

Annual School Report 2024



PACIFIC BEROWRA
CHRISTIAN SCHOOL

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: Steven Dodd

In 2024, Pacific Berowra Christian School continued its mission to deliver a nurturing and high-quality education, underpinned by strong Christian values. Now in our second year with the Pacific Group of Christian Schools, we have successfully consolidated new systems, processes, and resources across the network, strengthening our relationship with the broader Pacific family.



The school year began with the inspiring Hope Conference, where our dedicated staff were motivated by Sheridan Voysey's talk on the power of friendship and community. We commenced the year with 75 students across Kindergarten, Stage One, Stage Two, and Stage Three classes, and a talented teaching team ready to implement the new literacy and numeracy syllabuses. Our staff's preparation and experience made the transition smooth, and the syllabi's structured, direct-instruction approach proved beneficial to our students' academic growth.

Art continued to be a standout at Pacific Berowra. Our after-school art program thrived, and students participated in Operation Art, sharing their creativity in hospitals across NSW. Art excursions to the city, Rouse Hill Estate, and the Reptile Park were highlights, allowing students to experience God's creation firsthand.

Our King Street Kids Before and After School Care service also remains a highlight of our school. The service continued to grow in 2024, was wonderfully run by a dedicated and capable team, and the children loved coming to all their sessions.

Our students enjoyed a variety of cocurricular activities, including chess, debating, dance, and choir. We also celebrated strong participation in swimming, athletics, and cross-country carnivals, with many progressing to Zone representation. In true Pacific Berowra tradition, Kindergarten students were supported by their older buddies in these events, fostering a sense of community and mentorship.

Year Three students showed resilience and independence at the overnight Cru Camp at Galston, while Year Five and Six students enjoyed a memorable trip to Canberra and the Snowy Mountains. To end the year, the entire school delighted in performing the musical Wise Guys and Starry Skies, marking a joyful return to whole-school productions post-COVID.

Finally, after 22 years of service, 2024 marks my last year at Pacific Berowra Christian School. I am deeply grateful for every family, student, and colleague I have journeyed with since 2003. I look forward to seeing Pacific Berowra flourish in the years ahead.

From the Executive Principal: Dr E J Boyce



2024 was a period for establishment of a new culture from that of its predecessor when the school was known as Berowra Christian Community School. Coming under the banner of Pacific Berowra Christian School there had to be much discussion in meeting with parents, further training of staff in new ways of thinking and the relatively minor adjustment of student expectations so that the wellbeing was maintained and enriched.

The school needed to examine its foundational bases and the ways in which methodologies of the past were examined and replaced by a mindset towards outwards focus and service. As the school continues to grow, we are looking forward to the ways in which the school will become increasingly attractive to the local community.

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).

About our School

Since its establishment in 1986, Pacific Berowra Christian School has remained steadfast in its mission to provide families with an excellent Christian education. Our approach to learning is rooted in a deep understanding of God, His creation, and each child's unique place within it. As a Kindergarten to Year 6 school, we currently have approximately 70 students from communities across northern Sydney, between Hornsby and the Hawkesbury River. We are proud to be one of ten schools within the Pacific Group of Christian Schools.

Christ-Centred Learning

At the heart of Pacific Berowra is our commitment to nurturing students both academically and spiritually. Our Christ-centred ethos ensures that every child is encouraged to grow in character, integrity, and a genuine love of learning. Faith and learning go hand in hand as we support students in becoming thoughtful, compassionate, and purpose-driven individuals.

Dedicated Christian Educators

Our experienced and passionate teachers are committed to providing a high-quality education in a calm, caring, and supportive environment. As Christian role models, they invest in each child's holistic development, fostering strong relationships and encouraging students to thrive.

Academic Excellence and Enrichment

We offer a rich and varied learning experience across key domains, including Academics, the Creative and Performing Arts, Sport, and Languages. Students engage in a wide range of activities such as specialist music and visual arts programs, dance, choir, band, sports gala days, and Mathematics competitions. In addition, Mandarin language lessons, chess club, and debating provide further opportunities for students to explore their interests and develop new skills.

A Flourishing Community

Pacific Berowra is known for its warm, inclusive, and family-oriented culture. We value the strong partnerships between staff, students, and families that make our school such a vibrant and supportive place. Together, we are deeply committed to the wellbeing and growth of every child—spiritually, academically, and socially.

Characteristics of our student body

In 2024, Pacific Berowra Christian School continued to implement its pastoral and academic plan by structuring classes in alignment with the NESA Stages. This approach was designed to provide students with the best possible social and academic learning environment. The class groupings for the year were: Kindergarten, Years 1–2, Years 3–4, and Years 5–6.

Our student body reflects a rich cultural diversity. While the majority of students speak English at home, other languages represented in our community include Chinese, Afrikaans, Spanish, Thai, and Ukrainian.

As of the 2024 census date, enrolment stood at 71 students. The school's approved enrolment capacity remains at 120 students, with class size limits set at 28 for composite classes and 20 for Kindergarten.

Pacific Berowra Christian School welcomes all children whose families are seeking a Christ-centred education aligned with the vision, values, and objectives of the school.



Priority Areas for School Improvement

In 2024, Pacific Berowra Christian School focused on key areas of school improvement aimed at enhancing the learning environment, curriculum delivery, and communication systems. Notable achievements included:

1. Introduction of the New School Uniform

A new Pacific Berowra school uniform was launched, featuring updated designs for summer, winter, and sportswear. Options were thoughtfully provided for both boys and girls, enhancing school identity and student pride.

2. Implementation of New Stage 2 English and Mathematics Syllabi

The school successfully adopted the updated NESA Stage 2 syllabi in English and Mathematics, strengthening literacy and numeracy instruction through revised content and improved teaching strategies.

3. Launch of a New Learning Management System (LMS)

A comprehensive new LMS was introduced to streamline the management of student data and communication. This system now supports the recording of student information, attendance tracking with parent notifications, semester reporting, invoicing, and all parent communications, improving efficiency and engagement across the school community.

Our Initiatives Promoting Respect and Responsibility

Pacific Berowra Christian School is committed to fostering a culture of respect, compassion, and responsibility within our school community. This commitment extends to students, families, staff, and the broader community, and is underpinned by Biblical principles that guide all aspects of school life.

TREK Values and Assembly Themes

Our core school values, Truth, Respect, Effort, and Kindness (TREK), continued to be a central focus throughout 2024. These values were intentionally taught, modelled, and celebrated across the school community. Through weekly assemblies and classroom discussions, students were encouraged to consider the needs of others, show appropriate respect for authority, and develop a Christ-like character. These values are continually reinforced both in the classroom and during play, ensuring they are not only taught but lived out in meaningful ways.

Anti-Bullying Initiatives

As part of the National Safe Schools Framework (NSSF), the school maintains a proactive Anti-Bullying Policy. Regular classroom discussions, assembly messages, and communication with families support this initiative. In 2024, our bi-annual Bullying Surveys again reported consistently low levels of bullying, continuing an 19-year trend of stable and low incident rates. Any reports of bullying were followed up promptly, reflecting our strong commitment to a safe and supportive environment for all students.

Experience Leadership Program

Leadership development is an integral part of student life at Pacific Berowra. In 2024, all Year 6 students had the opportunity to serve as Prefects throughout the entire school year. These students took on a range of responsibilities, including leading groups, assisting with school operations, organising fundraising activities, delivering public speeches, supporting peers, and leading assemblies and prayer. Through these experiences, students developed confidence, responsibility, and a strong sense of service to others.

Partner (Buddy) Program

Our Partner (Buddy) Program continued to play a vital role in fostering cross-age connections and a nurturing school environment. Each student was paired with another from a different year level, typically with older students mentoring younger ones (e.g., Year 6 with Kindergarten). This program not only helps new students transition smoothly into school life but also gives older students meaningful opportunities to lead and serve. These relationships strengthen the school's culture of care, inclusion, and mutual respect.

Student-Led Initiatives

Year 6 students actively led a variety of student-led and community-focused initiatives throughout the year. Highlights included organising and running the Year 6 fundraising stalls, supporting school carnivals, and hosting Grandparents Day. These opportunities allowed students to develop leadership and organisational skills, while contributing positively to school life and community engagement.



Theme 2: Our Outcomes and Results:

Student outcomes in standardised national literacy and numeracy testing

In 2024, it was pleasing to note strong student performance across all year levels. Students engaged well with a wide range of assessments, achieving commendable results in both school-based tasks and national assessments. Many demonstrated significant success, particularly in the NAPLAN tests for Years 3 and 5. As in previous years, our assessment methods included classroom tasks, teacher observations, and in-school standardised tests. Notably, this year marked the full implementation of the InitialLit program and its associated assessments in our K–2 classes.



Assessment plays a crucial role in identifying students who may require additional support, especially in the key areas of Literacy and Numeracy. Our ongoing academic focus remains on helping every child achieve their personal best. Data from these assessments also provides valuable insights into trends across year levels, helping to inform targeted teaching strategies. Students who need further support receive tailored assistance through our Special Education Teacher and Teacher's Aides. Individualised learning programs are developed collaboratively with classroom teachers to address specific learning needs, alongside in-class support where required.

This year, Pacific Berowra Christian School once again participated in the National Assessment Program – Literacy and Numeracy (NAPLAN) for Years 3 and 5. All assessments were completed online for both year groups, with the exception of the Year 3 Writing test, which remained handwritten. Our students adapted well to the digital format and approached the assessments with confidence and perseverance. Their performance compared favourably with local schools, and our average results were competitive across all tested domains.



For Year 5, the school's average scores were above the State average in Reading, Grammar and Punctuation, and Numeracy, and slightly below in Writing and Spelling. Year 3 results were particularly strong, with average scores above the State benchmark in all areas: Reading, Writing, Grammar and Punctuation, Spelling, and Numeracy. Over 70% of our Year 5 students achieved a proficiency level of 'Strong' or 'Exceeding' in all domains except Writing, while more than 80% of Year 3 students reached this benchmark across all five domains. This marked an improvement from our 2023 results. The overall proficiency level for both grades was rated as 'Strong'. Pleasingly, every Year 5 student who sat NAPLAN in Year 3 (2022) showed measurable

improvement. Areas identified for targeted improvement include Writing in Year 5 and Grammar in Year 3.

In addition to national assessments, the school conducted its own mid-year and end-of-year assessments for all students from Kindergarten to Year 6. Informal observations and assessments were also carried out throughout the year. These results aligned with expectations and revealed no major surprises. The information gathered provided a comprehensive overview of individual student progress and school-wide learning trends. Standardised assessments in Reading, Spelling, and Numeracy indicated that most students performed well, and comparisons from May to October showed notable gains in many areas.

Our K–2 Literacy assessments, conducted using the InitialLit program introduced last year, have yielded excellent outcomes, with all students showing improvement throughout the year. The success of this program has significantly strengthened foundational literacy skills in our early years.

It has been encouraging to witness strong student engagement and positive outcomes across a wide spectrum of assessments. Given the diverse academic and behavioural needs of our student body, these achievements are a testament to the dedication of our staff and the effectiveness of our teaching and learning programs.



Theme 3: Our Staffing

Accreditation status

All teachers at Pacific Berowra Christian School have accreditation with NSW Educational Standards Authority (NESA). The School currently employs teaching staff in a range of different teaching and non-teaching roles:

Level of accreditation	Number of Teachers
Conditional	0
Provisional	0
Proficient	7
Highly Accomplished Teacher (Voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0

Workforce composition

School staff 2024

Teaching staff	7
Full-time equivalent teaching staff	5.7
Non-teaching staff	7
Full-time equivalent non-teaching staff	3.2

Nil teacher and nil non-teaching staff identify as Aboriginal/Torres Strait Islander.

Theme 4: Our Student Attendance

Student attendance rates per year level and whole school

	Student Attendance Percentage
Year 1	93.80%
Year 2	94.55%
Year 3	91.21%
Year 4	92.39%
Year 5	93.80%
Year 6	92.85%

Student attendance throughout 2024 averaged 93.10%.

Attendance is recorded electronically each day by the class teacher. Parents and guardians are expected to inform the school in advance of any planned absences. In cases of unexpected absence, the school should be notified early in the day via phone or email, in person, or through Parent Lounge. If no notification is received, the school will contact the parents to confirm the student's whereabouts.

When a written explanation is not provided, a *Notification of Absence of Child Form* is issued and retained in the class roll. All absence-related notes and forms are kept for a minimum of 12 months. If a student is absent at the start of the school day without explanation, the office will follow up with the family. Teachers are required to inform the office of daily absences by 9:30 am.

Unexplained absences are followed up promptly by the office staff, and subsequently an SMS will be sent to parents regarding the student's absence. All absences must comply with the *Certificate of Exemption Policy*.

Student attendance records are noted in both mid-year and end-of-year reports and are archived in each student's file. Patterns of poor attendance will be addressed with parents or guardians.

Description of how school manages student non-attendance

Pacific Berowra maintains a strong partnership with families in monitoring and supporting student attendance. All absences are promptly recorded and followed up through phone calls or written communication to ensure clear and timely updates.

Theme 5: Our School Policies

Enrolment policy

- [Student Enrolment Policy and Procedures](#)

Child protection policy

Please scroll down the page to "Policies" and select the Child Protection tile 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

Parent satisfaction

In our most recent annual online survey, parents were invited to share feedback on key aspects of their child's educational experience at Pacific Berowra Christian School.

We are pleased to report that over 67% of respondents indicated they were either extremely or very satisfied with the overall experience provided by the school. Parents particularly expressed appreciation for the dedication and quality of our staff, as well as the strength of our caring school community.

Here is one parent comment from:



The teachers took amazing care of my kids. They were so nurtured, loved and known well. The school provided a Biblical foundation which has equipped them well as they transitioned to high school.

Student satisfaction

Since 2005, all students from Kindergarten to Year 6 have participated in anonymous surveys conducted twice a year to monitor the prevalence of bullying within the school. This proactive approach is embedded in our policy and serves multiple purposes: it empowers students, provides valuable data, and fosters a culture that actively discourages bullying, an essential component in building respectful and safe environments in both schools and future workplaces.

Survey results have reflected the effectiveness of our ongoing education and intervention strategies. These results also enable staff to respond promptly to both actual and perceived incidents, ensuring that all concerns are addressed thoroughly.

Parent feedback affirms our commitment to student wellbeing. More than four out of five parents believe that Pacific Berowra Christian School is highly effective in supporting students in their spiritual development and in helping them articulate their faith and beliefs. The school is also recognised for its strong emphasis on service and community contribution. Additionally, most parents agree that the school maintains a balanced and constructive approach to discipline.

Teacher satisfaction

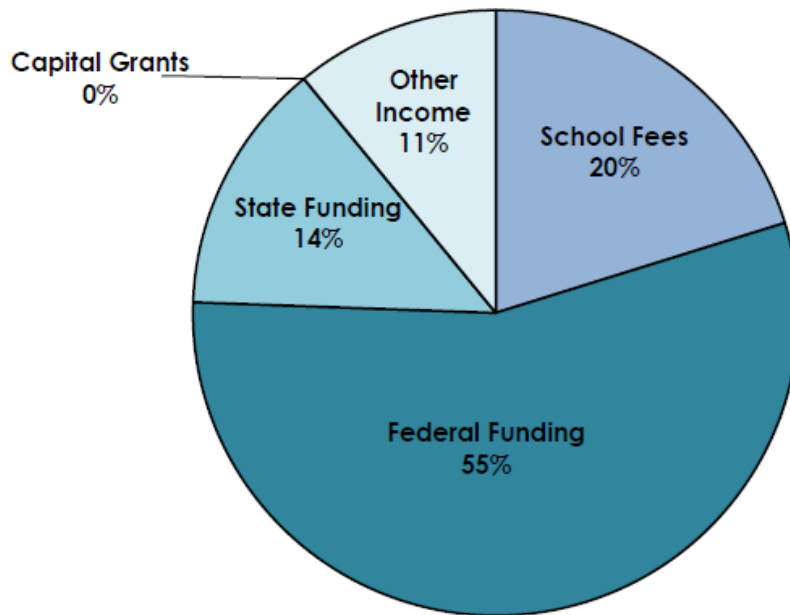
Pacific Berowra Christian School is a vibrant and rewarding workplace. The school is blessed with a dedicated, experienced, and passionate team of teachers and administrative staff who bring enthusiasm and commitment to their roles each day. Feedback gathered during annual staff appraisals consistently reflects a high level of job satisfaction and a strong sense of collegiality and purpose among staff.

Theme 7: Summary of our Financial Information

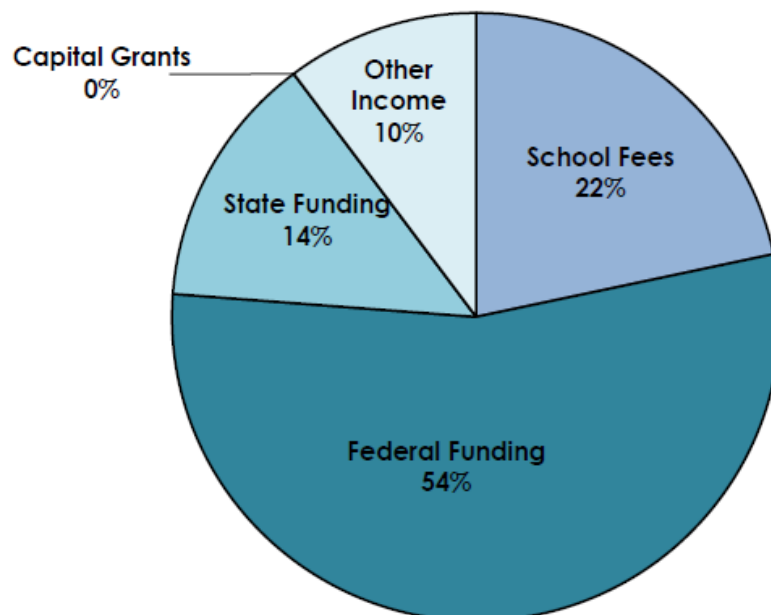
Recurrent/Capital Income

INCOME SOURCES

2024



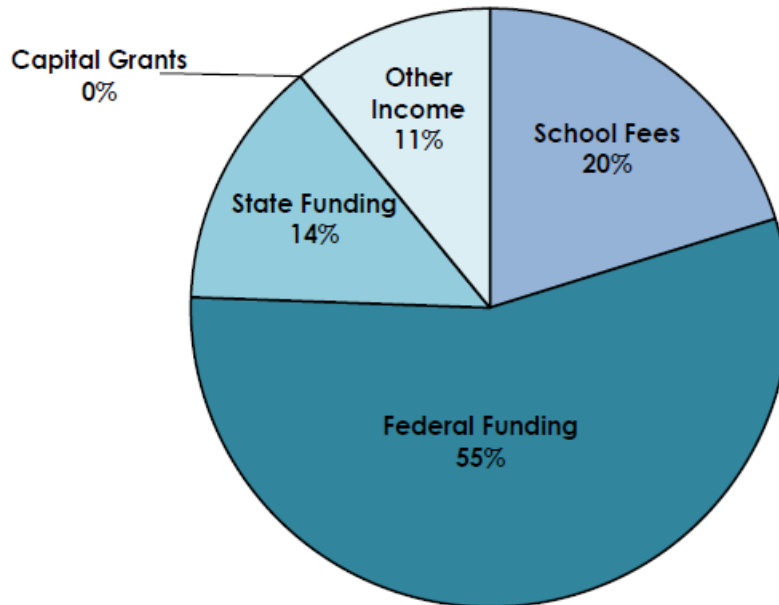
2023



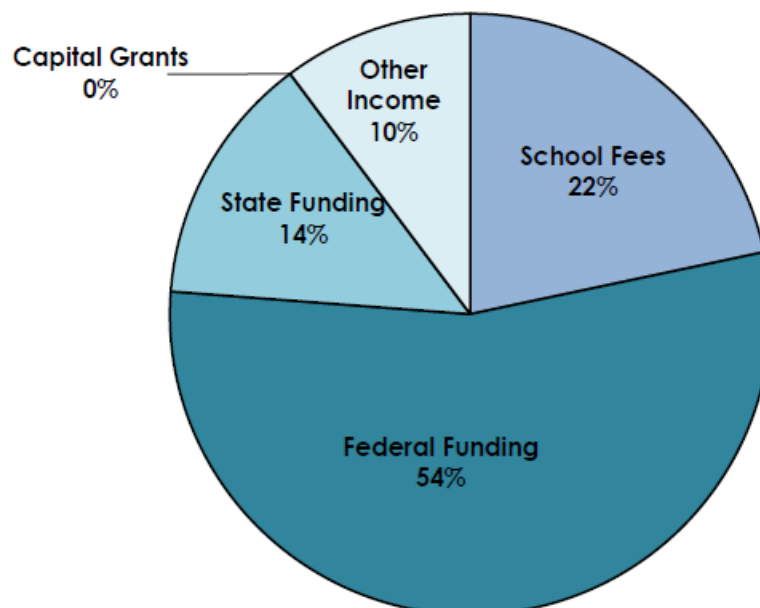
Recurrent/Capital Expenditure

INCOME SOURCES

2024



2023





Cnr King St & Berowra Waters Rd, Berowra NSW 2081

P 02 9456 2444 **E** info@pacificberowra.nsw.edu.au

W www.pacificberowra.nsw.edu.au

Pacific Berowra Christian School is an independent school trading under the Pacific Group of Christian Schools ABN 11 001 832 828