



Annual Report 2025

DYNAMIC LEARNING COLLEGE

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1. Context

Message from Les Holland

CHAIRMAN
BOARD OF DIRECTORS SPCEF LTD

Greetings,

It is with pleasure that I present my report for the year ended December 2025.

Faithfulness – an apt theme for the year. Luke 16:10 “If you are faithful in little things, you will be faithful in large ones...” This theme was exceptionally displayed in tangible ways throughout the St Philip’s group during 2025.

2025 – a year of significance and challenges that presented opportunities and achievements that portrayed the strength and character of this organisation.

During the year, our collective teams invested significant energy, diligence, perseverance and high-level dedication which resulted in achieving remarkable results in all aspects, especially in financial outcomes. God’s faithfulness was undeniably present in all situations.

St Philip’s strategic mission is to deliver **“Whole of Life Education”** throughout our network of schools and early learning centres. Our key strategic goals include delivering high-quality, Christian-based education, fostering innovative learning environments, nurturing individual student gifts and ensuring the holistic development (academic, social, physical spiritual) of all students.



Thank you to our CEO, Mr Graeme Irwin AM, who continues to guide this organisation with clear, forward-thinking vision and strategic leadership. Also, to the CFO, Mr. Jacques Cronje and the finance team, not forgetting all personnel in the Central Office who contribute to the effectiveness of this outstanding organisation known as St Philip’s. To SPCE staff in all schools and centres, thank you for your expertise and continued commitment to delivering high-quality education in a caring, “Christian Framework.”

My gratitude to the Board of Directors (welcome to two new directors this year) for your diligence, time, expertise and oversight of the St Philip’s group.

The theme for 2026 – “Providence” – God’s divine guidance! **“We know that all things work together for good to them that love God, to them who are called according to his purpose.”** Romans 8:28 NIV.

Grace and Peace,

Leslie J Holland

Chairman, Board of Directors SPCEF Ltd
AGM 28th May 2026

**“If you are faithful
in little things,
you will be *faithful*
in large ones...”**

LUKE 16:10

DIRECTORS

Leslie Holland

Chairman

Graeme Irwin AM

CEO

Stephen Clarke

Director

Ksenia East

Director

Robert Fogg

Director

Jenny Hoffman

Director

Benjamin Picton

Director

COMPANY SECRETARY

Garry Paget

Held the role of secretary
during the year

Message from Graeme Irwin

CHIEF EXECUTIVE OFFICER
ST PHILIP'S CHRISTIAN EDUCATION
FOUNDATION

Well here we are at the end of another remarkable year, and what a year it has been, there are so many moments to celebrate and be thankful for in 2025.

Our theme for 2025 has been Faithfulness, and this is my prayer for all of our SPCC students, across every entity and every location. That they would not be known simply for what they achieve, but for who they are – for their faithfulness. That they would be steadfast rather than flashy. Quietly committed. Doing the little things well. Serving with their whole heart. Persevering through challenges. And trusting that God's goodness will always lead them into His greater purpose.

This year has been another season of growth and blessing for the St Philip's group of schools. One of the most exciting milestones has been the acquisition of a new **Outdoor Education and Retreat Centre** at the western end of Port Stephens. Through the extraordinary generosity of a local benefactor, this long-held vision has become a reality at minimal cost to SPCE. This site will be a purpose-built space for student retreats, outdoor learning, staff training, and spiritual formation – a centre that will strengthen our mission of transforming lives through Christ-centred education.



We also celebrated a very special milestone this year: **25 years of the Young Parents College.**

What began in 2000 as a bold idea in Waratah – a school for young mothers – has now grown into a transformative force that has touched hundreds of families. Over the years, the program has expanded to include fathers, added a campus on the Central Coast, and now looks toward further growth in the Hunter Valley and Lower Central Coast. At its heart, however, the vision remains unchanged: that every young parent deserves a future filled with hope, purpose, and the unshakable truth that they are loved by God.

Another project we are excited about is our new **College at Maitland.** After years of prayer and planning, the dream of a St Philip's presence in this community is moving forward. Beginning as a K-4 Junior School in 2028, it will grow into a full K-12 College, with a Narnia Early Learning Centre, a Dynamic Learning College, and a Saints Academy. We look forward to sharing more as this project continues to take shape.

Alongside these major initiatives, 2025 has also been a year of **cross-campus connection.** From ministry camp, worship nights, and the Year 12 study camp, to our student leadership symposium, these events have helped our students build friendships and learn from the many gifted staff across our community.

This year also saw the continued success of our Golf Classic, now in its third year. This event not only builds relationships with our partners but also fuels projects that make a profound impact. A shining example is the extraordinary \$1.5 million donation we received for the Young Parents program at Wyong. This gift will enable the creation of a dedicated Young Parents College and Narnia Early Learning Centre on site – a dual-generational initiative that will bless both parents and their children for years to come.

And of course, we want to say a heartfelt **congratulations** to the graduating class of 2025. Over three hundred strong, this Year 12 cohort has left a legacy of both academic and personal achievement. As you step into the next chapter of your lives, I hope that all you have gained here at St Philip's equips you to contribute positively to the world and to live out faithfulness in every sphere of life.

Finally, I want to thank you – our community of parents, staff, and students – for all that you contribute to making St Philip's such a rich, supportive, and life-giving place. Education here is a partnership, and we are deeply grateful for the way you walk with us in shaping young people for the future.

Thank you, and God bless.

Graeme Irwin AM
Chief Executive Officer
June 2025

"Our theme for 2025 has been Faithfulness, and this is my prayer for all of our SPCC students, across every entity and every location. That they would not be known simply for what they achieve, *but for who they are – for their faithfulness.*"

Message from Jacques Cronje

**CHIEF FINANCE OFFICER
ST PHILIP'S CHRISTIAN EDUCATION
FOUNDATION**



SPCEF successfully navigated the 2025 financial challenges with the unwavering support of our families and college community who are invested in affordable Independent Christian Education.

Our financial results for the year are pleasing considering the extensive impact the new MEA agreements had on our staffing costs. Employee costs went up by 9.3% Year on Year (YoY) and our total cost base increased by 11.4% from 2024, whilst our recurrent revenue only increased by 7.3% YoY. It is important for us that our college communities understand the cost pressures we face and that we endeavour to steward our resources in the best possible way.

Our overall margin was significantly supported by additional benevolent giving from our community partners who are standing in the gap of inflationary pressures and reduced government funding (in real terms) to support our operations and future growth initiatives.

The new financial year has been met with successive interest rate increases and we will do our utmost to weather all economic eventualities. Our aim is to not have to pass on all of our financial performance challenges onto Tuition Fees, but find innovative ways to create lasting sustainability as much as we can.

During 2024 we entered into a partnership with **Edstart** who are now our Accounts Receivable agents for most of our registered schools. We

have received excellent feedback from our college community about their flexible and service-oriented business model, simplifying the payment of tuition fees. Our auditors made special mention of our debtors' position during the latest audit, and we are grateful to our college community for being quick adopters.

We engaged in many transformation projects during 2025. One of these was implementing a **Centralised Finance team** to further support the organisation with specialised financial management expertise to provide quality shared services across the group at a lower unit cost.

During 2025, SPCEF was awarded with the **CMA governance** accreditation by the CMA Standards Council. The accreditation demonstrates that the organisation has been carefully assessed against the Nine Principles of Ministry Accountability, and has scored a 100% passing grade. The CMA Standards Council does not attempt to rank or score an organisation. An organisation either meets the standards completely, and is thus accredited, or

it falls short. When our community and donors see the CMA Standards Council 'Accreditation' Seal, they can give confidently and generously, knowing that the organisation takes governance, accountability and stewardship seriously.

As in last year's CFO report, we will again provide a quick synopsis of how government funding influences our organisation's financial position. It is important for our community to understand the downward pressures on our government funding that in return puts pressure on tuition fees.

Families 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.

May God's *love and peace* guide and sustain you as you journey with St Philip's.

Jacques Cronje
Chief Finance Officer

Message from Alison Warran

PRINCIPAL
DYNAMIC LEARNING COLLEGE

Welcome to the 2025 Annual Report for Dynamic Learning College. Whether you are a current family, a prospective parent, or a valued partner in our journey, I invite you to discover more about Dynamic Learning College.

As Principal, it has been a joy to lead a vibrant school community and to celebrate the achievements of over 220 students across our campuses. It is increasingly common for words or themes to trend throughout the year, yet as educators we often hear phrases that lack endurance. In contrast, our College theme, Faithfulness, has proven to be both enduring and deeply meaningful. Each member of our College has their own story of growth, discovery and faithfulness.

Luke 16:10 says **If you are faithful in little things, you will be faithful in large ones. But if you are dishonest in little things. You won't be honest with greater responsibilities.**

As you read this report, I encourage you to consider: Where have you seen faithfulness this year?

For Dynamic Learning College, a journey of faithfulness has been evident from the very beginning. In 1997, as DALE, the College commenced humbly in St Philip's Church Hall. Today, while the College has expanded to four campuses, our heart remains the same. We aim to create a place where every student is known, supported, and given opportunity to receive a quality education, founded on our Christian faith.



The achievements of our students require a partnership with our staff and families. It is faithfulness as parents prepare lunches, uniforms and transport everyday. We know that each step of the school day can present challenges for our students. We want to ensure that as each student arrives they are welcomed by their friends and our staff, and sometimes our wellbeing dogs, ready for an incredible day of learning which has been faithfully prepared by our staff. Our hope is that our students discover their God given talents while they are at school so that they may live with purpose, integrity and joy for the whole of their life.

As a growing Special School, we continue to expand co-curricular opportunities for our students. Notably, in January, our student band performed in front of 800 SPCC staff, receiving a standing ovation. This year we hosted our very first DLC's Got Talent. This was not simply a talent show, but a celebration of creativity featuring musical performances, puppetry, dancing and an art exhibition. It provided a special opportunity for our College community

to come together and celebrate the students' gifts. Additionally, two students participated in the K-12 College musicals and the Christmas events at their respective churches.

Throughout the year, we farewelled some staff, including Mrs Salina Mayall Head of Campus Gosford and we welcomed new staff across our campuses. Mrs Michelle Cairelli's role as Executive Principal expanded to incorporate Tailored Education, including Tharreo and Saints Academy. In 2025, we welcomed Mr Malcolm East as Head of Campus Cessnock, Mr Daniel Witanowski as Head of Campus Gosford, Mr Nathan Hill as Head of Campus Port Stephens. Mrs Petria West commenced parental leave, and during her time, Mrs Claire Gray stepped into the Acting Director of Teaching and Learning role. We also welcomed Mrs Cathryn Playford as Lead Educator: Primary.

College staff engaged in a range of professional learning opportunities throughout the year, including Youth Mental Health First Aid and refresher training on our Dynamic Day and Transformation by Design. In July, in partnership with Young Parents College, we hosted Dr Judith Howard for trauma-aware education training. This evidence-based professional learning equipped staff with practical strategies that are now being implemented across our campuses.

In 2025, our Port Stephens campus expanded the years of schooling to include Year 3 to Year 12 and we officially opened the refurbished facility. This development includes four general learning classrooms, breakout rooms and a central innovation hub. The College worked closely with the building architect Ian Easton, to ensure the design honoured the original structure while incorporating elements that celebrate the coastal location.

Our teachers and curriculum leaders have continued to invest significant time developing teaching and learning programs aligned with the NSW Curriculum Reform. The faithfulness of our core teachers is greatly appreciated as they plan, differentiate, adjust and reflect to meet the diverse learning needs of our students. The Learning Support model at Dynamic Learning continues to provide in-class intervention, small group tuition and individualised numeracy and literacy programs. The impact of our team of Learning and Wellbeing Assistants to support the development of social and emotional skills as well as learning stamina continues to be invaluable.

We acknowledge the Year 12 students for their incredible achievements and perseverance throughout their schooling journey. We had six students complete their Higher School Certificate and four students graduate with their Record of School Achievement. Alongside their HSC, many students completed vocational qualifications, which provides them with an equivalent ATAR for university entry including three students with Certificate III in Retail Services and one student with Certificate III in Business Services.

As we reflect on 2025, we are thankful for a year marked by faithfulness and remain committed to our mission. I would like to extend my gratitude to our staff, families and wider community for your support and commitment to Dynamic Learning College. May we continue with confidence, hope and continued faithfulness.

Alison Warran
Principal



Contextual Information About The School & Characteristics Of The Student Body

THE SCHOOL CONTEXT

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

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

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

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

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

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

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

Dynamic Learning operates across four campuses - Gosford, Cessnock, Port Stephens, and Newcastle. In 2025, the College had 223 enrolments and 135 staff. The student population comprised 66% boys and 34% girls, with 15% identifying as Aboriginal or Torres Strait Islander.

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

OUR VISION

St Philip's Christian College Dynamic Learning seeks to be a leading provider of quality Christian schooling within our nation, where:

- Every student develops a personal faith in Jesus Christ and is empowered to live with purpose, integrity and joy.
- Every student achieves their God-given potential and is well equipped to make a significant contribution to society.
- Every student benefits from innovative and effective learning experiences taught by skilled and dedicated teachers.
- Every student enjoys a safe and secure learning environment wherein they feel connected and affirmed.
- Every student contributes to a culture of respect, dignity, care and concern for others.
- Every student has access to excellent learning resources and is taught in the best learning facilities we can provide.

OUR MISSION

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

OUR CORE VALUES



Christ First

We want to honour Christ in all things



Serve One Another

We want to appreciate the unique God-given potential of each person



Strive For Excellence

We want to aim to do our very best all the time



Do What Is Right

We want to always behave in a Christian manner



Build Community

We want everyone to feel they belong

2. Outcomes And Results

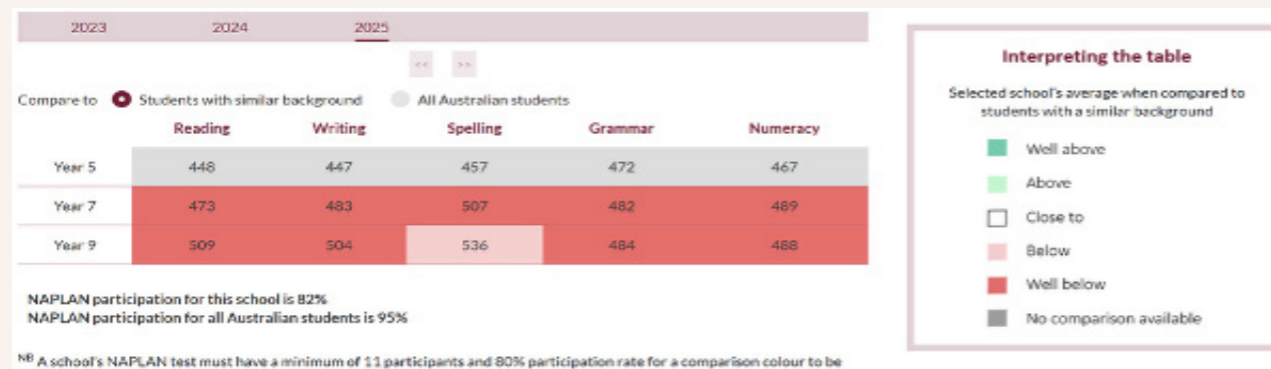
Student Outcomes In Standardised National Literacy and Numeracy Testing

NAPLAN RESULTS

The National Assessment Program – Literacy and Numeracy (NAPLAN) data shows current levels of achievement for students enrolled in Year 3, 5, 7 and 9 in 2025.

The participation of Dynamic Learning College students in NAPLAN this year was 82%, a marked increase from 2024 (74%). It is worth

noting that Dynamic Learning College is not compared to other schools on the MySchool website for year 5 due to the particular nature of our student body. The table below shows the average results for our College for the 2025 school year.

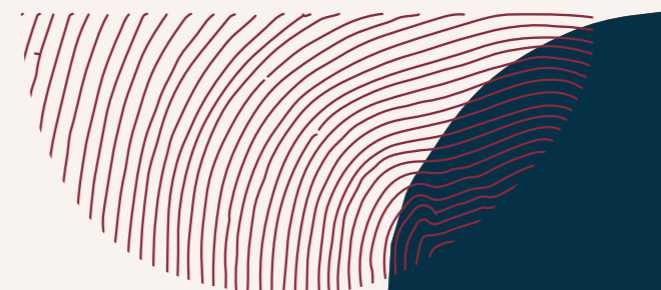


Senior Secondary Outcomes

RECORD OF SCHOOL ACHIEVEMENT

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

SUBJECT	NO. STUDENTS	A	B	C	D	E	N
English	22	0	4.54	54.54	27.27	13.63	0
Mathematics	23	0	17.39	21.73	47.82	13.04	0
Science	23	0	4.34	43.47	43.47	8.69	0
Geography	23	4.34	13.04	43.47	26.08	13.04	0
History	23	0	13.04	43.47	39.13	4.34	0
Music (Gosford)	6	0	0	50	50	0	0
Visual Arts (Port Stephens, Cessnock, Newcastle)	15	0	26.7	46.67	20	6.67	0
PDHPE	23	0	8,69	47.82	43.47	0	0





NON-ATAR Higher School Certificate (HSC)

The students at Dynamic Learning College can achieve their HSC and many additionally graduate Year 12 with a Certificate III. Students do not complete examinations, and do not receive an ATAR, therefore we do not compare student data to statewide trends. At Dynamic Learning College our students undertake a Year A and Year B Stage 6 program.

YEAR 11 GRADES – 2025

SUBJECT	NO. STUDENTS	A	B	C	D	E	N
English Studies	24	4.16	8.33	37.5	37.5	12.5	0
Aboriginal Studies	32	9.37	15.62	37.5	18.75	18.75	0
Photography, Video and Digital Imaging(Newcastle)	7	0	28.57	14.28	28.57	28.57	0
Marine Studies (Cessnock)	8	0	50	25	12.5	12.5	0
Sport, Lifestyle & Recreation (Cessnock, Gosford, Newcastle)	23	4.34	13.04	52.17	8.69	21.73	0
Visual Design (Port Stephens, Gosford)	3	0	0	66.66	0	33.33	0
Business Services (VET) ¹ (Cessnock)	7	N/A	N/A	N/A	N/A	N/A	N/A
Hospitality (VET) ² (Gosford)	6	N/A	N/A	N/A	N/A	N/A	N/A
Retail Services (VET) ³ (Newcastle)	7	N/A	N/A	N/A	N/A	N/A	N/A
Information Technology (VET) ⁴ (Port Stephens)	5	N/A	N/A	N/A	N/A	N/A	N/A

REFERENCE:

1 BSB30120 Certificate III in Business

2 SIT20322 Certificate II in Hospitality

3 SIR30216 Certificate III in Retail

4 ICT30120 Certificate III in Information Technology

5 SIT30122 Certificate III in Tourism

HSC Grades – 2025

SUBJECT	TOTAL STUDENTS IN COURSE	GRADE (AVERAGE)	SCHOOL ASSESSMENT MARK (AVERAGE)
English Studies	7	C	N/A
Work Studies	25	N/A	69.52
Visual Design (Port Stephens, Gosford)	10	N/A	74.70
Photography, Video & Digital Imaging (Newcastle)	4	N/A	71.75
Marine Studies (Cessnock)	4	N/A	77.00
Sport, Lifestyle & Recreation (Cessnock, Gosford, Newcastle)	13	N/A	74.15
Tourism, Travel & Events (VET) ⁵ (Port Stephens)	1	N/A	N/A
Hospitality (VET) (Gosford)	0	N/A	N/A
Business Services (VET) (Cessnock)	1	N/A	N/A
Retails Services (VET) (Newcastle)	3	N/A	N/A

Post School Destinations

Moving into 2025 the majority of Year 10 students choose to continue their education into Stage 6 with Dynamic Learning College. In 2024 our Port Stephens campus expanded up to Year 11, and therefore 2025 was the first time we had a graduating Year 12 cohort. A breakdown of the Post Year 10, 11 and 12 destinations can be seen below:

POST SCHOOL DESTINATION	CESSNOCK	GOSFORD	NEWCASTLE	PORT STEPHENS
Continued onto Year 10 at DLC	7	7	7	3
Continued onto Year 11 at DLC	8	7	7	6
Continued onto Year 12 at DLC	4	0	4	3
Moved into the Workforce or Seeking Employment	Unknown	Unknown	1	1
Combined Work and Study	1	12	2	5
Not Studying or Working	Unknown	Unknown	Unknown	Unknown

3. Staffing

Accreditation Status

Level of Accreditation	Number of Teachers
Conditional	3
Provisional	2
Proficient Teacher	57
Highly Accomplished	2
Total Number of Teachers	64

Workforce Composition

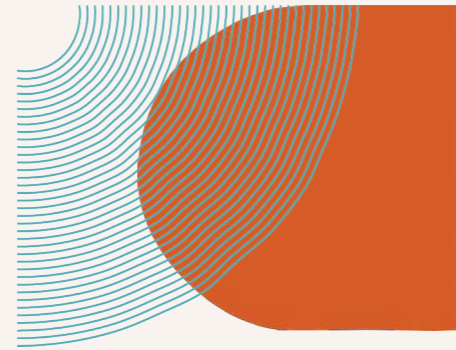
Percentage of staff in 2025 that are Aboriginal/Indigenous: 1.96%

School Staff	FTE
Teaching Staff	64
Full-time Equivalent teaching staff	54
Non-Teaching Staff	38
Full-time equivalent non-teaching staff	28.4



In all we do, we seek to offer *Christ-first* education, forming students in truth and grace so they may live with wisdom, purpose, and faithfulness for the whole of their lives.

4. Attendance Student Profile



St Philip's Christian College Dynamic Learning enrolls students requiring either social and emotional or cognitive adjustments in the school setting. Students commencing at our campuses have generally experienced barriers with learning and school attendance which is often attributed to the needs related to their diagnosis of anxiety, depression, PTSD and Autism. Prior to enrolling at Dynamic Learning many students have experienced extended absence from school for periods that range between 1 month to a year. Dynamic Learning works with each student to improve their attendance rate through individualised planning and when needed a personalised Student Attendance Improvement Plan. Throughout 2025 the trend of maintaining improvement in individual attendance continued. Dynamic Learning ensures that the way the various types of absences are recorded is consistent with the state attendance codes. The annual attendance data for the four campuses Waratah, Cessnock, Gosford and Port Stephens has been combined in the following table.

Year Level	Attendance Rate %
Year 3	98.08%
Year 4	98.13%
Year 5	97.61%
Year 6	97.75%
Year 7	98.17%
Year 8	97.32%
Year 9	96.55%
Year 10	96.20%
Year 11	96.74%
Year 12	95.16%

The attendance rate for the whole school in Semester One 2025 as reported on My School was 84%. The Annual Attendance rate for 2025 for the whole school was 97.22%. Further information can be found on the MySchool website. The rate of student attendance at Dynamic Learning is more variable than mainstream schools for the following reasons:

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

How The School Manages Non-Attendance

The SPCC Student Attendance Policy outlines the process that is used to ensure compliance with the NSW Education Amendment (School Attendance) Bill 2009. The law in NSW states that all children between the ages of six and below the minimum leaving age are required to attend school regularly. Parents and Carers are legally responsible for their children's attendance while the school is responsible for maintaining and monitoring the Attendance Register. In the Attendance Register, Principals are required to ensure information relating to absences of students from school for medical or other reasons is noted. In addition, any particulars need to be added about any unsatisfactory school attendance of compulsory school aged students.

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



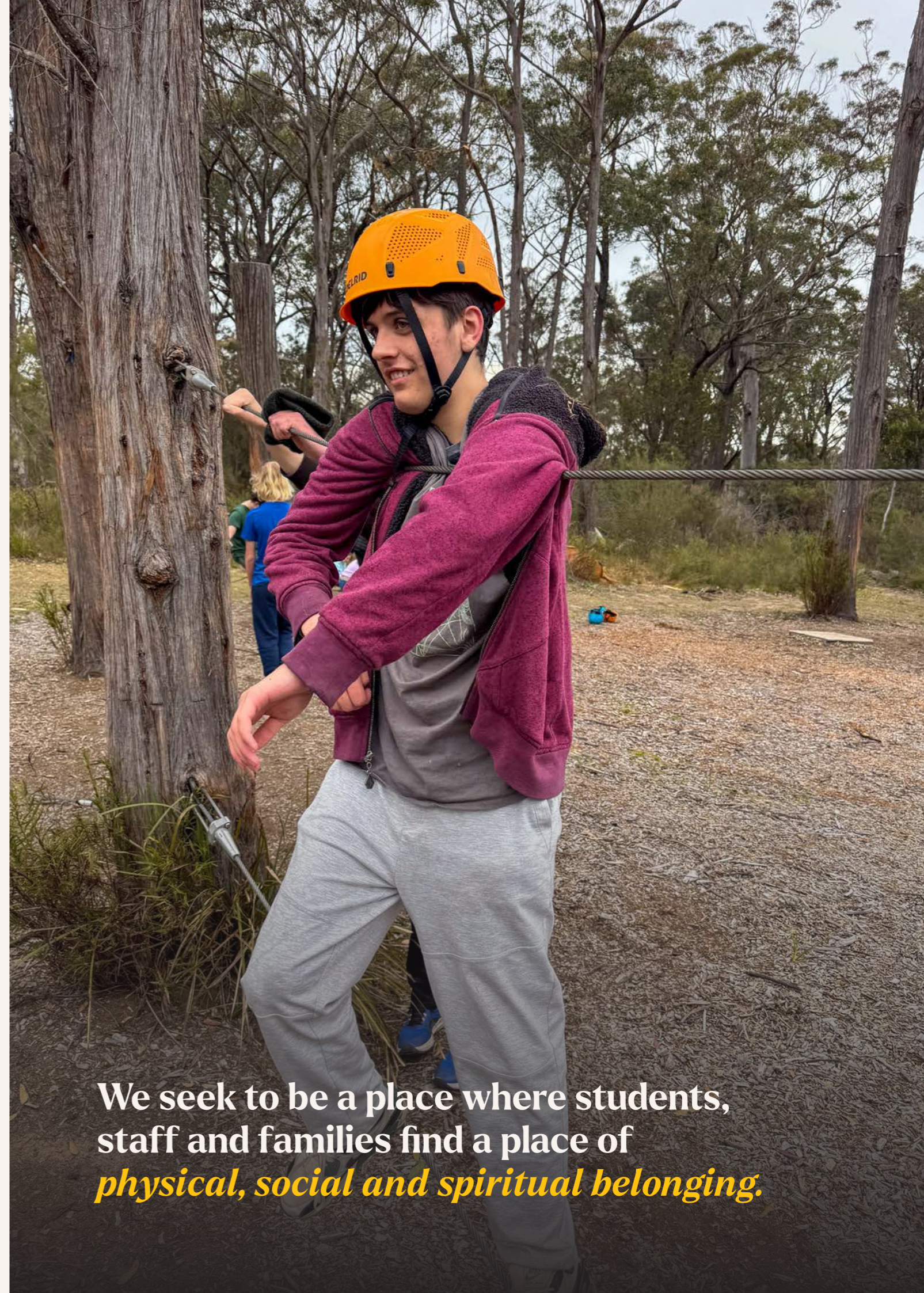
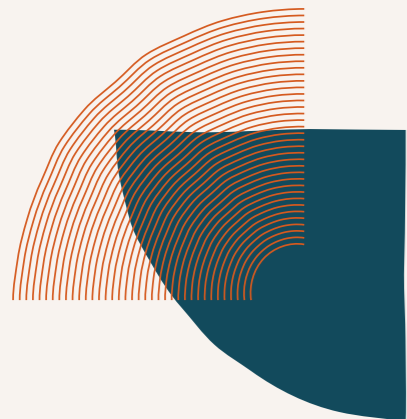
5. School Policies

Policies

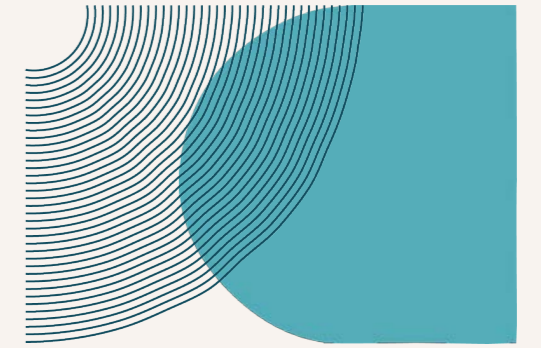
THE FOLLOWING SCHOOL POLICIES ARE PUBLICLY AVAILABLE ON THE SCHOOL WEBSITE

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

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



We seek to be a place where students, staff and families find a place of *physical, social and spiritual belonging.*



6. Stakeholder Satisfaction

Parent, Student And Teacher Satisfaction

STAKEHOLDER SATISFACTION

At St Philip's Christian College Dynamic Learning, we value input from all stakeholders and provide an opportunity for feedback from our staff, student and parent community. We want to instil confidence that feedback is valued and informs leadership planning and decision-making. By working in partnership with families, we aim to support every student in achieving their best possible educational outcome while attending Dynamic Learning College.

In 2025, our College community participated in The Association of Independent Schools Perspectives Survey. This included survey responses from staff, students, and parents. The results from this survey highlighted high levels of satisfaction in our teaching and learning, general school environment, and student wellbeing.

A snapshot of Dynamic Learning from the 2025 Perspectives Survey

STUDENTS:

- 78.9% say – The school helps me to develop my knowledge and understanding of the school's faith
- 79.7% say – Teachers teach in ways that make it easy to learn
- 92.5% say – I have a positive connection with two or more adults in my school
- 81.7% say – The school rules are clear and easy to understand

PARENTS:

- 93.8% say – Buildings, classrooms and grounds are well maintained
- 87.5% say – Teachers at this school know what interests my child
- 89.6% say – My child feels like they belong at this school
- 87.5% say – The school works to ensure my child is safe from bullying and harassment

TEACHERS:

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

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

STUDENT FEEDBACK RECEIVED IN 2025

"I wouldn't be the girl I am today without a very lovely support wellbeing assistant, Mrs B. She has been by my side since I first started at the school in 2022. She and many other staff members at my school have helped me and my family through bad times and never judges us for it. Mrs B understands me, tries to communicate with me, supports me and treats me with respect... I will be forever grateful for their help."

"Here at SPCC I feel and know that I belong"

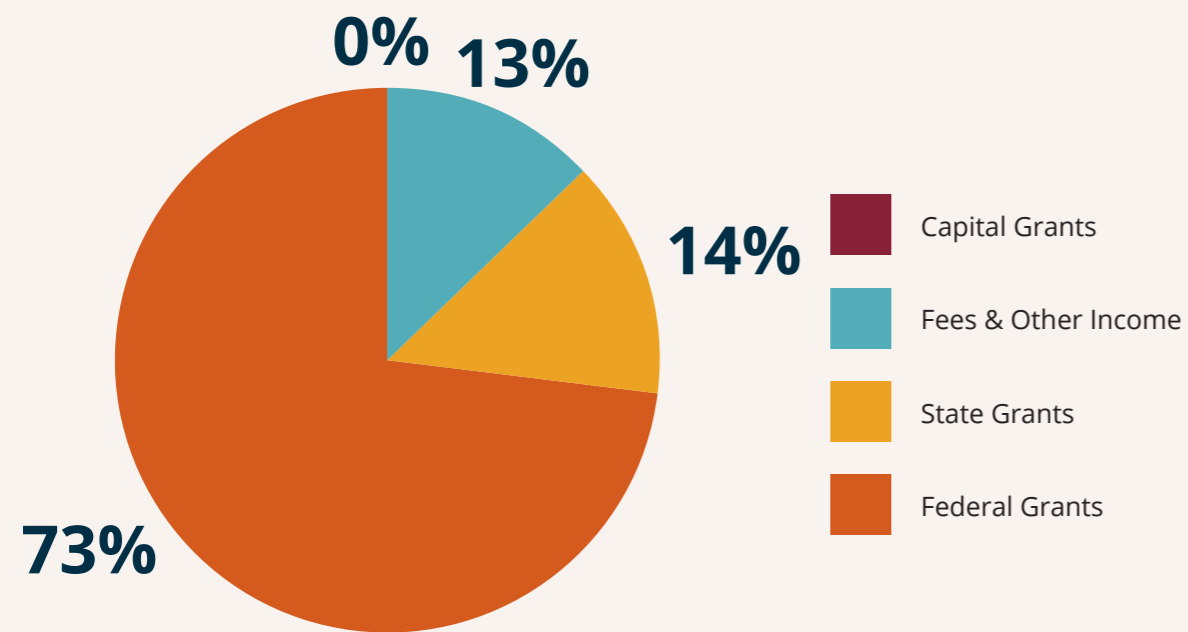
PARENT FEEDBACK RECEIVED IN 2025

"We could not be happier with how [our child] have been welcomed and transitioned into [The college]. The staff... go above and beyond and are still flexible with guiding her forward despite set backs. The Principal is amazing and kind. So thank you, you outstanding human beings. [Our child] is finally getting an education and a place to belong."

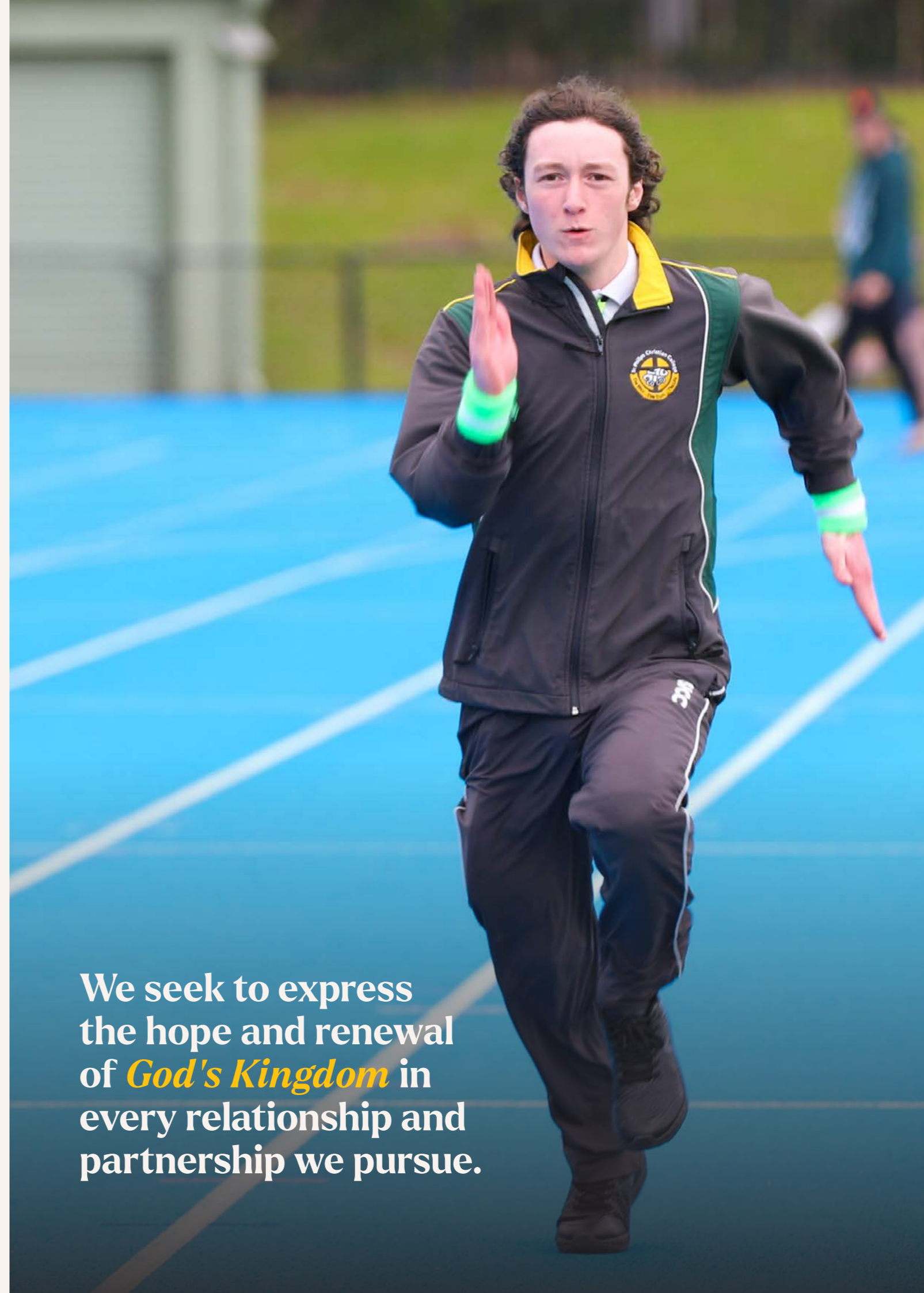
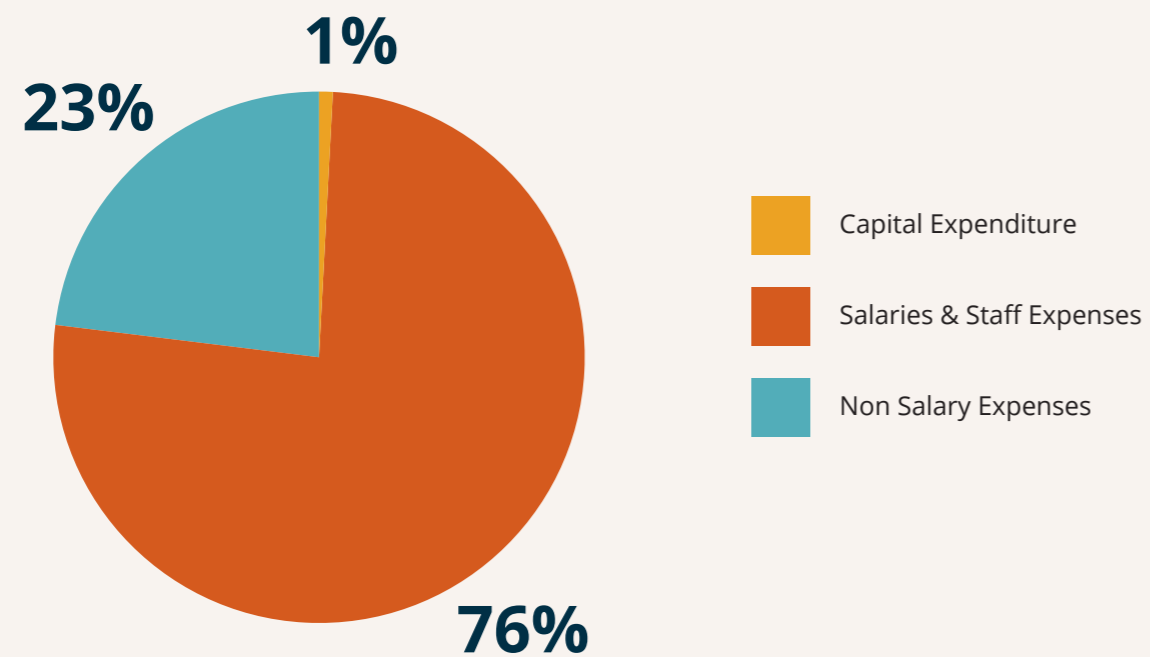
"I do recommend this school when speaking to ASD parents as I feel it has been the best experience for my son I could have offered. I would like to commend all the staff for their abilities to adapt to the individual needs of our children which is so diverse. Thank you all"

7. Financial Information

Income 2025



Expenses 2025



We seek to express the hope and renewal of *God's Kingdom* in every relationship and partnership we pursue.



Dynamic Learning College

FOR THE WHOLE OF LIFE

ST PHILIP'S CHRISTIAN COLLEGE DYNAMIC LEARNING

02 4949 2929

dynamiclearning@spcc.nsw.edu.au

98 Georgetown Road, Waratah NSW 2298

spcc.nsw.edu.au

ABN 34 002 919 584