us a good report for the 2024 Financial Year. We are pleased that this in-depth audit has provided the Board the necessary confidence in our operating practices, but we also welcome some of their recommendations to further enhance our operations.

The Independent Education sector is seeing record number of enrolments, and SPCEF had significant enrolment growth during 2024 across all of our schools and entities.

Unfortunately, this growth in enrolment revenue was offset by a substantial increase in staffing and operating costs. There is a compounding effect from our 2025 financial year into the future, that will see additional cost outlay in our organisation with the adoption of the new Multi Enterprise Agreements for our staff, that has increased year on year salary costs by approximately 9%.

Parents might be familiar with the CTC or DMI score funding arrangement the government put in place in 2020. Below is a brief background to further explain the significant impact of government funding on independent schools, whilst appreciating that government funding equates to approximately 51% of our total revenue.



There have been many independent school funding models in Australia with the Gonski report very influential in 2014. In 2020, the government introduced the Capacity to Contribute (CTC) model relating to the capacity of a school community to contribute to the cost of education.

This means that the government looks directly at each individual school's parent community's socio-economic ability to contribute to education costs of that specific school.



The Direct Measure of Income (DMI) score provides indexation against the national benchmark and where a school community seems more likely to contribute, the less recurrent government funding is made available for that school.

This unfortunately puts indefinite upward pressure on a school's tuition strategy in order to compensate for the reduced government funding.

We share this information with our community, to enable transparent communication in building community trust and for our partners to

understand the pressures of a school's operating landscape, whilst wanting to reassure our community that we are committed to responsible stewardship of our resources.

In order to ensure future sustainable operations, SPCEF also has several significant strategic projects currently being developed that will enhance and protect our Financial and Commercial sustainability into the future.

We trust God to guide us and direct our paths in navigating the future of SPCEF, and we are very appreciative of our community's support along this journey.



# A Message from Key School Bodies

## Directors' Report



**LESLIE HOLLAND**

Chairman of the Board,  
St Philip's Christian Education Foundation

### 2024 SPCEF OBJECTIVES

#### SHORT TERM OBJECTIVES

The Foundation's short-term objectives are to:

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

#### LONG TERM OBJECTIVES

The Foundation's long-term objectives are to:

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

#### STRATEGY FOR ACHIEVING THE OBJECTIVES

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

- Bolster early learning and prep school services as a major entry point;
- Maintain the edge with the introduction of effective educational innovation;
- Build a 'Schools of First Choice' reputation;
- Seek out and secure grants, donations and support for development goals;
- Ensure continuous improvement is achieved across all programs;

- Support and challenge staff through effective performance appraisal processes;
- Pursue strategic property acquisition and capital works programs;
- Establish new schools as demand and opportunity arises

#### PRINCIPAL ACTIVITIES

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



## CONTRIBUTIONS ON WINDING UP

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

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

## AUDITOR'S INDEPENDENCE DECLARATION

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

## INFORMATION ON DIRECTORS



**Stephen  
Clarke**

JP, MRMIA, Dip In  
Theology (Hons)

**Leslie Holland**

*Chairman*

B. Ed Dip Teach

**Benjamin  
Picton**

BBus / BCom  
(Combined), Dip Fin M



**Graeme Irwin AM**

*Executive Principal*

Dip. Teach, Dip Bus

**Robert Fogg**

BEng (Mechanical)  
MOccHS&EM  
MErgo

## COMPANY SECRETARY

**Garry Paget** held the role of secretary during the year.

## MEETINGS OF DIRECTORS

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

Director	Attended	Held
<b>Leslie Holland</b>	<b>7</b>	<b>7</b>
<b>Graeme Irwin</b>	<b>7</b>	<b>7</b>
<b>Robert Fogg</b>	<b>6</b>	<b>7</b>
<b>Benjamin Picton</b>	<b>5</b>	<b>7</b>
<b>Stephen Clarke</b>	<b>7</b>	<b>7</b>

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





## THEME 1

# A Message From Key School Bodies

## PRESIDENT OF THE PARENT & TEACHERS FELLOWSHIP (PTF)



**MRS KAILA WATSON**  
PTF President

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At St Philips Christian College Port Stephens, we have been blessed with a dedicated team of parents and teachers who have met once a month during the school term. These meetings have provided a wonderful opportunity to connect with other parents, collaborate on school initiatives, and engage directly with our Principal, Martin Telfer. One of the highlights for parents has always been the Principal's Report, where they hear first-hand about recent school events and what's coming up on the calendar.

The Parent and Teacher Fellowship (PTF) has built community through parent involvement—bringing people together through the organisation of events, activities, and fundraising efforts. In 2025, the PTF raised over \$21,000, a fantastic achievement made possible through the commitment and generosity of our school community.

### *Key Events and Highlights*

#### **St Philips Fair**

One of the standout events of the year, the St Philip's Fair, drew crowds of over 5,000 people and proved to be an incredible fundraising success. The fair featured vibrant performances from our college band, dance groups, and teachers, alongside market stalls, food trucks, rides, and a spectacular fireworks finale. A major new highlight was the helicopter rides, taking guests on scenic flights over Tomaree Mountain, Birubi Sand Dunes, and our beautiful beaches and bushland. This event was not only a fundraiser but also a powerful community-builder, ranking as the second largest community event behind our beloved Christmas Carols. It showcased what makes St Philips so special, a fun, welcoming environment supported by dedicated parents and staff.

#### **Trivia Night**

Held at Nelson Bay Golf Club, this fun-filled and competitive evening brought parents and teachers together in a relaxed setting. It was a great chance for our school community to enjoy some light-hearted rivalry and plenty of laughs.

#### **Annual Events**

The PTF continued to support much-loved annual traditions, including the Mother's Day Stall and Father's Day BBQ, both of which were warmly received and contributed to the sense of belonging within our school community.

All funds raised by the PTF were reinvested directly into the school to benefit our students. A major project completed was the renovation of the school BBQ area, a space now regularly used and enjoyed by students and staff. It has become an integral part of our community gatherings and everyday school life. Additionally, over \$21,000 was spent on student resources, including: Cricket equipment, Aeronautical engineering kits, Construction tools and document cameras, Dance costumes (Junior and Middle School), Chemistry kits and microscopes, Volleyball nets, Ceramics and STEM resources, A 360° action camera. These investments have had a direct impact on student learning and enrichment across a variety of subjects and activities.

I would like to personally thank our amazing PTF team: Nathan Lilly, Natalie Costa, Adam Walker, and Hayden Brown for their time, energy, and dedication. Special thanks also go to Principal Martin Telfer for his unwavering support, and to Jade Bradatsch, Liz Denton, Sarah-Jane Day, Samantha Corset, and our wonderful team of parents who contributed in so many ways. We look forward to what 2025 will bring as we continue to grow our school community together.

Yours Faithfully  
**Kaila Watson**  
PTF President, 2024







## THEME 1

# Contextual Information

## ABOUT THE SCHOOL AND CHARACTERISTICS OF THE STUDENT BODY

St Philip's Christian College Port Stephens was established in 1995 and now has an enrolment exceeding 800 students from K to 12. Located on the beautiful Tomaree peninsula it is surrounded by pristine beaches and breathtaking natural beauty. The mission of the College is to provide quality education in a caring, secure and challenging 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 and Build Community.

The College seeks to acknowledge the potential and uniqueness of each student and aims to provide opportunities for all-round development - intellectual, social, cultural, moral, spiritual and physical. 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 high academic standards, learning support, gifted and talented, vocational education, innovation in ICT and thinking and information skills.

Extracurricular activities include sport, gala days, music groups, drama performances, academic competitions, camping activities and mission trips. The College is grateful to be able to offer our students the opportunity to do the Duke of Edinburgh's Award, a program to enrich their lives with Voluntary Service, Physical Recreation, learning new Skills and undertaking an Adventurous Journey to create opportunities for team building, problem solving and making life long friends.

The College has an open enrolment policy and students are drawn from a wide range of socioeconomic (ICSEA 1072), cultural and religious backgrounds.

Please visit My School website for further information about the College:

<https://bit.ly/MySchoolProfile2024>



***The College seeks to acknowledge the potential and uniqueness of each student and aims to provide opportunities for all-round development - intellectual, social, cultural, moral, spiritual and physical.***



## ENROLMENTS BY GRADE

YEAR GROUP	TOTAL IN YEAR GROUP	MAXIMUM CLASS SIZE
Kindergarten	38	20
Year 1	38	26
Year 2	43	26
Year 3	51	28
Year 4	65	28
TOTAL FOR JUNIOR	235	
Year 5	67	26
Year 6	63	26
Year 7	83	28
Year 8	74	28
TOTAL FOR MIDDLE	287	
Year 9	80	28
Year 10	77	28
Year 11	65	26 (20 for prac classes)
Year 12	53	26 (20 for prac classes)
TOTAL FOR SENIOR	275	
TOTAL FOR SCHOOL	797	





THEME 2

# Student Outcomes

## IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

### NAPLAN RESULTS

For further information follow this link:

<https://myschool.edu.au/school/43889/naplan/results/2024#results>

	2023	2024			
	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	431	427	407	417	421
Year 5	537	513	490	545	526
Year 7	544	539	533	533	553
Year 9	588	593	570	574	597
NAPLAN participation for this school is 98%					
NAPLAN participation for all Australian students is 95%					

THEME 2

# Senior Secondary Outcomes

## (STUDENT ACHIEVEMENT) RECORD OF SCHOOL ATTAINMENT (ROSA)

Seventy six Year 10 students from St Philip's Christian College Port Stephens were eligible for their RoSA in 2024.

### HIGHER SCHOOL CERTIFICATE EXAMINATION RESULTS

Fifty three students from St Philip's Christian College Port Stephens sat for the NSW Higher School Certificate in 32 courses. Across the cohort, our students were stretched to give their very best effort and as a result achieved excellent results.

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 2024, St Philip's students obtained nine places on the Honour Roll. These places were achieved by 8 individual students across 3 subjects. This result reflects positively on the students' efforts and those of their teachers and parents who support them.

Our highest ATAR for 2024 was 90.95. Also of particular note were the achievements of nine of our students, who were nominated for exhibitions; **Angela Balcomb, Phoenix Julian, Chelsea Morris** and **Kyeisha O'Leary** nominated for ARTEXPRESS; **Jessica Gonzalez, Cooper Lykouras, Peter Mears** and **Harris Taylor** nominated for SHAPE.



Disney  
**FREAKY  
FRIDAY**  
A NEW MUSICAL





# HIGHER SCHOOL CERTIFICATE RESULTS BY COURSE

PERFORMANCE BAND ACHIEVEMENT BY PERCENTAGE (Percentages are rounded and may not add to 100)

Course	Year	Students	School Mean	Bands 5-6 School %	Bands 5-6 State %	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands 1-2 State %
Automotive (Exam Mean)	2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2023	1	71	0	17	100	61	0	21
Biology	2024	20	69	0	36	90	53	10	12
	2023	12	74	25	32	75	57	0	11
	2022	6	77	50	27	33	53	17	18
Business Studies	2024	14	72	7	37	93	50	0	13
	2023	11	74	36	36	55	52	9	12
	2022	9	68	33	35	56	46	11	19
CAFS	2024	8	77	63	36	25	57	13	7
	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2022	6	73	33	33	67	62	0	5
Chemistry	2024	12	63	8	39	67	49	25	13
	2023	3	74	33	38	66	47	0	14
	2022	7	72	0	33	100	52	0	15
Construction (Exam Mean)	2024	1	82.4	100	47	0	50	0	3
	2023	3	88	100	44	0	53	0	4
Design & Technology	2024	8	78	50	48	50	48	0	4
	2023	9	74	22	47	78	48	0	5
	2022	7	78	33	47	67	49	0	4
Drama	2024	1	77	0	62	100	37	0	1
	2023	3	84	67	55	33	42	0	3
	2022	3	89	100	47	0	49	0	4

Course	Year	Students	School Mean	Bands 5-6 School %	Bands 5-6 State %	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands 1-2 State %
Earth & Environmental Science	2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2022	4	75	0	32	100	59	0	9
Economics	2024	1	79	100	52	0	41	0	7
	2023	2	70	0	49	100	44	0	7
	2022	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Electrotechnology (Exam Mean)	2024	2	75	100	21	0	69	0	10
	2023	4	80	57	16	43	74	0	10
	2022	2	70	0	9	100	55	0	36
Engineering Studies	2024	9	73	11	32	89	62	0	6
	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2022	4	64	0	30	75	56	25	14
English Studies (Exam Mean)	2024	5	58	0	7	60	65	40	27
	2023	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2022	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
English (Standard)	2024	33	74	6	13	94	79	0	7
	2023	31	68	0	13	94	76	6	11
	2022	20	69	14	15	72	73	14	12
English (Advanced)	2024	15	77	20	68	80	32	0	1
	2023	13	81	69	67	31	32	0	1
	2022	21	80	60	67	40	32	0	1
History – Ancient	2024	7	76	44	38	56	47	0	15
	2023	7	78	69	67	30	32	0	1
	2022	7	77	14	34	86	50	0	17



Course	Year	Students	School Mean	Bands 5-6 School %	Bands 5-6 State %	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands 1-2 State %
History - Modern	2024	9	74	25	39	75	51	0	9
	2023	9	61	0	35	78	50	22	15
	2022	5	80	60	34	40	54	0	11
Hospitality - Food & Beverage (Exam Mean)	2024	4	80	60	29	40	66	0	4
	2023	4	78	50	26	50	68	0	7
	2022	4	79	25	35	75	59	0	6
Human Services	2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2023	1	71	0	18	100	76	0	5
	2022	1	71	0	12	100	84.25	0	3
Industrial Technology	2024	7	85	71	23	29	64	0	13
	2023	4	70	25	24	50	62	25	14
	2022	10	81	55	22	45	65	0	13
Legal Studies	2024	5	76	0	44	100	46	0	10
	2023	9	67	22	43	66	48	11	10
	2022	7	77	57	41	43	44	0	15
Mathematics Stand 2	2024	42	74	22	29	73	54	6	17
	2023	28	72	32	32	61	51	7	17
	2022	30	71	30	29	50	53	20	18
Mathematics Adv	2024	10	73	20	50	80	45	0	5
	2023	5	79	60	50	40	43	0	7
	2022	11	75	33	49	56	45	11	6

Course	Year	Students	School Mean	Bands 5-6 School %	Bands 5-6 State %	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands 1-2 State %
Music 1	2024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2023	100	69	100	69	0	29	0	2
	2022	2	91	100	70	0	28	0	2
PDHPE	2024	21	76	24	35	76	56	0	9
	2023	8	70	11	31	75	59	12	11
	2022	12	71	25	26	67	54	8	20
Physics	2024	5	66	0	45	80	50	20	5
	2023	7	73	0	45	100	50	0	5
	2022	8	70	25	33	60	50	25	7
Society & Culture	2024	5	66	0	45	80	50	20	5
	2023	7	73	0	45	100	50	0	5
	2022	8	70	25	33	60	50	25	7
Visual Arts	2024	6	92	100	67	0	32	0	1
	2023	8	90	100	66	0	33	0	1
	2022	5	89	100	66	0	33	0	1



# EXTENSION COURSES

## PERFORMANCE BAND ACHIEVEMENT BY PERCENTAGE

Course	Year	Students	School Mean	Bands 3-4 School %	Bands 3-4 State %	Bands 1-2 School %	Bands 1-2 State %
English Extension 1	2024	3	38	100	96	0	4
	2023	4	35	50	94	50	6
	2022	5	43	100	93	0	7
English Extension 2	2024	2	38	50	87	50	13
	2023	1	36	100	86	0	14
	2022	3	43	100	85	0	15
History Extension	2024	5	36	80	86	20	14
	2023	N/A	N/A	N/A	N/A	N/A	N/A
	2022	N/A	N/A	N/A	N/A	N/A	N/A
Mathematics Extension 1	2024	10	67	40	80	60	20
	2023	5	76	60	72	40	28
	2022	5	75	60	74	40	26
Mathematics Extension 2	2024	3	61	0	86	100	14
	2023	3	71	33	86	67	14
	2022	2	69	100	85	0	15



### 2024 Higher School Certificate

In 2024, 100% of the Year 12 cohort sat for the HSC



### 2024 VET Participation

In 2024, 21% of the Year 12 cohort participated in vocational or trade training.

Senior secondary outcomes are documented on the My School website through this link:

[Myschool.edu.au/school43889](https://myschool.edu.au/school43889)

### THEME 3

# TEACHER PROFESSIONAL LEARNING

## ACCREDITATION AND QUALIFICATIONS

### TEACHER ACCREDITATION

LEVEL OF ACCREDITATION	NUMBER OF TEACHERS
Conditional	9
Provisional	2
Proficient Teacher	64
Lead Teacher	1

### TEACHING STANDARDS / QUALIFICATIONS

76

#### TEACHERS

Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines.

0

#### TEACHERS

Teachers having a Bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lacks formal teacher education qualifications.

\*Note that the number of teachers falling within these two categories may not sum to the total number of teachers as reported in the previous accreditation table as some teachers with Conditional accreditation may not be included.



### THEME 3

# WORKFORCE COMPOSITION

INCLUDING INDIGENOUS

76

TEACHING STAFF

0

TEACHING STAFF  
(INDIGENOUS)

66.7

TEACHING STAFF -  
FULL TIME EQUIVALENTS (FTE)

29

OPERATIONAL STAFF

3

OPERATIONAL STAFF  
(INDIGENOUS)

21.8

OPERATIONAL STAFF -  
FULL TIME EQUIVALENTS (FTE)

105

TOTAL STAFF

88.5

TOTAL STAFF  
(FTE)

## OPERATIONAL STAFF CONSISTS OF THE FOLLOWING

- Administration
- ICT
- Maintenance
- Finance
- Human Resources
- Marketing, Communications & Enrolments
- Co-curricular (Sport Related)
- Student Support Services
- Health Care
- Technicians (Library, Science, TAS and Visual Arts)
- Wellbeing Staff







## THEME 4

# STUDENT ATTENDANCE

## INCLUDING RETENTION RATES AND POST-SCHOOL DESTINATIONS IN SECONDARY SCHOOLS

### ATTENDANCE

School Area	Year Level	Attendance Rate %
Junior School	Kindergarten	94.16%
	Year 1	90.21%
	Year 2	89.59%
	Year 3	92.36%
	Year 4	91.21%
Middle School	Year 5	90.97%
	Year 6	90.75%
	Year 7	91.53%
	Year 8	89.94%
Senior School	Year 9	88.97%
	Year 10	89.24%
	Year 11	89.88%
	Year 12	90.79%

For whole school student attendance rates please refer to the school's data on the My school website.

### ATTENDANCE SUMMARY CALCULATION ASSUMPTIONS:

Students are calculated as present even if they are present for a single period in a day.

Students are calculated as present if they are on school related leave.

Year 12 students attendance is calculated only for Term 1, Term 2 and Term 3.

Attendance is calculated only for school days.

### MANAGEMENT OF NON-ATTENDANCE

- All student absences are recorded in the morning by teachers, the school secretary is notified, records are kept on the database and absentees are communicated to other staff.
- The Principal has a further responsibility to ensure that unexplained absences are investigated, and that high levels of absenteeism are adequately explained. Junior School, Middle School and Senior School Secretaries will communicate to the Heads of School (HOS) names of students with high levels of unexplained or unapproved absences, with the view to developing and implementing strategies to minimise absences.
- Partial absences – such as late arrival should be treated in the same way.
- Ongoing unexplained absences or lack of cooperation regarding student attendance will result in a formal attendance conference being organised with the Principal, HOS and the parents. Unresolved attendance issues may be reported by the Principal to the Department of Family and Community Services.
- Student attendance and absence figures will appear on student half year and end of year reports.

## RETENTION RATES

Whilst the majority of students who are enrolled in Year 10 complete their studies at the College in Year 12, a sizeable number do not. The single biggest factor that contributes to this is linked to the transient nature of the population. Regrettably, we lose many students as their parents are

relocated for work, most notably Air Force families. One of the benefits of this transience is that we are constantly enrolling new students who bring with them fresh ideas and perspectives. The table below provides a summary over recent years.

YEARS COMPARED	YEAR 10 TOTAL ON CENSUS DATE	YEAR 12 TOTAL ON CENSUS DATE	PLEASE REFER TO THE NOTE BELOW	APPARENT RETENTION RATE	ACTUAL RETENTION RATE
2012/2014	54	39	38	72%	70%
2013/2015	71	50	49	70%	69%
2014/2016	81	49	45	60%	55%
2015/2017	72	54	49	75%	68%
2016/2018	63	34	34	54%	54%
2017/2019	63	50	46	79%	73%
2018/2020	58	41	40	70%	69%
2019/2021	64	41	37	64%	58%
2020/2022	58	44	37	76%	64%
2021/2023	48	44	38	92%	79%
2022/2024	67	53	45	79%	67%

Note: This column accounts for individual Year 10 students who were enrolled at St Philip's Christian College on the census date and were still enrolled at the time the census was conducted when they were in Year 12. "Apparent" shows the percentage changes in total enrolment between the two years indicated. "Actual" reflects the proportion of students from the first year group who were still enrolled in the second year group.

## POST SCHOOL DESTINATIONS

The information provided in this section is based on feedback received from students after they have left the College. The information provided is voluntary and may therefore be incomplete

and/or anecdotal. From feedback received up to the time of going to print, the post-school destinations of our Year 12 leavers in 2023 are as follows:

DESTINATION	NUMBER/53	%
1. Tertiary Education - University	27	51
2. Tertiary Education - TAFE	0	0
3. Tertiary Education - Private Colleges, Overseas, Other	2	4
4. Apprenticeships/Traineeships	0	0
5. Employment	3	6
6. Deferred Study - Travel	2	4
7. Unemployed	0	0
8 Unknown	19	36



## THEME 4

# ENROLMENT POLICIES

**1. GENERAL STATEMENT** All children enrolling at our school deserve a smooth transition that enables them to become part of our school with a minimum of disruption and maximum support. The law in NSW states that all children between the ages of six and below the minimum leaving age are required to attend school regularly. (Education Act 1990). Parents/Care givers are legally responsible for their child's attendance.

## **2. AIM**

To provide an efficient process of enrolment that satisfies the needs of both students and the school.

## **3. OBJECTIVES - POLICY STATEMENT**

- 3.1 The NSW Education Act, Section 22 (1990) states that it is the duty of the parent of a child of compulsory school-age \* to cause the child:
- (a) to be enrolled at, and to attend, a government school or a registered non-government school, or
  - (b) to be registered for home schooling with the Board of Studies and to receive instruction in accordance with the conditions to which the registration is subject.
- 3.2 All students who are enrolled at St. Philip's Christian College, regardless of their age, are expected to attend the College whenever instruction is provided.

## **4. AUDIENCE AND APPLICABILITY**

All students, staff and parents of St. Philip's Christian College, Port Stephens.

## **5. CONTEXT**

St Philip's Christian College is a comprehensive co-educational K-12 school providing an education underpinned by Christian values and operating within the policies of NESA.

Our 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.

## **6. RESPONSIBILITIES AND DELEGATIONS**

- Students seeking to enrol will be required to provide proof of age and an immunisation certificate, a copy of their last school report (where applicable) and a fully completed and signed application form.
- Students seeking to enrol will be assessed by a Learning Support staff member as appropriate.
- The principal or their representative will have a formal interview with parents and students applying to enrol. During this interview the principal will explore with the parents the suitability of the school for the student in terms of ethos, curriculum, pastoral care and required support programs. Parents are also expected to be supportive of the ethos of the school.
- Subject to availability, offers of a place will be made in writing as soon as possible following the interview.

- Enrolments are processed in the following priority order; Siblings of current students, Students having automatic enrolment status from St Philip's Christian College Port Stephens (e.g. Current Year 6 students have priority registration into Year 7); Students transferring from other St Philip's system schools e.g. Cessnock, Gosford and Newcastle; Students enrolled in Narnia Port Stephens Transition Class prior to Kindergarten enrolment; All other applications from any prospective student in order of receipt and not previously mentioned.
- Students will be allocated to classes according to a combination of class size and student need.
- Where there are no positions available in a school year, or within a particular class, students will be placed on a waiting list. They will be contacted as soon as a position becomes available.
- The enrolment of a student may be terminated if there has not been full disclosure of any social, emotional, intellectual and / or medical conditions.
- Continuing enrolment is subject to the student and parent's adherence to the school expectations and payment of all school fees.

## 7. MONITORING, EVALUATION AND REPORTING REQUIREMENTS

This policy will be evaluated and reviewed every three years or as needed in line with legislative changes.

## 8. DOCUMENT DETAILS AND HISTORY

Updated August 2016

Updated March 2017

Updated June 2022

See Compulsory School Age, NSW Education Act (1990) Section 21B (refer Appendix 1)

[http://www.austlii.edu.au/au/legis/nsw/consol\\_act/ea1990104/s21b.html](http://www.austlii.edu.au/au/legis/nsw/consol_act/ea1990104/s21b.html)

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## THEME 5

# OTHER SCHOOL POLICIES

The following school policies are publicly available on the website:

- Enrolment policy
- Child Protection policy
- Anti-bullying policy
- Discipline policy
- Complaints policy

All these policies can be found here on this link: <https://bit.ly/CollegePolicies>

*At St Philip's Christian College, we believe a dynamic, christ-centered community is key to raising students who are secure, well-rounded young men and women.*



## THEME 6

# PARENT, STUDENT AND TEACHER SATISFACTION

The College desires to work in partnership with the families of the students to encourage the best educational outcomes for each student. The teachers endeavour to communicate effectively regarding each student's academic and social development on an on-going basis.

Parents are provided with regular feedback and teachers are conscious of ensuring that each parent is well-informed of their child's developments and needs. The College encourages parents to discuss concerns with the appropriate staff member as necessary. Clear communication is seen as the basis of an effective partnership.

Many parents assist in the running of College activities and ensuring a wide range of opportunities are available for the students. The Parents, Teachers and Friends organisation continues to provide a great opportunity for willing and enthusiastic parents to enjoy great social activities and assist with fundraising for school resources. These parent contributions and support are essential components of the St Philip's Christian College community. The College is blessed by very committed staff members who want only the best for the students.

The teachers are conscious of maintaining proactive collegiality, supporting and encouraging each other in the various roles they take on in the life of the school. The pastoral structure of the College is designed to not only support the students, but also to support the staff in the leading of the children's learning. In 2024, an exit survey was conducted by Year 8 as they transitioned to Senior School and Year 12 students upon their graduation.

An annual engagement survey is completed by all staff, students and families. This year we asked the SPCC community to engage in a comprehensive AIS Perspective Survey, the feedback from all of these surveys are helpful in creating an accurate and effective improvement plan for our organisation.

Our survey results showed that all visitors feel welcome, this is a great outcome for the College as one of our strategic goals is to strengthen our community engagement. It was also pleasing to see that parents, staff and students continue to see the importance of educating the whole child, mind, body and spirit, and this remains a feature of the College improvement plan.

It was wonderful to see that our parents valued the importance of their children's spiritual growth in the College, this was the highest outcome from this.



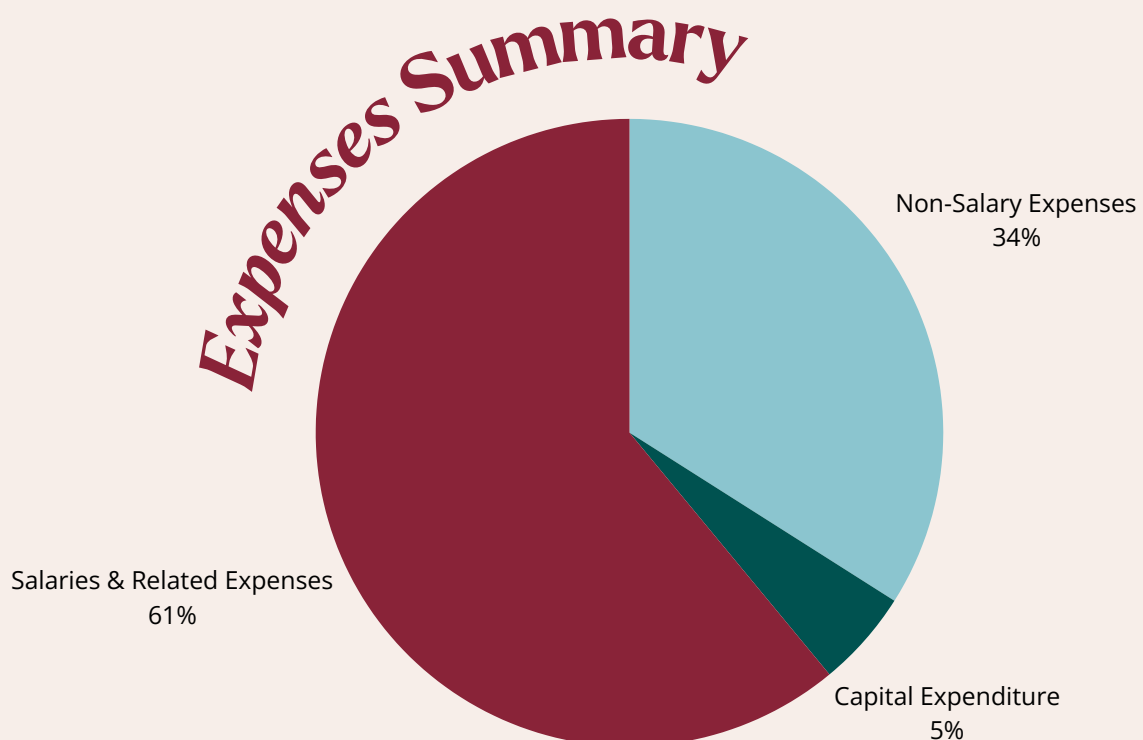
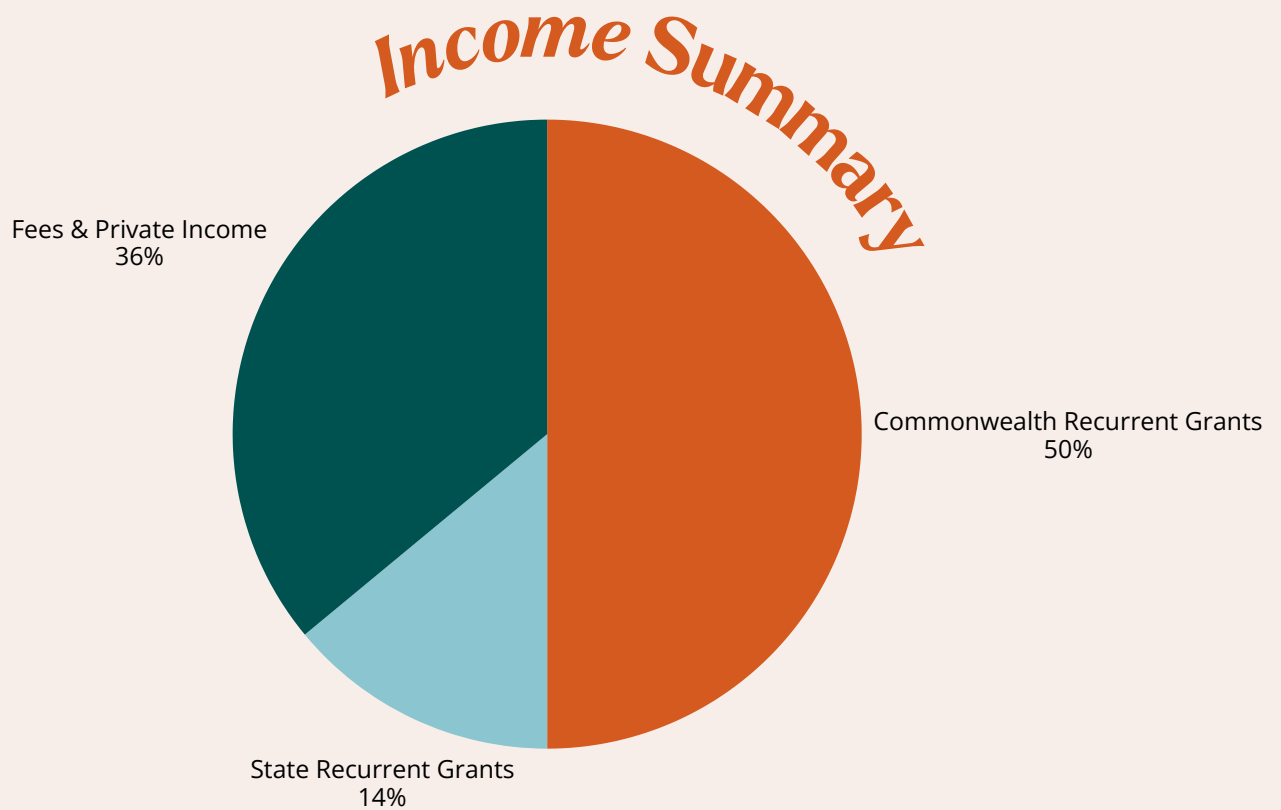
***The College desires to work in partnership with the families of the students to encourage the best educational outcomes for each student.***







# SUMMARY FINANCIAL INFORMATION









# ST PHILIP'S CHRISTIAN COLLEGE PORT STEPHENS

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02 4919 5400

