

Annual Report 2023



The following report is prepared according to the School's Annual Reporting Policy and the NSW Government's Education Act. It provides general information to the community about the school's ethos and character and its performance in Academic and Financial terms. More specific information can be obtained by contacting the school directly.

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Theme 1: Our Context

From the Campus Principal: Pam Lewsey

Pacific Brook Christian School, in the year 2023, served the local community through its provision of an excellent K-10 education. Due to the small size of the school, classes continued to be conducted in Stage groups, except for Kindergarten. We have made full use of the church grounds we rent for the school, using the church itself as a classroom and part of the church hall as a learning support room. We tackled a temporary staff shortage through combining Stage 2 and 3 for English and Maths. Students were catered for throughout.



Our move to a new school building has been delayed but work continues steadily on ensuring we have the approvals to build on our plot of land on Maitland Street.

Our students continue to grow and are the heart of everything we do at Pacific Brook. Learning support, pastoral care and discipline processes are fully established at the school and we are pleased to have great support from our parent body. We were able to provide a high level of vocational guidance and help to our departing Year 10's this year, and our support structure for this going forward is stronger than ever. Our regular 'thumbs-up' draw and merit award assemblies established to an even greater extent the values of kindness, humility, respect and scholarship at Pacific Brook.

Students have benefited from the incorporation of technology in their lessons, particularly the use of iPad apps and Canvas. The school was also pleased to be able to provide Japanese lessons from Kinder to Stage 4. Stage 4 took Music this year and a Music tutor was engaged for guitar lessons. Stage 5 electives included Visual Arts and PASS. Full use was made of the local sports centres. A number of excursions took place, including career fairs for Stage 5 and music performances for Stages K-2. Stages 2-5 also participated in exciting camps. The Stage 5 camp this year was a uniquely curated 'Australian' experience which included Dubbo (the zoo) and Bourke (Aboriginal Art, shearers' quarters and the local church there).

As a staff we continue to be invested in devotions, prayer and a Biblical worldview of all our key learning areas, and as ever our desire is to see every student grow up into God's calling on their lives, vocationally, relationally and spiritually. We are distinctly supported in this goal through being an integral part of the group of Pacific Schools, for which we thank God. We look forward to a productive and happy 2024.

Ms Pam Lewsey
Campus Principal

On behalf of the Pacific Group of Christian Schools Board: Dr E J Boyce

Although the school continues to be strong, the community of the school, especially the staff, have been impacted by the delays in receiving planning approvals for building new buildings on its acquired site in Maitland Road, Muswellbrook. These delays have brought concerns and disquiet and led to a reduction in the level of growth of the school. Nonetheless, we are very thankful for the growth over the years of the school and the strong commitment of the staff to the work there.



The group of schools has been very supportive of Pacific Brook Christian School through provision of fellowship and visits for staff training and for engaging with the students of PBCS. The school continues to grow in serving the local community and has obtained a good reputation in the community.

About our School

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Pacific Brook Christian School is one of 11 schools in the Pacific Group of Christians Schools, which commenced in 1979 with Pacific Hills Christian School. Pacific Brook Christian School began operations in January 2018 on the current Presbyterian owned site at 30 Sowerby Street, Muswellbrook.

Our Culture & Vision is defined by Christ-centred Community & Service and are based on a foundation of Christian beliefs and a desire to live and serve together in an authentic Christian community.

The purpose of each school within the Pacific Group of Christian Schools is to provide a Christian educational community as a centre of teaching, learning and serving excellence founded on Biblically based beliefs, values and behaviour.

We pursue our vision from a Biblical base by aiming to be authentically Christian, to provide quality education and to practise Christian community that is rigorous, authentic and collaborative.

The school currently occupies the site of the old St John's Presbyterian Hall and Church. The infrastructure is made up of the original church / hall building (circa 1860), the 'new' church building (circa 1910), two demountable buildings each containing two classrooms, and a demountable office building. There are also two student amenities blocks, a staff amenities block, teachers' office, kitchen and Community Coffee Van.

Muswellbrook is a regional town located in the Upper Hunter Valley, approximately 1 hour 30mins from Newcastle, and has a population of 12,500 people. The local economy is predominantly based on Coal Mining and Horse Breeding.

Pacific Brook Christian School aims to provide an affordable Christian education to families in the Muswellbrook and surrounding areas. A condition of enrolments for all families is an acceptance of our statement of faith and an agreement to abide by our policies.

Pacific Brook Christian School is fully registered for Kindergarten to Year Ten with the NSW Education Standards Authority, and offers all mandatory subjects, including English, Mathematics, Human Society and Its Environment, Science and Technology, Creative Arts and Personal Development, Health and Physical Education, as well as Japanese and Music. Our curriculum also includes study of the Bible during Devotions, and teachers teach their subjects from a Christian perspective. The school has gained initial registration from NESA to begin Year 11 in 2024, though with low student numbers in Year 10, the decision was made to withdraw initial registration for Year 11.



Teaching English and Mathematics continues to be a top priority at the school. Students' have demonstrated progress in literacy and numeracy. This was measured by a series of assessments, including formal assessments such as PAT and NAPLAN. Learning Assistants work with students who need extra support in literacy and numeracy, as well as in overcoming learning difficulties.

Through a variety of learning activities, students develop their knowledge and skills in each of these subjects. Students learn Japanese from Kindergarten through 6th grade. In our increasingly diverse global community, it is important that students not only develop skills in learning another language but also appreciate different cultures. Students in Year 3 and 4 learn violin. Research has shown that there are many benefits to learning an instrument. The students are making good progress in their violin lessons, and they enjoy playing together.

Discussions are encouraged amongst students concerning aspects of the Christian faith and how it applies to contemporary life during Pastoral Care times and class discussion.

We strive to give every assistance to each student to develop:

- their spiritual awareness
- their academic gifts
- their social abilities
- their physical endeavours.

Pacific Brook Christian School exists to serve students and families from Muswellbrook and the surrounding area.

The school seeks to honour God at every level by:

- honest Governance and management practices
- the development and implementation of all policies and procedures
- the employment of dedicated Christian staff
- the provision of quality curriculum programs
- nurturing and caring for everyone in the school community
- being a positive witness for Christ both within the school and the wider community
- encouraging the whole school community to grow in their individual relationships with God.
- maintaining a high standard of integrity, honesty and compassion in all areas.

Students from across the grades have participated in a range of extra-curricular activities through the 2023 school year.

These have included:

- Power FM School's Breakfast
- Attend the Sound of Music at PHCS
- PHCS Year 12 Visit

2023 was a year of challenges at Pacific Brook Christian School with staff vacancies, the knock back of our new site, and challenging student behaviours. This was the sixth year the school has been part of the Pacific Group of Schools.

At the Commonwealth census in August, 111 students were enrolled at Pacific Brook Christian School. This allows the school to employ the equivalent of 7.2 full-time teachers.

In 2023, Pacific Brook Christian School has the following classes:

Year Level	Teacher
Kindergarten	Taught by Ms Bethany Dowson Japanese taught by Mrs Betty Kamusiime
Stage 1 Year 1-2	Taught by Mrs Zena Ince Japanese taught by Mrs Betty Kamusiime
Stage 2 Year 3-4	Taught by Mrs Janet Walsh Japanese taught by Mrs Betty Kamusiime
Stage 3 Year 5-6	Term One taught by Mrs Janet Walsh Term Two, Three and Four taught by Mr Callum Allinson Japanese taught by Mrs Betty Kamusiime
Stage 4 Year 7-8	Taught by Mr Chris Merx, Mrs Betty Kamusiime, Mr Michael Manwaring Japanese taught by Mrs Betty Kamusiime Term Four Mr Earle Shields joined
Stage 5 Year 9-10	Taught by Mr Chris Merx, Ms Pam Lewsey, Mr Michael Manwaring Term Four Mr Earle Shields joined

Play and Learn (PAL) was run as a four-week Kinder orientation in Term Four.

In 2023 Pacific Brook Christian School successfully passed the initial registration with NESAs for the commencement of Year 11. Year 11 was to begin at the start of 2024, but due to low numbers in year 10 returning in 2024, this was withdrawn.

A Stage three classroom was established in the Church building.

Pacific Brook Christian School has purchased a new site for the school. This site will be developed, and it is hoped the school can move to the new site in the near future.

Characteristics of our student body

The purpose of Pacific Brook Christian School is to provide a Christian educational community as a centre of teaching, learning and serving excellence, founded on Biblically based beliefs, values and behaviour.

In 2023, there were 111 students enrolled at Pacific Brook Christian School at the time of the Commonwealth Census. These students were predominately from the Muswellbrook township with some from nearby areas. They represented a mix of cultural backgrounds and heritages.

Enrolments on August 4th, 2023

	Total Enrolments	Boys	Girls	First Nations Students
Kindergarten	15	6	9	5
Year One	12	6	6	3
Year Two	12	4	8	2
Year Three	4	4	0	0
Year Four	18	8	10	2
Year Five	7	3	4	1
Year Six	9	4	5	2
Year Seven	13	4	9	0
Year Eight	4	1	3	0
Year Nine	9	4	5	2
Year Ten	8	8	0	2
Total	111	52	59	19

Priority Areas for School Improvement

STRATEGIC OBJECTIVE 1 - TEACHING

Teaching as a relational activity that engages a school community to know God and His Word.

- Develop a culture of respect while demonstrating a passion for teaching and pastoral care.
- Analyse qualitative and quantitative measures to grow students in wisdom and knowledge encompassing student feedback, assessment of performance and approaches for diverse learners.
- Develop quality teaching programs in response to curriculum reform with Christian perspectives and literacy as priority areas.
- Provide staffing to support curriculum reform.

STRATEGIC OBJECTIVE 2 – LEARNING

Further develop learning as a lifelong process informed by research data, personal testimonies, feedback, various modes of communication and the Bible.

- Further develop the use of blended learning underpinned by Biblical beliefs and values.
- Provide opportunity for Aboriginal education and cultural awareness.
- Continue to implement strategies for academic improvement.
- Introduce and implement online learning across the Pacific Group of Christian Schools.

STRATEGIC OBJECTIVE 3 – SERVING

Further develop serving as an expression of the gifts given by our community (locally, nationally and globally).

- Provide opportunities for people to use their gifts to serve through Christian Education Development Program (CEDP), musicals, fairs, mission, community service, and/or open days.
- Develop and implement a schoolwide parent communication strategy that uses The Alpha School System (TASS) and associated software applications.
- Expand the provision of Christian Educational Communities through the Pacific Group of Christian Schools.

STRATEGIC OBJECTIVE 4 – CHRISTIAN CHARACTER IN COMMUNITY

Further develop the Christian character of each member of the community as an act that glorifies God.

- Engage the staff in personal Christian formation in community.
- Develop the spiritual formation of each community.
- Engage with the Pacific Group of Christian Schools, Sister Schools and other Christian communities to build our culture of community service.
- Consistently monitor the stewardship of our resources utilising environmentally sustainable practices, innovated strategies and respect for our community.

Our Initiatives Promoting Respect and Responsibility

Students are encouraged to act in a way that imitates Jesus, with Love and Grace. Students are reminded of this through devotions, Personal Development and Health Lessons, Peacewise, and Bible teachings. Teachers encourage students who act in a caring and loving manner towards others.

Students are encouraged to take responsibility for their actions, to admit wrongdoing and mistakes and to accept consequences. The demonstration of forgiveness when there has been wrongdoing is an important element in dealing with such matters.

Some of the events and programs Pacific Brook Christian School has run through 2023 to promote respect and responsibility in the school community have been:

- Participation in the ANZAC Day March
- Indigenous Events, NIADOC Day, flag-raising
- Devotions, both in class and as a whole school, promoting treating each other in a Christ like, kind and caring manner.
- School policies which emphasise taking responsibility for our own choices.
- PDH units including units on Health, Wellbeing and Relationships and Healthy, Safe and Active Lifestyles
- Positive Behaviours Intervention Support (PBIS).



Theme 2: Our Outcomes and Results:

Student outcomes in standardised national literacy and numeracy testing

NAPLAN tests were implemented in 2023 for students in Years Three, Five, Seven and Nine. It is to be recognised that education is more than just test scores. Overall performance of the student, along with the development of character, behaviour and faith-in-action gives a more comprehensive picture of each student and what they have achieved.

Students in Years 3, 5, 7 and 9 were required to participate in the NAPLAN (National Assessment Program - Literacy and Numeracy) tests. NAPLAN data provides the school with a snapshot of student performance in literacy and numeracy at a set time of the year. This has provided feedback to assess the learning needs of the students.

Detailed information regarding student results in these assessments can be obtained from the My School website at the following web address: <http://www.myschool.edu.au/>.

As cohort numbers are small, specific performance data cannot be given without infringing on the Privacy Rights of individual students. If more details of this information are legitimately required, it may be obtained from the school administration office upon request.

In 2023, the data analysis changed from a band grade to a proficiency level. The below tables show how many students achieved each proficiency level per year.

Numeracy

	Needs Additional Support	Developing	Strong	Exceeding
Year Three		1	2	1
Year Five		3	6	
Year Seven	4	3	3	1
Year Nine	5	5	1	

Grammar & Punctuation

	Needs Additional Support	Developing	Strong	Exceeding
Year Three		3	1	
Year Five	1	3	4	1
Year Seven	4	3	4	
Year Nine	4	4	2	

Reading

	Needs Additional Support	Developing	Strong	Exceeding
Year Three		1	2	1
Year Five	1	2	5	1
Year Seven	1	4	6	
Year Nine	3	5	3	

Spelling

	Needs Additional Support	Developing	Strong	Exceeding
Year Three		2	2	
Year Five	2	2	5	
Year Seven	2	3	5	1
Year Nine	2	2	6	

Writing

	Needs Additional Support	Developing	Strong	Exceeding
Year Three			4	
Year Five	3	1	5	
Year Seven	4	4	4	
Year Nine	5	4	2	

The granting of Records of Student Achievement (RoSA)

In 2023, a Record of School Achievement was awarded to six-year ten student school leavers. A further two students were eligible for a RoSA award but continued on with formal education.

Theme 3: Our Staffing

Accreditation status

All teachers at Pacific Brook Christian School have accreditation with the NSW Educational Standards Authority. The table below details the number of teachers at each accreditation level as of the 4th of August 2023.

Level of Accreditation	Number of Teachers
Conditional	2
Provisional	2
Proficient	8
Highly Accomplished (voluntary level)	0

Workforce composition

In 2023, Pacific Brook employed 9 permanent teachers with an equivalent of 7.2 full-time teachers at the census August. In addition to this, a teacher with a 0.2 full-time equivalent was employed on a casual basis. All teaching staff hold appropriate qualifications and registration with NESAs. In addition to the teaching staff, 15 support staff were employed with a 9.6 full-time equivalent workload.

All staff are committed Christians and subscribe to the school's Statement of Faith

Staff Summary

This is a summary of reported staff at this location by function and gender.

Type	Gender	ALL STAFF		Indigenous	
		Headcount	FTE	Headcount	FTE
Teaching Staff	Male	1	1.0	-	-
	Female	8	6.2	-	-
Specialist Support	Male	1	0.2	-	-
Administrative and Clerical	Male	2	1.1	-	-
	Female	12	8.3	-	-
TOTAL		24	16.8	-	-

Theme 4: Our Student Attendance

Student attendance rates per year level and whole school

School attendance rates for the whole school and each year level for the period of the 2023 school year are as follows in the below table.

Year Level	Attendance Rate
Kindergarten	81.49%
Year One	89.47%
Year Two	85.45%
Year Three	89.36%
Year Four	88.82%
Year Five	88.38%
Year Six	82.68%
Year Seven	82.68%
Year Eight	81.87%
Year Nine	84.88%
Year Ten	77.25%
Whole School	84.75%

Description of how school manages student non-attendance.

Pacific Brook Christian School utilised the School Management System TASS. This web-based system allows teachers to mark rolls and record a student absent from class. A report is run each school morning no later than 10am to produce any students who have an unexplained absence. A text message is then sent to the parents / guardian's mobile phone advising of the non-attendance and asking for an explanation. Parents have an option to reply to the text message, call or email the school office with the reason for non-attendance. If no reason is provided, parents will also receive a reminder email seven days after the absence.

Theme 5: Our School Policies

Enrolment policy

<https://pacificbrook.policyconnect.com.au/module/80/page/f55e4c19-70f6-46af-872b-314ac17ddc4e.md>

Child protection Policy

<https://pacificbrook.policyconnect.com.au/module/3798/page/1797cc8e-696a-48dd-8314-99abd586735e.md>

Anti-bullying policy

<https://pacificbrook.policyconnect.com.au/module/3688/page/fdd17837-a8a8-4aee-8bf7-8120bf1a57ee.md>

Discipline policy

<https://pacificbrook.policyconnect.com.au/module/80/page/343cb5fd-cda6-48e3-8198-d4700bf957e3.md>

Complaints policy

<https://pacificbrook.policyconnect.com.au/module/221/page/4002795d-0fa4-421c-bd5b-ce7b9b9d53c8.md>

Theme 6: Our Community Satisfaction

Based on the annual McCrindle Survey, the following key takeaways highlight the strengths of Pacific Brook Christian School as perceived by parents and staff:

Key Strengths of the School:

- Christ-Centred Community
- Nurturing Environment
- Comprehensive K-10 Education
- Quality Teaching Staff

Parent satisfaction

Key takeaways from parent feedback is that the majority felt:

- There is a strong culture of respect at the school.
- The school is highly regarded within the community.
- Being part of the Pacific Group offers more opportunities than being a standalone school.
- The school is characterized by hardworking and committed staff.
- Parents are satisfied with how the school upholds and demonstrates its values.

Student satisfaction

Although there was no formal student survey in 2023, feedback from parents and staff indicates that:

- Parents are satisfied with the teaching, learning, and service provided by Pacific Brook Christian School.
- The school maintains high academic standards.
- Teachers effectively motivate students to learn.
- The school meets the academic needs of its students.
- The school caters to the individual needs and differences of students.

Teacher satisfaction

Due to a Principal change over at the Annual survey time, it was decided to refrain from conducting the staff survey in the midst of an unsettled period.

Future Opportunities

Enhanced Academic Support:

- Implement additional tutoring programs to improve student outcomes.
- Increase focus on individualised learning plans to cater to diverse learning needs.

Expanded Extracurricular Options:

- Look for other opportunities to provide and cater to a wider range of student interests.
- Enhance the availability of resources and support for existing extracurricular programs.

Parental/ Student Engagement:

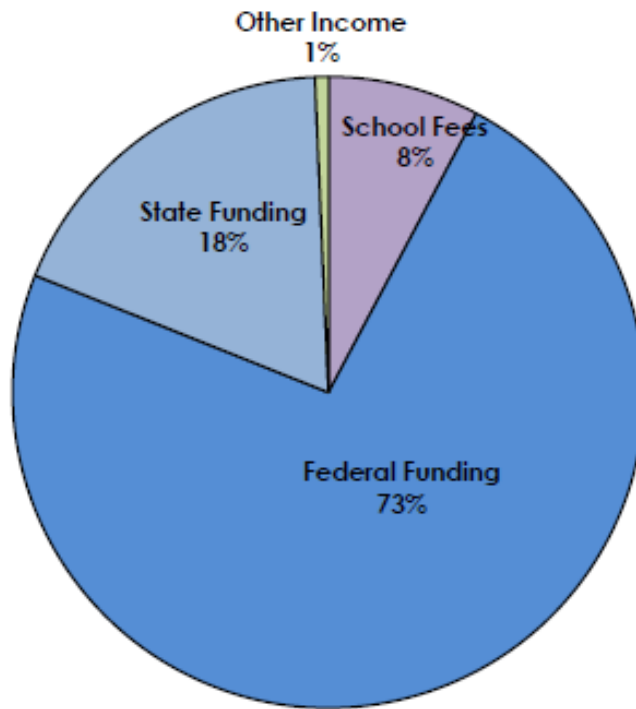
- Develop more opportunities for parents to engage with the school community, including workshops, volunteer programs, and feedback sessions.
- Implement Parent and Student involvement in parent teacher interviews.

Theme 7: Summary of our Financial Information

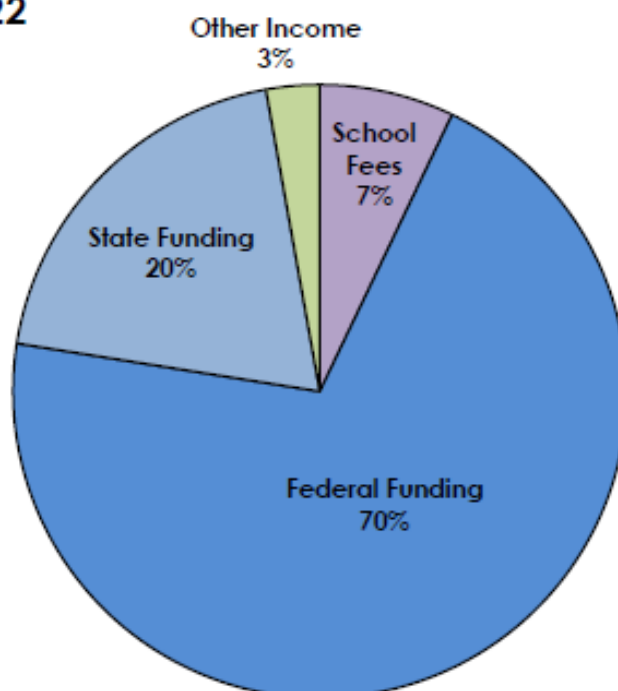
Recurrent/Capital Income

INCOME SOURCES

2023



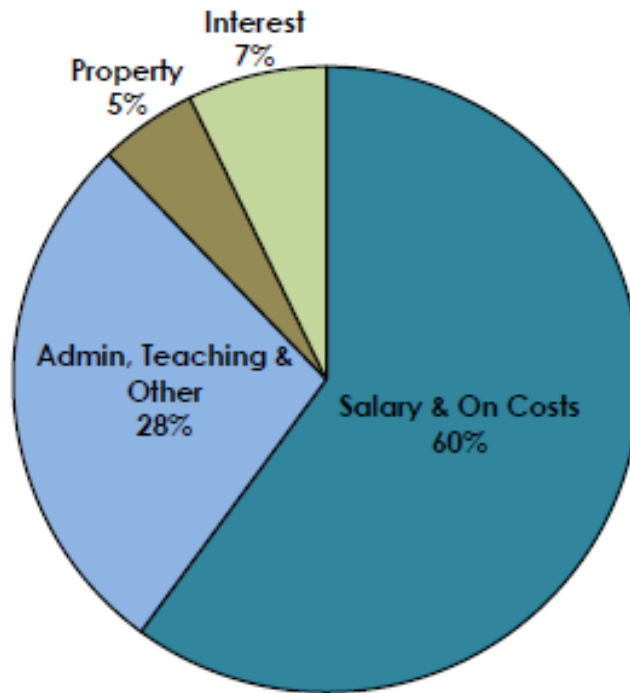
2022



Recurrent/Capital Expenditure

EXPENDITURE AREAS

2023



2022

