

Annual School Report 2024



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 Principal: Janet Walsh

I am pleased to present the 2024 Annual Report for Pacific Brook Christian School. Our school continues to build a Christ-centred learning community where students grow academically, spiritually, and personally. This report highlights our accomplishments, growth, and key milestones over the past year.



Teaching, Learning, and Service

We remain committed to excellence in teaching, learning, and service. Our dedicated staff, through their passion for education and commitment to student success, have ensured that our students received a high-quality education that prepares them for the future. Through personalised instruction, innovative teaching approaches, and a rigorous curriculum, we witnessed strong academic growth in 2024. This was particularly evident in our NAPLAN results, which were among our strongest yet.

Beyond the classroom, our students engaged in a variety of enriching activities that fostered learning and character development, including:

- STEM workshops with Questacon and Pacific Hills Christian School
- NAIDOC Week activities
- Do It for Dolly Day
- Football gala days, clinics, and athletics competitions, with students representing Pacific Brook at Zone and Hunter Christian Schools at CIS
- Swimming lessons, carnivals, and cross-country events
- Community nights hosted by our school and Pacific Hills Christian School
- Library visits, Book Week, Simultaneous Story Time, and Author visits
- Leadership days, ANZAC Day, and Remembrance Day commemorations
- Camps for Years 3–10, focusing on leadership and service
- A new partnership with Calvary Nursing Home, where students shared handmade gifts, ornaments, and cards with residents - a tradition we will continue next year

We also prioritised community-building initiatives, including Nurture, a program that supports families with meals and practical help, and Story Time, which provides fortnightly activities for families with young children.

Strengthening Our Community

We recognise the importance of strong partnerships with parents, churches, and the broader community. Throughout 2024, we strengthened these connections through various outreach programs, parent engagement initiatives, and community events. We are especially grateful for the ongoing support of the Pacific Group of Christian Schools. This year marked six years as a Pacific school, and the guidance and resources provided - spanning HR, finance, maintenance, curriculum, and leadership support - have been invaluable. Staff from other Pacific schools, including Pacific Hills Christian School, New Hope Christian School, Pacific Coast Christian School, Pacific Online Christian School, Pacific Valley Christian School, and Valley Hope Christian School, provided assistance when needed, demonstrating the strength of our shared mission.

Our students also had opportunities to engage in service beyond our school. Pacific Brook students served at Hinterland Christian College and Pacific Valley Christian School, opening doors for future collaboration in camps and other initiatives. Additionally, we benefited from the expertise of the Director of Pacific Hope Christian School, Sandi Aleman, in supporting students with additional needs. Mrs Aleman provided excellent professional development in supporting our students with additional needs.

Looking Ahead

We continue to make progress on our new school site, with plans on track for a 2026 opening on Maitland Road. Behind the scenes, many individuals have worked tirelessly to move our development forward.

As we look forward to 2025, we are excited to return to full onsite learning. While online learning was a necessity, we are grateful to have secured enough teachers to have all lessons taught internally next year. We also plan to enhance key areas, including parent-teacher interviews, embedding biblical principles into our teaching, and refining our instructional practices.

A Commitment to Our Future

Galatians 6:9 reminds us, "Let us not grow weary in doing good, for at the proper time we will reap a harvest if we do not give up." At Pacific Brook, we remain steadfast in our mission to provide Christ-centred education, ensuring our students are equipped academically, spiritually, and personally.

At the end of my first year of being principal, I am now even more deeply committed to this school and its future. I acknowledge the challenges we have faced, but we are working diligently to stabilise and thrive. I am incredibly grateful for the dedication of our staff, the support of our families, and the guidance of our wider school community. Thank you for being part of this journey.

From the Executive Principal: Dr E J Boyce



Pacific Brook Christian School needed to reestablish itself in the community partly through changes in the demography of the school population and changes in the local area. The school has needed to prepare and plan for a changed location which has been complicated and challenging, particularly in dealing with local public servants and state public servants.

The establishment of the new school Principal, Mrs Janet Walsh, has brought about significant hope for stability and a strong future. The school became more directly involved with the Pacific Group of Christian Schools with visits to the school from others and visits from the school to others. In these ways the school has strengthened and we look forward to further strength in the future.

From the Board Chair: Mr Mark McCrindle

This Annual Report of the Pacific Group of Christian Schools gives a great snapshot in numbers, finances and reports of a system of ten thriving schools. Growth is an evident theme in all of this, from student enrolments and building programs to the financial wellbeing of our schools for which we are thankful to God. It is interesting to note that many of our schools are located on land that once was used for farming. Land that was once cultivated to grow trees which produced fruit is still being used to grow things: now children, nurtured and sustained by the Living Water, that they might be fruitful.



We trust that this report gives you an overview of our schools and an insight into the character of our communities, summed up in the name of this group: Pacific. Pacific comes from the Latin word for Peace the true source of which comes from Jesus who said: "Peace I leave with you, my peace I give you" (John 14:27).

From the school Captain: Hudson Dugan, Emaleah Sara, Emilee Cork

Being school captain has been an incredible journey filled with fun, growth, and unforgettable experiences. One of the things I have enjoyed most has been learning how to be a leader - not just by wearing the badge, but by showing kindness, responsibility, and support every day. Speaking at assemblies and our end of year Presentation Day was definitely a highlight for me. Standing in front of the whole school community and sharing what we have achieved together was nerve wracking at first, but also really rewarding. Another weekly highlight was Ice Cream Fridays - who knew a simple treat could bring so much joy and create such a strong sense of community?

I have also felt really privileged every time I have had the opportunity to pray at assemblies and share the Acknowledgement of Country. These moments reminded me of the values we stand for and the respect we have for the land and people who came before us. Representing the school at ANZAC Day was an honour to take part in remembering those who served. One of the most special parts of being school captain has been seeing the younger students look up to me. Whether it was helping them in the playground or hearing them say "hi" in the playground, I have realised how important role models are - and I am grateful I had the chance to be one.



About our School

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Pacific Brook Christian School is part of the Pacific Group of Christian Schools, which began in 1979 with the establishment of Pacific Hills Christian School. Our school opened in January 2018 and is located on a historic site at 30 Sowerby Street, Muswellbrook - originally home to St John's Presbyterian Hall and Church.



At the heart of Pacific Brook Christian School is a Christ-centred community, guided by a commitment to service and authentic Christian living. We are built on a foundation of Biblical beliefs, aiming to foster a community where faith shapes all aspects of teaching, learning, and relationships.

As part of the Pacific Group of Christian Schools, our shared purpose is to provide educational communities that reflect Christian excellence in teaching, learning, and service. We pursue this mission by:

- Being authentically Christian in all we do
- Delivering high-quality education
- Practising a collaborative and vibrant Christian community

Our campus comprises a blend of heritage and modern facilities, including:

- The original church/hall building (circa 1860)
- The 'new' church building (circa 1910)
- Two demountable classroom blocks
- A demountable administration office
- Two student amenities blocks
- Staff amenities, a kitchen, a teachers' office, and a Community Coffee Van

Pacific Brook Christian School serves the regional town of Muswellbrook, located in the Upper Hunter Valley, about 90 minutes from Newcastle. With a population of around 12,500, the local economy is primarily driven by coal mining and horse breeding. We are committed to providing an affordable Christian education to families in Muswellbrook and surrounding areas.

Enrolment at the school requires families to agree with our Statement of Faith and to support our policies.

We are fully registered with the NSW Education Standards Authority (NESA) to deliver education from Kindergarten to Year 10. Our curriculum includes all mandatory subjects:

- English
- Mathematics
- Human Society and Its Environment
- Science and Technology
- Creative Arts
- Personal Development, Health and Physical Education



Additional subjects include:

- Japanese (taught in Stage four)
- Music
- Bible studies through daily devotions
- Violin instruction in Years 3 and 4

Subjects are taught from a Biblical worldview, with an emphasis on critical thinking and life application through class discussion and Pastoral Care sessions.

Teaching excellence in English and Mathematics remains a core priority. Student progress is monitored through formal assessments, such as PAT and NAPLAN. Learning Assistants support students needing help with literacy, numeracy, or learning difficulties.

In an increasingly interconnected world, our Japanese program equips students to appreciate other cultures while developing language skills. Learning violin in Years 3 and 4 enhances cognitive development and encourages teamwork. Students have shown strong engagement and progress in both areas.

Our school is dedicated to nurturing every student's:

- Spiritual growth
- Academic potential
- Social skills
- Physical development

Pacific Brook Christian School exists to serve families in Muswellbrook and its surrounds, honouring God at every level by:

- Upholding integrity in governance and management
- Developing policies grounded in Christian values
- Employing dedicated Christian staff
- Providing quality, faith-integrated curriculum
- Caring for the wellbeing of our school community
- Demonstrating Christian witness locally and beyond
- Encouraging individual spiritual growth
- Maintaining honesty, compassion, and high moral standards

Students engaged in various enrichment activities throughout 2024, including:

- Participation in the Power FM School's Breakfast
- Hosting and interacting with visiting Year 12 students from PHCS
- ANZAC Day commemorations
- Visits to Calvary Aged Care
- Brydie Parker Girls Rugby League Gala Day

2024 was not without its challenges. Mrs Janet Walsh had taken on the role of Campus Principal and led the school community through the unexpected and sudden death of our administration assistant Bethany Lennox and difficulties with the DA of our new school site, while navigating her new role.

At the Commonwealth Census in August, 70 students were enrolled at Pacific Brook Christian School. This allows the school to employ the equivalent of 5.4 full time teachers and 6.9 support staff.

In 2024, Pacific Brook Christian school has the following classes:

Year Level	Teacher
Kindergarten & Stage 1	Taught by Mrs Joanne Kellahan (Term One to Term Two) & Mrs Linda Chester (Term One to Term Three), Mrs Sammy Lee (Term Three & Term Four) & Miss Belinda Ellis (Term Four)
Stage 2 & Stage 3 Year 3-6	Taught by Mrs Zena Ince (Year 2-4 from Term Two)
Stage 3 Year 5-6	Taught by Mrs Jessica Leyshon & Mrs Janet Walsh (Term Two to Term Four) Maths & Geography taught by Ms Tori Vines (Term Three & Four)
Stage 4 Year 7-8	Taught by Mr Chris Merx, Mr Earle Shields, Mrs Janet Walsh Japanese taught by Mrs Sonya O'Hara Visual Arts taught by Mr Michael Manwaring Geography & PDHPE taught by Tori Vines (Term Three & Term Four)
Stage 5 Year 9-10	Taught by Mr Chris Merx, Mr Earle Shields (Term One), Mr Eugene Williems (One month in Term Two) & Mrs Janet Walsh Visual Arts taught by Mr Michael Manwaring English taught by Pacific Online Christian School Geography, PDHPE & Micro-credentials taught by Ms Tori Vines (Term Three & Term Four)

Play and Learn (PAL) ran as a ten-week school readiness program in Terms Three and Four.

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 2024, there were 70 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 2nd, 2024

	Total Enrolments	Boys	Girls	First Nations Students
Kindergarten	3	2	1	2
Year One	8	3	5	0
Year Two	8	4	4	2
Year Three	8	2	6	1
Year Four	1	1	0	0
Year Five	13	7	6	0
Year Six	4	3	1	0
Year Seven	7	3	4	3
Year Eight	11	3	8	0
Year Nine	3	1	2	0
Year Ten	4	2	2	0
Total	70	31	39	8

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

At Pacific Brook Christian School, students are encouraged to model their behaviour on the example of Jesus, demonstrating love, grace, and compassion in their daily interactions. This Christ-centred approach is continually reinforced through classroom devotions, Personal Development, Health and Physical Education (PDHPE) lessons, PeaceWise programs, Service and Biblical teaching.

Teachers actively support and affirm students who show care and kindness toward others, fostering a culture of empathy and mutual respect. Students are also guided to take responsibility for their actions, acknowledge mistakes, and accept consequences with honesty and humility. Central to our restorative approach is the demonstration and reception of forgiveness - reflecting the grace we are taught through Christ.

Throughout 2024, a number of initiatives and programs were implemented to further promote respect and responsibility across the school community, including:



- Participation in the ANZAC Day March, honouring the sacrifices of those who served.
- Serving our community through the Vines Community Church Food care and visiting Calvary Aged Care
- Celebration of Indigenous Events, including NAIDOC Week and flag-raising ceremonies, recognising, and respecting Aboriginal and Torres Strait Islander cultures.
- Daily devotions in classrooms, reinforcing Christian values of kindness, grace, and love.
- School Chapel services
- School policies and procedures that emphasise personal accountability and responsible decision-making.
- PDHPE curriculum units focusing on health, wellbeing, relationships, and maintaining active, safe lifestyles.
- Positive Behaviour Intervention and Support (PBIS) strategies, which provide a consistent framework for encouraging positive behaviour across the school.

Through these initiatives, Pacific Brook Christian School continues to cultivate a respectful, responsible, and Christ-like school culture.

Theme 2: Our Outcomes and Results:

Student outcomes in standardised national literacy and numeracy testing

In 2024, students in Years 3, 5, 7, and 9 participated in the National Assessment Program – Literacy and Numeracy (NAPLAN). These assessments provide a snapshot of student performance in key areas of literacy and numeracy at a specific point in time.

While NAPLAN results offer valuable data to help identify learning strengths and areas for development, Pacific Brook Christian School recognises that education extends far beyond standardised testing. A student's growth in character, behaviour, and the demonstration of faith in action are equally important indicators of overall development and success.

Due to the small size of our student cohorts, individual privacy is a priority, and detailed performance data is not publicly disclosed to protect student confidentiality. General school performance information is available on the My School website: www.myschool.edu.au

For families or stakeholders requiring further information, additional details can be requested through the school administration office, in accordance with privacy and data use guidelines.

The below tables show how many students achieved each proficiency level per year.

Numeracy

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	3	2	5	0
Year Five	1	7	6	0
Year Seven	0	3	4	0
Year Nine	0	1	2	0

Grammar & Punctuation

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	2	2	6	0
Year Five	1	5	7	1
Year Seven	2	2	3	0
Year Nine	0	1	2	0

Reading

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	2	2	5	1
Year Five	1	1	7	5
Year Seven	1	3	3	0
Year Nine	0	1	1	1

Spelling

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	1	2	5	2
Year Five	1	4	7	2
Year Seven	2	0	4	1
Year Nine	0	0	3	0

Writing

	Needs Additional Support	Developing	Strong	Exceeding
Year Three	1	2	7	0
Year Five	1	4	9	0
Year Seven	0	3	3	0
Year Nine	0	1	2	0

The granting of Records of Student Achievement (RoSA)

In 2024, a Record of School Achievement was awarded to two-year ten school leavers. Another student continued with further education and a destination unknown form was submitted for another who was not successful in gaining an apprenticeship and did not meet the criteria for ROSA to be awarded.

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 2nd of August 2024.

Level of Accreditation	Number of Teachers
Conditional	0
Provisional	1
Proficient	6
Highly Accomplished (voluntary level)	0

Workforce composition

In 2024, Pacific Brook employed 7 permanent teachers with an equivalent of 5.4 full-time teachers at the census August. All teaching staff hold appropriate qualifications and registration with NESA. In addition to the teaching staff, 11 support staff were employed with a 6.9 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
Principal	Female	1	1.0	-	-
Teaching Staff	Male	1	1.0	-	-
	Female	5	3.4	-	-
Administrative and Clerical	Female	11	6.9	-	-
TOTAL		18	12.3	-	-

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 2024 school year are as follows in the below table.

Year Level	Attendance Rate
Kindergarten	81.34%
Year One	88.36%
Year Two	89.72%
Year Three	81.03%
Year Four	88.29%
Year Five	76.17%
Year Six	87.04%
Year Seven	81.65%
Year Eight	77.88%
Year Nine	60.29%
Year Ten	70.23%
Whole School	84.39%

Description of how school manages student non-attendance.

Pacific Brook Christian School uses the web-based School Management System (TASS) to manage and monitor student attendance. Through TASS, teachers are able to mark rolls and record any student absences directly in the system. Each school day, by 10:00am, a report is generated to identify students with unexplained absences.

To ensure prompt communication with families, a text message is sent to the parent or guardian's mobile phone advising of the non-attendance and requesting an explanation. Parents can respond via text, phone call, or email to notify the school of the reason for the absence. If no response is received, a system generated reminder email is sent seven days following the absence to ensure accurate record-keeping and ongoing communication. If no response is received to this email, the school office follows up directly with the parents.



Theme 5: Our School Policies

Please scroll down the page to "Policies" and select the policy file required.

Enrolment policy

- [Student Enrolment Policy and Procedures](#)

Child protection policy

Please scroll down the page to "Policies" and select the Child Protection file required for the particular policies included.

- [Child Protection Policies](#)

Anti-bullying policy

- [Bullying Prevention and Intervention Policy and Procedures](#)

Discipline policy

- [Student Discipline Policy and Procedures](#)

Complaints policy

- [Complaints Handling Policy](#)

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:

- Nurturing Environment
- Hard Working and Committed Staff
- Spiritual Development of Students
- Comprehensive K-10 Education

Parent satisfaction

Key takeaways from parent feedback is that the majority felt:

- Learning has improved across key areas
- Students are being equipped in core competencies
- The school is a nurturing environment
- There is a positive learning culture in the school
- There is a culture of respect at the school
- The school is characterised by hardworking and committed staff

Student satisfaction

Although there was no formal student survey in 2024, feedback from parents and staff indicates that:

- Parents are satisfied with the teaching, learning, and service provided by Pacific Brook Christian School.
- The school reports continue to highlight 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

Based on the annual McCrindle Survey, Staff expressed the following key highlights as strengths of Pacific Brook Christian School as a workplace:

- Staff found their roles fulfilling and rewarding
- Staff felt there was adequate opportunities for Professional Development
- The leadership fosters a culture of Growth and Inclusion
- Staff felt they were invested in.

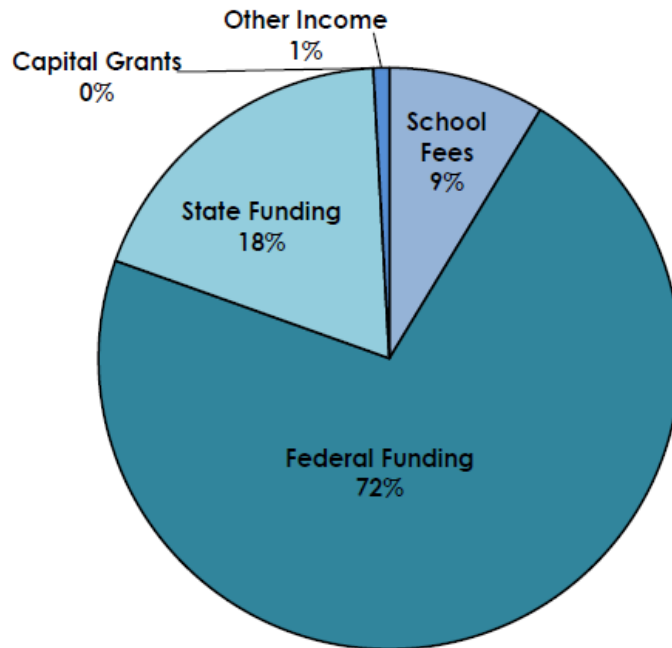


Theme 7: Summary of our Financial Information

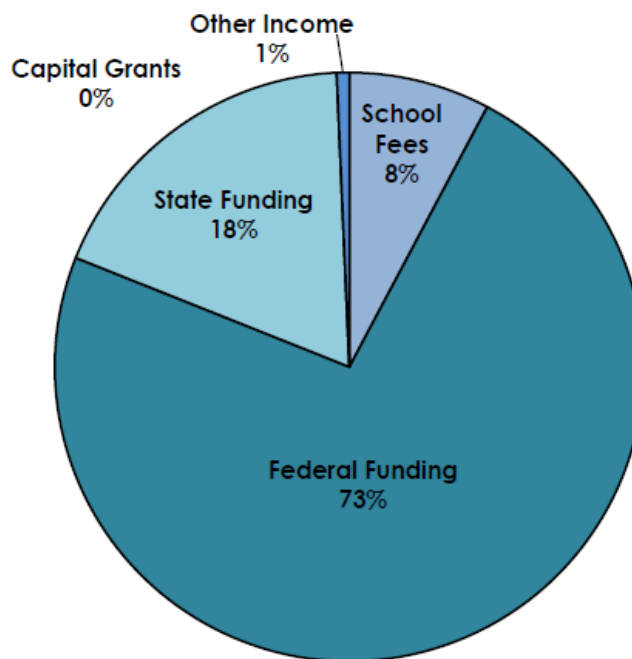
Recurrent/Capital Income

INCOME SOURCES

2024



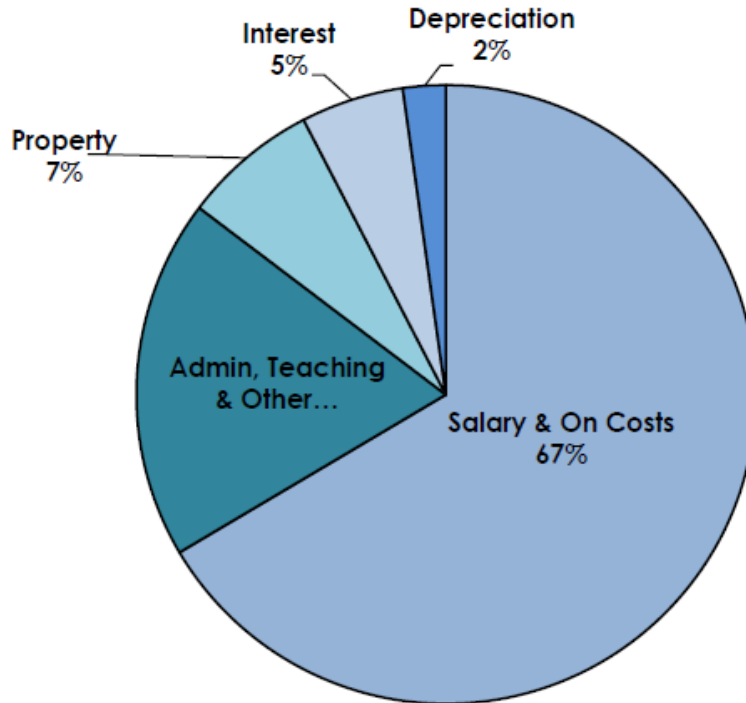
2023



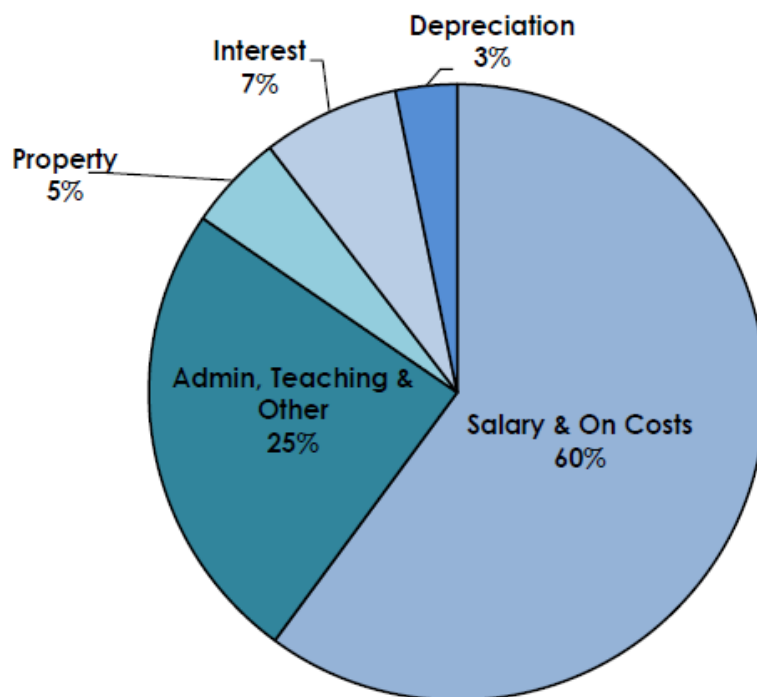
Recurrent/Capital Expenditure

EXPENDITURE AREAS

2024



2023





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Pacific Brook Christian School is an independent school trading under
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