



Shire
Christian
School



2024

ANNUAL
REPORT

a firm foundation

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CONTEXT

“The school continues to flourish in all areas in its pursuit of its mission and purpose, under God.”

John Ishak, Chairman

A MESSAGE FROM THE CHAIRMAN OF THE SCHOOL BOARD

The educational focus for 2024 was the continued rollout of the new Learning Framework throughout the school, the commencement of a strategic plan, building masterplan and continued professional development for staff. The Executive Leadership Team enjoyed a year of stability and put attention to continual improvement in all areas of learning and pastoral care programmes. Other senior positions and staffing appointments were filled throughout the year as they came up.

Parent engagement evenings and other school events throughout the year gave the wider school community the opportunity to observe and be part of the life of the school, and see firsthand the educational offering and purpose of the school in action.

The schools' financial results were sound and exceeded budget expectations. Enrolments and wait lists across the school remain strong, with attention needed for the delivery of additional buildings to meet future demand. Support for families seeking assistance was within budget expectations and the high percentage of families who met their financial obligations was exceptional given the very small number of families and almost negligible level of doubtful debt. This demonstrates the strong connection between the school and its community.

The Board commenced the year with the minimum number of directors and increased by one soon after. The renewal on the board has been encouraged with several invitations extended to prospective board members to attend meetings and consider future board appointments. The current board worked collaboratively, alongside the Principal and Executive, in the areas of governance and management. This was

particularly evident in the joint discussions and workshops for the Strategic Plan and Site Masterplan. Executives attended board meetings on a rotational basis throughout the year, which provided helpful insights and engagement in how the school is governed and hearing firsthand, along with the Principal, the priority areas for directors.

Directors attended various workshops and other professional development courses to ensure their continual improvement in the governance responsibilities. The Board meets monthly throughout the year and met with company members on two occasions for the presentation of annual reports and budgets. The two standing committees: Building and Finance, met prior to each monthly board meeting, or as required during the month.

The sportsfield and new basement carpark development project was delayed in 2024 as discussions with relevant authorities continued throughout the year. The appointment of a Project Manager provided the project with the momentum needed to progress discussions with State Government utilities to finalise easements over public assets. Scheduled works are expected to commence mid-2025, to align with the school calendar and namely non term time for site establishment

The school continues to flourish in all areas in its pursuit of its mission and purpose, under God. Under the leadership of our Principal, Mr. David Stonestreet, the Executive and Staff, the school is a great example of a parent partnership model, where the school, alongside families, is actively seeking to partner with parents to provide that firm foundation for a life of service: to equip students, in all their endeavours, to the Glory of God.

A MESSAGE FROM THE PRINCIPAL



It is commonly said that the core business of a school is learning. While this is very much the case, it is important to recognise that learning extends beyond traditional concepts of classrooms, content and assessment. In its best form, learning shapes character, deepens understanding, and equips students to engage meaningfully with the world around them. At Shire Christian School, we strive to cultivate a learning environment where academic growth is complemented by spiritual development, strong relationships, and a commitment to serving others. Our goal is to nurture not just capable students, but compassionate, thoughtful, and resilient young people who are prepared to make a positive difference and who do all things to the glory of God

The academic highlight for our school in 2024 has been the successful launch of our Learning for Life framework. This bold initiative looks to develop in our students an understanding of learning itself, through a set of learning dispositions that are framed under the domains of Resourceful, Resilient, Renewal, Reflective and Relational. The framework defines a common language for learning across the whole of the school, so that regardless of which grade or subject a student is in, they are encountering concepts and terms that are consistent and

coherent. Early feedback from staff, students, and parents has been very positive, and we are excited to see how this framework will continue to shape a culture of lifelong learning across our school community.

As we reflect on the year that has been, I am thankful for the dedication of our staff, the engagement of our students, and the partnership and support of our families. Together, we continue the legacy of our founding pioneers, building a school community where Christ is honoured, learning is valued, and each student is known and nurtured.

Our annual report is produced in response to government requirements under the NSW Education Act 1990 and the Australian Education Regulation 2023. Annual reporting requirements are set out in the NSW Education Standards Authority (NESA), NSW Registered and Accredited Individual Non-government Schools Manual. I trust that you will find the information herein informative and helpful. To learn more about the school, I invite you to view our school website: www.shirechristian.nsw.edu.au.

"In its best form, learning shapes character, deepens understanding, and equips students to engage meaningfully with the world around them."

David Stonestreet, Principal

CONTEXTUAL INFORMATION ABOUT THE SCHOOL AND CHARACTERISTICS OF THE STUDENT BODY

Shire Christian School seeks to provide an affordable quality Christian education from Kindergarten to Year 12. The school delivers the NESA K-12 NSW curriculum, as well as running a pre-kinder program, known as Shire Prep, for children in the year before they start Kindergarten. At the time of the 2024 census there were 42 children enrolled in Shire Prep, 414 children from Kindergarten to Year 6 and 496 children from Year 7 to Year 12.

All teachers at Shire Christian School are qualified and accredited with NESA, with several staff holding post graduate qualifications. Staff are committed to developing engaging teaching programs based on NESA syllabus documents. The School believes that classrooms should be engaging learning environments where students have a genuine desire to grasp fundamental concepts and also explore different subjects and topics more deeply. To ensure a quality-learning environment, Shire Christian School teachers are committed to receiving ongoing feedback on the quality of their work and they also engage with research on the best ways to improve student learning. By the time Shire Christian School students sit their HSC, the school trusts that every student has been equipped with the knowledge and skills needed to maximise their ATAR so that they will have a range of options to choose from when they commence their post school life.

All Shire Christian School teachers are Christians who are involved in their local church and are committed to living their lives according to what is taught in the Bible. This is of great benefit to all our students because our teachers don't merely teach values such as kindness, humility, and self-control, they seek to live their lives according to these values and model them to their students. Students study the Bible as a distinct subject and also have the opportunity to understand a Christian perspective on a range of areas of learning.

2024 ENROLMENTS

Shire Prep	42
Junior School (K-6)	414
Secondary (7-12)	496

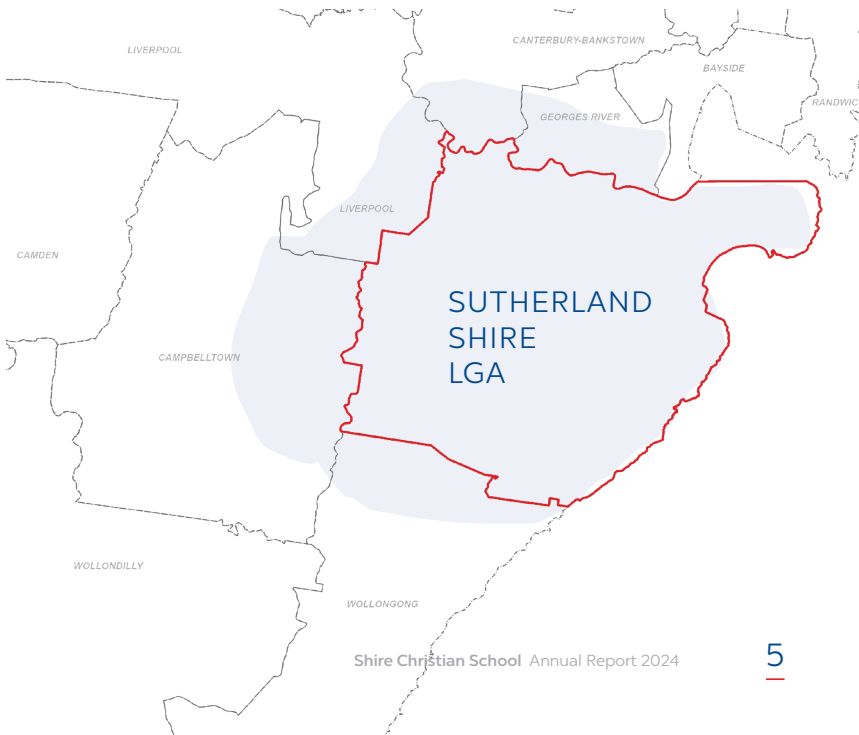
Total Student Population*

952

* population as reported in 2024 census

At Shire Christian, we believe that children are born with a variety of talents and abilities. Therefore, the school has stimulating and academically rigorous programs in traditional subjects such as English, Maths and Science, as well as providing meaningful, targeted support for students who may struggle in particular areas of their learning. Recognising that many of our students have considerable talent in sport and creative endeavours such as music, art and drama, we provide diverse opportunities for students to shine in these areas of interest.

Since the first enrolment of 11 students in 1977, Shire Christian School has been serving the Christian community in the local area; striving to equip students, in all their endeavours, to the glory of God. The School is situated on a single campus at Barden Ridge in south-eastern Sydney. Barden Ridge and surrounding suburbs generally consist of low-density housing. The School draws its students from a wide area, ranging from Stanwell Park/Helensburgh to the south; Wattle Grove to the west; Cronulla in the east; and suburbs to the north in the St George area.



OUTCOMES AND RESULTS

Data reporting our school's achievement in Naplan can be found on the My School website: myschool.edu.au



SENIOR SECONDARY OUTCOMES

RECORD OF SCHOOL ACHIEVEMENT

In 2024, 78 students were awarded the Year 10 ROSA (Record of School Achievement). 68 students achieved their Stage 6 Preliminary courses.

HIGHER SCHOOL CERTIFICATE

At Shire Christian School in 2024, 69 students* sat the Higher School Certificate across a range of 38 subjects. Student achievement in the HSC is reported against 6 bands (see tables below).

Of note from the tables:

- 100% of candidates cross all courses achieved 50% or more (Band 2 or higher), with 54% of these placed in Bands 5 and 6 (table 1)
- Of the 29 candidates who sat for a one-unit extension course, 100% of students achieved 25 marks or more out of 50, with 26 (90%) of these achieving the highest bands with 35 marks or more out of 50 (table 1)
- In 2024, students achieved above the state average in 16 subjects, that is, in 47% of all courses completed (table 2)

YEAR 12 RESULTS	
Completed senior Secondary School	68
Senior secondary certificate awarded	HSC – 68
Vocational and Education Training (VET)	
Awarded a VET qualification	6

In 2024, 6 Year 12 students undertook one or more VET courses with 100% of students attaining the HSC or VET qualifications.

Several students were nominated and selected for various NESA HSC showcase events:

Drama (Onstage)

1 student nominated for Scriptwriting Individual Project.

Design and Technology (Shape)

2 students nominated for Textiles and Design.

Visual Arts (Class of 24 Exhibition)

1 student’s HSC artwork selected for inclusion in the Class of 24 Exhibition at Hazelhurst Arts Centre.

*Includes 1 Year 11 student who sat 1 HSC exam.

TABLE 1

SUBJECT	no. of students 2023	no. of students 2024	Performance band achievement by percentage							
			BANDS 3 - 6 (2023)		BANDS 3 - 6 (2024)		BANDS 1 - 2 (2023)		BANDS 1 - 2 (2024)	
			School	Statewide	School	Statewide	School	Statewide	School	Statewide
Ancient History	12	8	100%	80.18%	100%	83.55%	0%	19.78%	0%	16.41%
Biology	20	20	100%	88.93%	100%	87.8%	0%	11.03%	0%	12.17%
Business Studies	21	15	90.46%	87.4%	100%	86.36%	9.52%	12.56%	0%	13.6%
Chemistry	13	10	92.29%	85.44%	100%	86.97%	7.69%	14.52%	0%	13.01%
Community and Family Studies	19	14	100%	90.79%	100%	91.42%	0%	9.18%	0%	8.54%
Dance	1 (Outside Tutor)	1 (Outside Tutor)	100%	99.21%	100%	98.92%	0%	.75%	0%	1.05%
Design and Technology	5	8	100%	94.79%	100%	95.71%	0%	5.18%	0%	4.25%
Drama	8	7	100%	98.85%	100%	98.71%	0%	1.14%	0%	1.25%
Economics	11	8	90.9%	91.96%	87.5%	92.19%	9.09%	8.01%	12.5%	7.77%
English (Standard)	40	34	97.5%	89.31%	94.11%	92%	2.5%	10.66%	5.88%	7.96%
English (Advanced)	36	34	100%	99.33%	97.05%	99.43%	0%	.63%	2.94%	.54%
Food Technology	10	12	100%	87.14%	91.65%	86.45%	0%	12.82%	8.63%	13.52%
Geography	5	2 SDEHS	80%	92.14%	100%	90.79%	20%	7.83%	0%	9.17%
Legal Studies	9	12	100%	89.58%	100%	88.76%	0%	10.4%	0%	10.2%
Mathematics Standard	46	36	93.46%	81.77%	88.87%	82.75%	6.52%	18.19%	11.11%	17.21%
Mathematics Advanced	22	24	86.35%	92.92%	100%	94.63%	13.63%	7.04%	0%	5.34%
Modern History	13	9	100%	83.82%	100%	89.84%	0%	16.14%	0%	10.13%
Music 1	14	4	100%	97.57%	100%	96.59%	0%	2.39%	0%	3.37%
Personal Development Health and Physical Education	17	13	94.1%	88.78%	100%	90.17%	5.88%	11.19%	0%	9.79%
Physics	6	9	100%	88.77%	88.88%	85.98%	0%	11.2%	11.11%	13.97%
Society and Culture	0	6	N/A	N/A	100%	94.7%	N/A	N/A	0%	5.26%
Software Design and Development	3	7	100%	87.53%	100%	86.92%	0%	12.43%	0%	13.05%

TABLE 1 (CONT.)

SUBJECT	no. of students 2023	no. of students 2024	Performance band achievement by percentage							
			BANDS 3 - 6 (2023)		BANDS 3 - 6 (2024)		BANDS 1 - 2 (2023)		BANDS 1 - 2 (2024)	
			School	Statewide	School	Statewide	School	Statewide	School	Statewide
Studies of Religion I	14	7	100%	96.68%	100%	95.93%	0%	3.28%	0%	4.05%
Studies of Religion II	9	11	100%	94.64%	81.81%	94.42%	0%	5.34%	18.18%	5.54%
Textiles and Design	9	2	100%	94%	100%	91.61%	0%	5.97%	0%	8.36%
Visual Arts	11	11	100%	98.72%	100%	99.12%	0%	1.24%	0%	0.85%
Automotive Examination	1	0	100%	60.59%	N/A	N/A	0%	39.38%	N/A	N/A
Construction Examination	4	4	100%	71.72%	100%	71.46%	0%	28.24%	0%	28.5%
Electrotechnology Examination	1 TAFE	2 TAFE	100%	77.71%	100%	76.23%	0%	22.25%	0%	23.76%
Retail Services Examination	0	1	N/A	N/A	100%	68.36%	N/A	N/A	0%	31.6%
German Beginners	1 NSW SOL	2	100%	88.29%	100%	94.18%	0%	4.19%	0%	5.78%
German Continuers	0	3	N/A	N/A	100%	99.42%	N/A	N/A	0%	0.56%
Spanish Beginners	0	1 NSW SOL	N/A	N/A	100%	96.24%	N/A	N/A	0%	3.72%
			BANDS E3-E4 (2023)		BANDS E3-E4 (2024)		BANDS E1 - E2 (2023)		BANDS E1 - E2 (2024)	
English Extension 1	8	6	75%	94.23%	100%	95.39%	25%	5.75%	0%	4.58%
English Extension 2	3	4	100%	85.52%	100%	87.23%	0%	14.45%	0%	12.75%
Mathematics Extension 1	7	9	71.42%	71.8%	77.77%	80.18%	28.57%	28.17%	22.22%	19.79%
Mathematics Extension 2	2	4	100%	85.67%	100%	86.27%	0%	14.3%	0%	13.72%
History Extension	3	3	66.66%	85.21%	100%	86.27%	33.33%	14.76%	0%	13.71%
Science Extension	1	3	100%	77.95%	66.66%	81.55%	0%	22.03%	33.33%	18.42%

TABLE 2

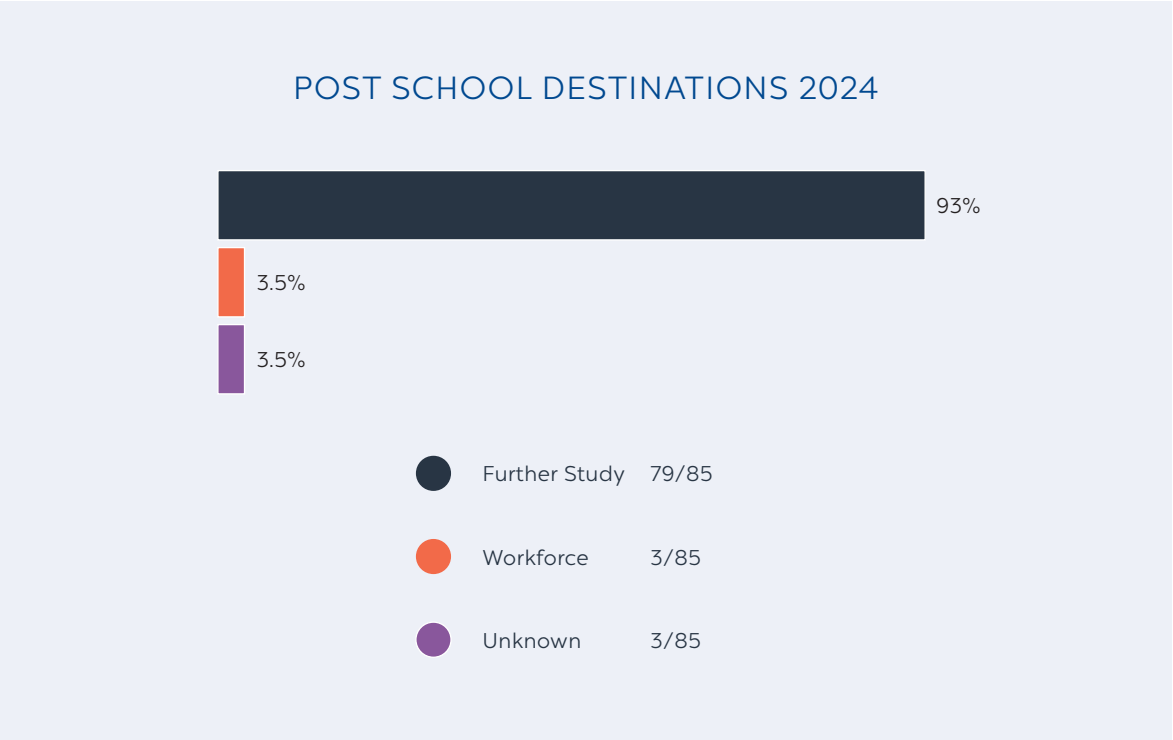
COURSE	School Av (/100)	STATE AV (/100)
Ancient History	74.65	72.92
Biology	79.88	73.89
Business Studies	69.93	73.45
CAFS	78.71	74.48
Chemistry	73.16	74.33
D&T	74.75	77.25
Drama	77.77	81.85
Economics	73.45	77.35
Eng Advanced	77.42	82.03
Eng Ext 1	40.22 (out of 50)	42.42 (out of 50)
Eng Ext 2	43.18 (out of 50)	40.70 (out of 50)
Eng Standard	69.54	71.40
Food Tech	73.55	72.94
German Beginners	92.40	81.23
German Continuers	70.53	81.93
History Ext	39.57 (out of 50)	40.16 (out of 50)
Legal Studies	77.83	75.55
Maths Advanced	77.79	78.43
Maths Ext 1	77.69	79.94
Maths Ext 2	76.95	82.58
Maths Standard	71.43	71.63
Modern History	76.78	75.02
Music 1	85.75	81.49
PDHPE	81.51	74.03

COURSE	School Av (/100)	STATE AV (/100)
Physics	69.96	73.75
Science Ext	34.23 (out of 50)	38.03 (out of 50)
Society and Culture	73.93	74.22
SDD	78.11	74.22
SOR 1	40.47 (out of 50)	38.35 (out of 50)
SOR 2	69.49	77.45
Textiles and Design	88.70	76.81
Visual Arts	82.76	81.90
VET		
Construction	85.05	76.91
Retail	85	71.51



POST SCHOOL DESTINATIONS

Post School Destinations
(for Years 10, 11 or 12 only) in 2024



STAFFING

TEACHER ACCREDITATION

Level of accreditation	Number of Teachers
Conditional	4
Provisional	4
Proficient Teacher	75
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0



WORKFORCE COMPOSITION

WORKFORCE COMPOSITION

School Staff 2024	
Teaching Staff	83
Full-time equivalent Teaching Staff	70.1
Non-teaching staff	50
Full-time equivalent non-teaching staff	37.4

At our school we embrace all faiths and backgrounds for all our staff and students. None of our staff members have identified as Aboriginal or Torres Strait Islander, but we strongly encourage applications from First Nations teachers and other staff.



ATTENDANCE



Attendance	
Year Level	Attendance Rate
Kindergarten	91.41
Year 1	92.62
Year 2	92.48
Year 3	93.2
Year 4	92.9
Year 5	91.04
Year 6	90.58
Year 7	90.05
Year 8	91.88
Year 9	91.23
Year 10	89.51
Year 11	91.32
Year 12	91.18
Whole School	91.49

STUDENT ATTENDANCE AND RETENTION RATES

Junior School (K – 6) teachers mark the roles each morning directly through the school's computer management system, SEQTA. Secondary School (7 – 12) mark the roll in every period in the same way. It is general practice that the Junior School class teacher will phone and check on any student who has been absent for three consecutive days or more without notification.

If a child is absent, and the school has not been previously notified through an application for exemption or extended leave, parents will be notified by text message the day of their child's absence, with a follow up email at the end of the week. Parents are encouraged to verify their child's absence through reply SMS or through a note explaining the child's absence. When a note from the parents is returned to explain an absence, the student services administration will return to SEQTA and complete the online record.

SCHOOL POLICIES

*“Train a child in the way he
should go, and when he is old
he will not turn from it.”*

Prov 22:6

All policies listed below are publicly available on our school website.

www.shirechristian.nsw.edu.au/about-us/policies-and-procedures/



STAKEHOLDER SATISFACTION

Shire Christian School conducts comprehensive stakeholder surveys every 2 years. In 2023 MMG Education was engaged to survey students, parents and staff.

The results of the parent survey show that overall satisfaction is 'very high' and is above average compared to the survey database (comprised of Australian co-educational schools).

Shire Christian School was seen as a school of first choice, with strong advocacy and loyalty, positive word of mouth and strong conversion of waiting lists.

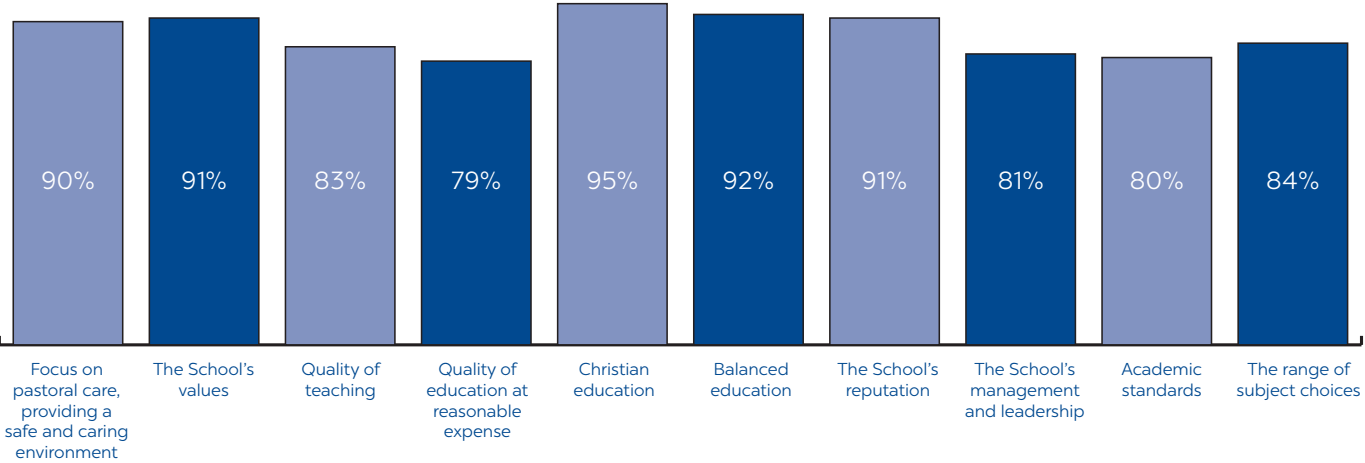
Shire Christian School uses the results of the review to continually refine and improve its Christian educational offering.

The survey was completed by 517 students, 334 parents and 102 staff, demonstrating a high level of engagement from the Shire Christian School community.

Extracts from the research are provided below.

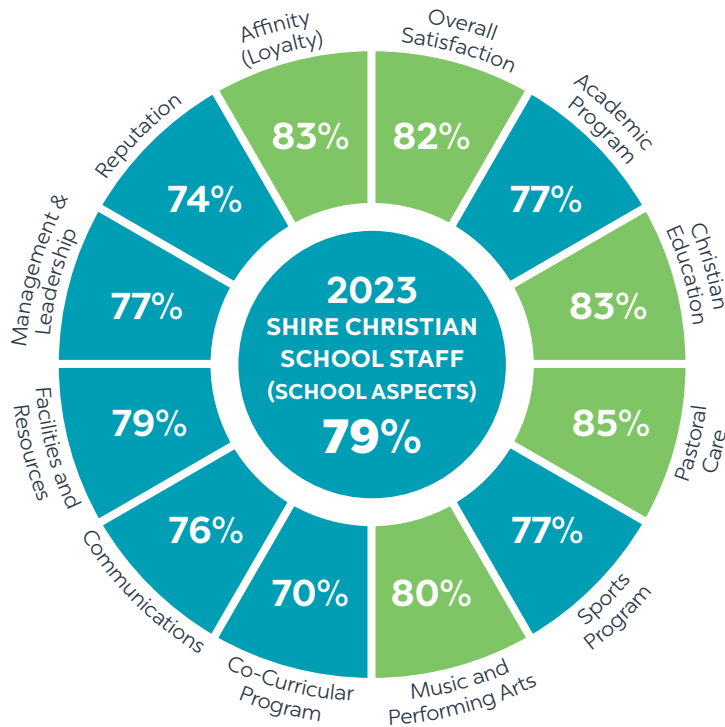


PARENT EXPECTATIONS MET OR EXCEEDED



The percentage of parents who noted their expectations have been met/exceeded, ranked in the order of importance they placed on reasons for choosing Shire Christian School for their children.

STAFF SATISFACTION WITH DIFFERENT ASPECTS OF SCHOOL



WHAT DO YOU VALUE MOST ABOUT YOUR ASSOCIATION WITH SHIRE CHRISTIAN SCHOOL?

STAFF

I love that I spend my days with my family, staff that genuinely love and care for me, who are passionate about sharing the gospel with these young people. I love that I can work with families, pray together and walk alongside them in their walk with God.

I have been able to stay connected with the school over many years, I have been able to pivot positions within the school (non-teaching, teaching), seeing the growth of students in all kinds of ways (academic + character), friendships but most of all its Christian focus & world view.

I love working for a Christian environment where faith is lived out, shared and on display every day. I value the staff at the school and the commitment to making our school stand out as a place for Christian families.

That we are working together as a team to glorify God and teach / model the gospel to children. The staff and leadership team are amazing and have a care for children.

It is a great staff team with a history of solid, Christian teaching and learning. The school maintains a great standard both academically and pastorally for students and is well resourced for a school this size.

I have an opportunity to teach in a Christian environment, share my faith with the community. I have the privilege of teaching, not just classroom management. There are many quality teachers I can keep learning from. I have been fortunate to work in many different roles in the school - these roles have taught me skills, challenged me, refined me as a person and as a teacher. I have had great opportunities to professionally develop and use these skills in the work environment. I have felt very supported as a person at Shire.

I value the positive culture and ability to freely engage with my faith as I work with young people. I also value the long term relationships that have been fostered and seeing the students make discoveries in their learning and join with me in finding joy in experiences in my subject area.

Christian foundation, and the ability to teach from a Christian perspective. Staff that really care about their students - including admin staff who are warm and friendly to students and staff. Opportunities to explore new extra curricula programs for students.

STUDENTS

Education and the Academic programs of the school, as well as making sure that the students are able to connect to the teachers and staff easily, teachers making sure that the students are properly learning the work, and teachers are teaching their classes in an effective and clear way.

Everyone, teachers and staff are more than kind and that I am proud to associate with. The school has a good reputation over all.

I love how caring many of the teaching staff are and how I feel comfortable with my Christianity to be myself.

Christian education and good school reputation.

I love the commitment that the school has for the teachers wellbeing and Christian faith and applying that into our learning.

I have, on a whole, enjoyed my time at Shire Christian School. I have made good friends and generally the teachers are very good. I have been given the opportunities to be able to learn about God and do extra-curricular activities that have challenged me.

I enjoy the friendships made and Christian education as well as academic education.

I value most the fact that I go to Christian School and feel like I can openly talk about God and learn about him from my teachers and peers.



PARENTS

I feel confident that my children are safe and well cared for. The school runs smoothly and I have confidence in the teaching staff.

It's a community, Christian school whereby staff genuinely care about the students. The schools' values and ethos align with ours. Our daughter learns about the Bible and Jesus.

A warm community that is nurturing learning and confidence in the children.

Christ-centred learning provided by staff with a genuine faith and a genuine interest in the wellbeing of the students.

Christian perspective of the school and the families and friendships that have been made through our children.

Community feel; Christian values; better quality teaching than most other schools in the area.

Friendships with other Christian families/ Kindness and goodness of teachers /That the Bible is honoured and taught/That our kids can all be there together P-12.

Interactions between students and teachers - build trust.

Knowing information about what's going on, SEQTA helps a lot. Having access to pastoral care teachers to contact.

Passion and commitment of teaching staff - I feel like my children have good examples to look up to, are respected, understood and cared for.

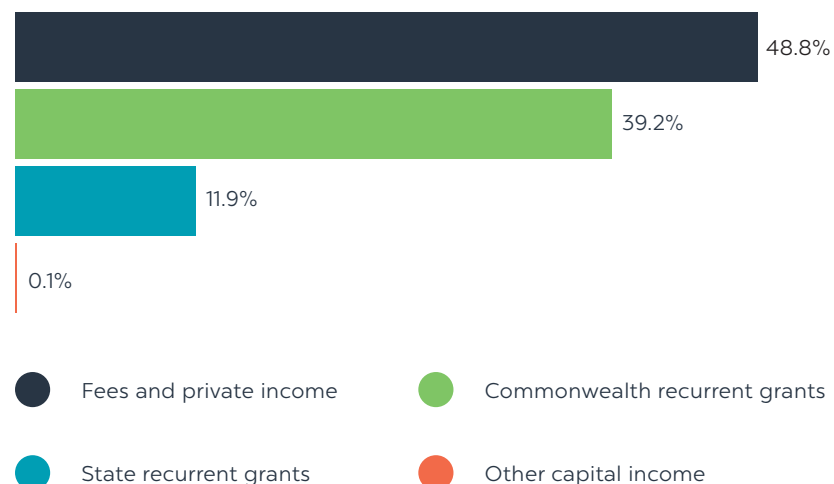


SUMMARY FINANCIAL INFORMATION

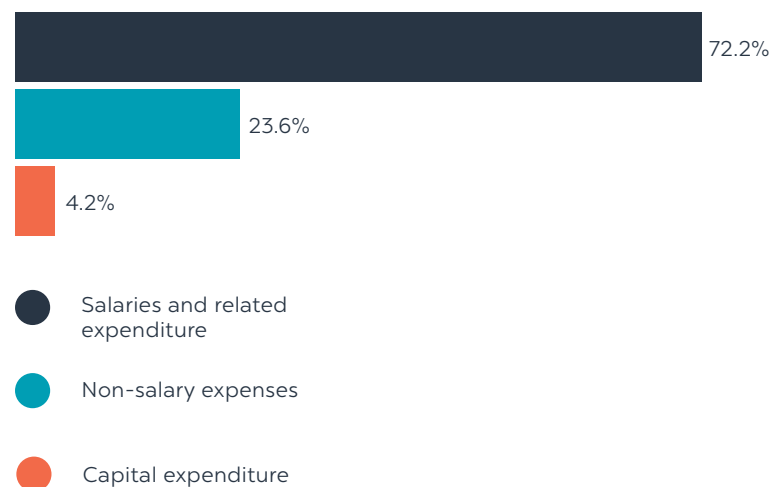
INCOME			
Fees and private income	48.8%	\$	9,652,102
Commonwealth recurrent grants	39.2%	\$	7,767,510
State recurrent grants	11.9%	\$	2,346,520
Other capital income	0.1%	\$	24,724
Government capital grants	0.0%	\$	-
Total Income		\$	19,790,856

EXPENDITURE			
Salaries, allowances, related expenditure	72.2%	\$	14,655,263
Non-salary expenses	23.6%	\$	4,791,531
Capital expenditure	4.2%	\$	845,738
Total Expenditure		\$	20,292,532

INCOME



EXPENDITURE





Shire
Christian
School

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shirechristian.nsw.edu.au