



Annual School 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.

Published June 2024

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Our Context

From the Principal: Dr E J Boyce

During 2023, we have sought to understand the meaning of the concept of 'Hope through Grace'. In my understanding of the Bible, this concept is related to what we read in Ephesians 2:8-9, which teaches us these words, "For it is by grace you have been saved, through faith - and this is not from yourselves, it is the gift of God - not by works, so that no one can boast." In this passage, we learn that our hope is based on God's grace, and this comes only through the exercise of faith in God's provision for us. Therefore, from a Biblical point of view, we can only have true hope through God's grace.

Interestingly, verse 10 of this passage goes on to explain "For we are God's workmanship, created in Christ Jesus for good works, which God prepared in advance for us to do." In the context of this understanding, we are to live in hope because of God's grace and our acceptance of that grace through faith. Moreover, the outworking of this faith and hope is in the activity of good works that is blessing others by the way we serve them. Therefore, the way in which a community and the individuals of that community are reflecting God's truth, is when we show our hope in Christ as a reflection of the grace of God.

In the practical outworking of this truth, we will therefore fulfil our responsibilities as our celebration of God's grace in order to bring glory to God. At Pacific Hills Christian School and New Hope Christian School and the remaining Pacific Group of Christian Schools, we observe this outworking of grace and hope in our relationships within these School communities. This means, that we will be examples of these characteristics in front of the children and each other, and particularly with visitors to our School. The ways in which we encourage one another, students, staff and school families will therefore reflect both the grace of God to us and the ways in which we manage the children in their learning and in their serving.

Daily, I am delighted with the actions that show that we are a community of hope by the faith of our people and the practice of our gifts to bless others in so many different circumstances. I see this activity by so many individuals as people are seeking to be faithful to God's call on their lives. I would encourage people, adults and staff of our School to constantly reflect the grace of God by living with hope for our sake and the sake of others particularly with the new generation coming through.

From the Board Chair: Mr Mark McCrindle

Pacific Hills Christian School has a focus on the holistic development of our students, with a commitment to teaching, learning and importantly, serving excellence.

It is only through shaping children holistically that we can develop their character, social formation, faith foundations and life skills.

Students today are part of an "options generation", with more post-school opportunities than ever, but we do them no favours if we set them up with endless possibilities but no purpose and coherent worldview. I'm thankful that amidst the transformations in our society, our staff educate from a foundation of timeless truth and unchanging priorities, while still responding and adapting to change.

It is our prayer that amidst these changing times, this School, in partnership with parents, will shape our children well, recognising the blessing from God that they are. As Psalm 127:3 reminds us: "Children are a heritage from the LORD, offspring a reward from Him."

[From the School Captains: Eloise Bingham and Hudson Burgess](#)

The year 2023 flew by faster than we could imagine, however we only look back on our year with hearts full of gratitude and joy.

2023 began with school camps enabling students to reinforce relationships and form new friendships. The year continued with countless memorable opportunities including three Worship nights which enabled Prefects to show leadership by organising a space which saw young people glorify God in a school environment. We are very thankful to the guest speakers who shared their wisdom and the student testimonies which are always an inspiration for those who seek further guidance in their relationship with Jesus. In May, we were amazed by the talent and hours of work displayed in this year's School Musical "The Sound of Music". Students were able to use their creative gifts to put on a production which left the audience speechless. We cannot wait to see what 2025's School Musical has to offer.

Additionally, our School saw great success on the sporting field with numerous Gala Days, Athletics and Swimming Carnivals. Furthermore, we were able to create a school community with our Lunchtime groups Alive, Awaken and Fresh led by our Prefects as well as pancake mornings where students were able to enjoy breakfast with others.

But all these opportunities for service and achievement pale in comparison with the way we have seen God working in our Year Group this year. During our time in Senior School, Mr Mann and our Pastoral Care Teachers have prayed for a unified graduating class of 2023. This year those prayers were answered, and we truly graduated and walked the guard of Honour as a Grade United under Christ. As we departed school and moved to the next stages in our lives, two things will remain; our relationships with each other and with Christ. Pacific Hills has given us a place to grow strong bonds with each other and most importantly to grow and mature in our faith. As the Captains of 2023 we would like to thank Pacific Hills and all its staff for the years of service, encouragement and discipleship you have provided. While it saddens us to leave, we are excited for where God will take the cohort of 2023 and pray that Pacific Hills continues to bless oncoming grades, as it did us.

[About our School](#)

Pacific Hills is a transdenominational Christian School that has been in operation since 1979. Its vision is to provide a Christian educational community as a centre of teaching, learning and serving excellence, founded on Biblically-based beliefs, values and behaviour. It is committed to authentic Christianity, to excellence in education and to genuine community.

Seeking to transform the hearts and minds of its students through instruction in the Truth and the experience of gracious Christian care within the bounds of high expectations, the School prioritises stewardship of individual talent for the glory of God and in service of others.

Pacific Hills offers a comprehensive learning experience delivered by strong Christian teachers supported by excellent facilities.

Characteristics of our Student Body

Pacific Hills is a Prep to Year 12 co-educational school located in a semi-rural setting in north-west Sydney. In 2023, 1369 full time students were enrolled, with a slightly higher rate of boys at 53% to girls at 47% across the School. In addition, 44% of students have a language background other than English, while 1% of students identify as Aboriginal or Torres Strait Islanders,

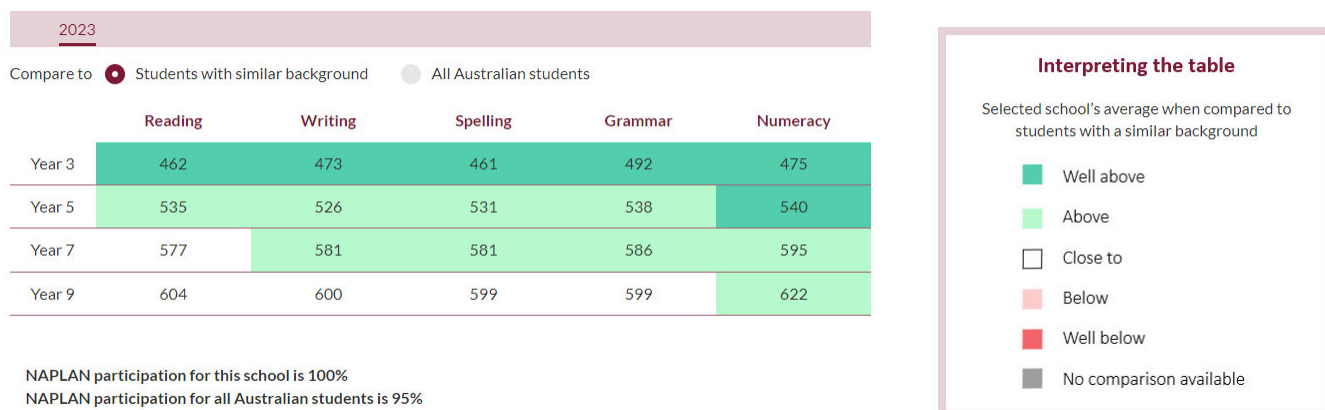
Our curriculum intentionally explores Christian principles in all learning areas. With only Christian teachers, students are supported in exploring their own and others' underlying beliefs in the content and context of what is learned. Pastoral Care of each student is a priority, extending beyond simple student welfare to include intentional Character Education, character founded in Christian belief.

The School has a strong program of Service. Students are taught to understand that striving to achieve excellence is best done when honouring God and in service of others. A comprehensive Community Service program operates and Mission teams seek to serve other communities in the State, the Nation and overseas.

Our Outcomes and Results

Student Outcomes in Standardised National Literacy and Numeracy Testing

Students completed the National Assessment Program Literacy and Numeracy (NAPLAN) tests. The table shows the average student results at Pacific Hills Christian School for 2023. The cell colour shows how the school's results compare to those of students with a similar background.



Further information regarding student performance can be found at <http://myschool.edu.au>

The Granting of Records of School Achievement (ROSA)

Schools in NSW provide individual assessments for each student enrolled at the conclusion of Year 10. This information is retained by the NSW Educational Standards Authority (NESA) and is issued to students when they leave the secondary schooling system. At this point students will be eligible to apply for a Record of School Achievement.

In Year 10, the ROSA grades are allocated by the school using school-based assessments and aligning student performance with the Course Performance Descriptors. The school-based assessment schedules are issued to students in a Year 10 Assessment Handbook.

On the completion of the Year 11 Course, students are given a Preliminary Course Grade. The grades allocated will be in line with the Preliminary Common Grade Scale and based on student performance in their School Assessment Program. The school-based assessment schedules are made available to students in the Year 11 Assessment Handbook. Students who leave at the end of the Year 11 Course are entitled to apply for a Preliminary ROSA.

The ROSA is a cumulative credential for Years 10-12 for students leaving school prior to the HSC. The School issued 3 Records of School Achievement in 2023.

Results of the Higher School Certificate

The HSC cohort of 2023 achieved some outstanding results across a wide range of subject areas. There were 118 students who completed HSC courses in 2023 including 18 Year 11 Augustine students who completed a selection of courses as part of the Acceleration program. 30 HSC courses were offered at Pacific Hills in 2023. The Highest ATAR was 99.55.

Distinguished Achievers List:

- PHCS students achieved 61 Band 6 results (or Band E4) and were mentioned on the Distinguished Achievers List. These top band results were achieved by 34 students of whom 7 were Augustine Acceleration students (Year 11).
- 25% of Year 12 students received Band 6 results in at least one of their subjects.
- 18 Augustine students studied Mathematics, Mathematics Extension 1 and Physics and received 13 mentions on the Distinguished Achievers List (Band 6 or E4 results).

Outstanding Band 6 Results:

- Above State average in Band 6 Ancient History (School 33.33%, State 9.18%) 9 students.
- Above State average in Band 6 Visual Arts (School 37.5%, State 18.46%) 8 students.
- Above State average in Band 6 English EAL/D (School 33.33%, State 4.94%) 3 students.
- Above State average in Band E4 English Ext 2 (School 50%, State 28.79%) 2 students.
- Above State average in Band E4 English Ext 1 (School 50%, State 40.81%) 8 students.
- Above State average in Band 6 Mathematics Ext 2 (School 44.44%, State 37.77%) 9 students.
- Above State average in Band 6 PDHPE (School 12.82%, State 6.37%) 39 students.
- Above State average in Band 6 Software (School 18.18%, State 12.08%) 11 students.

Pacific Hills presented 30 subjects for this year's HSC. 73% of subjects were at or above State average.

- Ancient History 11.63% above State average
- English EALD 10.96% above State average (small candidature)
- CAFS 3.39% above State average
- Maths Extension 2 3.27% above State average
- Engineering Studies 3.26% above State average
- Business Studies 2.86% above State average
- Biology 2.69% above State average
- Visual Arts 2.59% above State average
- Physics 2.05% above State average

Higher School Certificate – Trends over Time:

Course	Students	School Mean	State Mean	Band 3 /E1	Band 4/ E2	Band 5/ E3	Band 6/ E4
Ancient History 2023	9	83.07	71.44		11.11	44.44	33.33
Ancient History 2022	19	80.18	71.98	15.78	31.57	26.31	26.31
Ancient History 2021	12	80.18	71.06		41.66	58.33	
Ancient History 2020	12	77.13	72.1	33.33	25	25	16.66
Biology 2023	37	75.99	73.3	16.21	51.35	27.02	5.4
Biology 2022	22	74.3	70.03	36.36	36.36	22.72	4.54
Biology 2021	32	76.55	73.38	12.5	56.25	31.25	
Biology 2020	42	74.68	72.39	16.66	26.19	40.47	2.38
Business Studies 2023	29	76.63	73.77	3.44	34.48	37.93	6.89
Business Studies 2022	29	72.72	73.95	20.68	48.27	24.13	
Business Studies 2021	24	77.53	73.32	8.33	20.83	37.5	20.83

Business Studies 2020	36	73.41	71.99	16.66	36.11	27.77	2.77
Chemistry 2023	30	74.23	74.13	33.33	16.66	36.66	6.66
Chemistry 2022	23	69.07	72.51	39.13	30.43	13.04	8.69
Chemistry 2021	22	75.35	74.37	31.81	27.27	36.36	4.54
Chemistry 2020	35	78.46	75.52	2.85	25.71	40	17.4
CAFS 2023	16	77.85	74.46	12.5	12.5	62.5	6.25
CAFS 2022	18	80.7	74.79	5.55	50	33.33	11.11
CAFS 2021	18	82.66	74.28		33.33	55.55	11.11
CAFS 2020	24	78.2	74.06	4.16	50	45.83	0
Design & Tech 2023	17	77.59	77.16	17.64	17.64	64.7	
Design & Tech 2022	17	80.64	77.62		41.17	41.17	11.76
Design & Tech 2021	10	80.16	79.11	20	20	30	30
Design & Tech 2020	9	78.29	78.54	11.11	55.55	22.22	11.11
Drama 2023	4	77.6	81.12		50	50	
Drama 2022 Not offered							
Drama 2021	6	77.57	78.7		66.66	16.66	16.66
Drama 2020	8	81.75	79.62	12.5	25	37.5	25
Economics 2023	29	68.06	76.76	27.58	37.93	17.24	
Economics 2022	19	68.39	77.26	36.84	36.84	5.26	5.26
Economics 2021	15	75.16	77.66	13.33	53.33	20	6.66
Economics 2020	13	72.45	77.02	38.46	23.07	30.76	0
Engineering 2023	14	77.53	74.27	28.57	35.71	28.57	7.14
Engineering 2022	8	62.38	72.64	50	12.5		12.5
Engineering 2021	11	79.16	74.79	9.09	54.54	18.18	18.18
Engineering 2020	19	79.21	74.2	31.57	10.52	31.57	26.31
English Standard 2023	35	67.97	70.12	25.71	60		
English Standard 2022	30	65.55	69.88	46.66	40		
English Standard 2021	29	69.1	70.47	37.93	51.72	3.44	
English Standard 2020	35	71.38	69.93	28.57	48.57	14.28	
English Advanced 2023	80	79.47	81.73	7.5	43.75	45	3.75
English Advanced 2022	78	76.58	81.53	12.82	44.87	34.61	6.41
English Advanced 2021	72	80.54	81.92		38.88	52.77	6.94
English Advanced 2020	79	80.95	81.33	3.79	35.44	51.89	8.86
English EAL/D 2023	3	79.73	68.77	33.33		33.33	33.33
English EAL/D 2022	4	77.95	66.73		75	25	
English EAL/D 2021	3	77.53	70.41		66.66	33.33	
English EAL/D 2020	3	80	70.27		33.33	33.33	33.33
English Extension 1 2023	8	41.91	42.17		12.5	37.5	50
English Extension 1 2022	9	42.62	41.79			66.66	33.33
English Extension 1 2021	10	42.55	42.07			70	30
English Extension 1 2020	12	43.33	41.66			50	50
English Extension 2 2023	2	39.35	40.07			50	50
English Extension 2 2022	3	45.77	39.89			33.33	66.66
English Extension 2 2021	3	45.8	39.56				100
English Extension 2 2020	5	43.98	39.43			20	80
Food Technology 2023	7	68.43	72.9	14.28	57.14		
Food Technology 2022	12	74.22	71.78	33.33	41.66	25	
Food Technology 2021	9	75.47	73.36	22.22	44.44	33.33	

Food Technology 2020	6	76.13	72.15	16.66	16.66	33.33	16.66
Geography 2023	9	74.18	75.88	11.11	55.55	33.33	
Geography 2022	10	60.04	75.19	40	30		
Geography 2021	9	68.64	75.75	22.22	11.11	44.44	
Geography 2020	9	75.07	74.45		55.55	33.33	
History Extension 2023	12	41.06	39.79			91.66	8.33
History Extension 2022	7	45.31	39.47			42.85	57.14
History Extension 2021	8	41.13	38.69			62.5	37.5
History Extension 2020	8	45.01	38.36			12.5	87.5
Legal Studies 2023	21	72.73	75.27	23.8	47.61	23.8	
Legal Studies 2022	11	74.73	73.78	9.09	36.36	45.45	
Legal Studies 2021	16	80.59	74.72	6.25	37.5	31.25	18.75
Legal Studies 2020	13	75.55	74.97	15.38	53.84	7.69	15.38
Maths Standard 2023	40	70.96	71.76	25	35	15	7.5
Maths Standard 2022	52	70.61	70.87	36.53	23.07	28.84	1.92
Maths Standard 2021	42	71.57	69.15	35.71	35.71	23.8	
Maths Standard 2020	49	69.92	68.4	34.69	30.61	20.4	
Mathematics Adv 2023	67	74.97	78.04	29.85	26.86	22.38	13.43
Mathematics Adv 2022	45	77.4	78.31	22.22	24.44	15.55	26.66
Mathematics Adv 2021	51	79.63	78.41	13.72	37.25	17.64	29.41
Mathematics Adv 2020	53	79.29	79.2	16.98	33.96	32.07	16.98
Mathematics Ext 1 2023	30	76.87	77.78		26.66	50	23.33
Mathematics Ext 1 2022	25	80.89	77.45	4	20	32	44
Mathematics Ext 1 2021	29	75.42	78.21	6.89	31.03	27.58	34.48
Mathematics Ext 1 2020	29	72.49	78.49	10.34	31.03	34.48	24.13
Mathematics Ext 2 2023	9	85.47	82.2			55.55	44.44
Mathematics Ext 2 2022	7	82.97	81.43			57.14	42.85
Mathematics Ext 2 2021	3	92.73	83.07				100
Mathematics Ext 2 2020	8	87.5	81.46			50	50
Modern History 2023	32	74.6	72.78	15.62	40.62	28.12	9.37
Modern History 2022	25	75.89	73.67		44	20	20
Modern History 2021	33	80.3	72.85		36.36	51.51	6.06
Modern History 2020	21	84.22	72.53		19.04	42.85	33.33
Music 1 2023	3	77.8	82.09		100		
Music 1 2022	4	80.6	81.88		50	50	
Music 1 2021	3	85.93	81.34			66.66	33.33
Music 1 2020	4	83.45	81.56		25	75	
Music 2 2023 Not offered							
Music 2 2022	5	83.76	86.4		20	60	20
Music 2 2021	3	84.07	87.57			66.66	33.33
Music 2 2020	2	86.6	87.03			100	
Music Ext 1 2023 N/A							
Music Ext 1 2022	5	42.8	45.75		20	20	60
Music Ext 1 2021	2	41.2	44.47			50	50
Music Ext 1 2020	2	46.8	45.1				100
PDHPE 2023	39	74.63	72.98	15.38	48.71	15.38	12.82
PDHPE 2022	36	67.98	69.75	47.22	25	16.66	
PDHPE 2021	26	76.17	72.19	15.38	30.76	38.46	7.69

PDHPE 2020	37	72.05	72.46	21.62	40.54	27.02	
Physics 2023	24	76.86	74.81	16.66	25	41.66	12.5
Physics 2022	24	82.35	74.25	8.33	20.83	37.5	29.16
Physics 2021	18	74.57	75.34	33.33	38.88	16.66	11.11
Physics 2020	18	74.19	73.99	11.11	55.55	27.77	
Science Ext 1 2023	5	34.36	37.36		40	60	
Science Ext 1 2022	2	34.1	37.5		50	50	
Software Design 2023				18.18	63.63		18.18
Software Design 2022	22	76.21	74.45	9.09	45.45	18.18	18.18
Software Design 2021	9	81.93	74.15		55.55	22.22	22.22
Software Design 2020	8	76.45	73.82	12.5	62.5	25	
SOR 1 2023	23	37.66	38.8		30.43	47.82	4.34
SOR 1 2022	22	40.65	37.91		40.9	40.9	18.18
SOR 1 2021	20	34.99	37.38	30	25	20	10
SOR 1 2020	17	40.46	37.69		29.41	70.58	
Visual Arts 2023	8	84.08	81.49			37.5	37.5
Visual Arts 2022	24	82.18	81.36	4.16	29.16	54.16	12.5
Visual Arts 2021	28	85.2	80.99	7.14	10.71	42.85	39.28
Visual Arts 2020	21	84.07	84.28	25	42.85	52.38	4.76

Year 12	Qualification / Certificate	Percentage of Students
2023	HSC	96.69%

Trends over time are also shown on the My School Website - <https://www.myschool.edu.au/school/43985/seniorsecondary>

Senior Secondary Outcomes (VET or equivalent)

Five of our Year 12 students completed vocational education courses. These courses included:

- Design Fundamentals
- Entertainment Industry
- Hospitality
- Retail Services

Post-school Destinations

- Year 12 2023 finished strong with many students receiving multiple offers for further study via Early Entry schemes and the UAC system (including the School's Recommendation Scheme).
 - 31 students received an offer to study via Macquarie University's Leaders & Achievers early entry scheme.
- Macquarie University was the overwhelmingly dominant choice for our students, followed by the University of New South Wales, University of Technology, Western Sydney University, and the Australian Catholic University.
- Students from 2023 are now enrolled in a range of courses (listed in order of popularity):
 - Health (including Nutrition, Nursing, Pharmacy and Occupational Therapy)

- Science and Engineering
 - Society and Culture (Media and Communication, Psychology, Law)
 - Management and Commerce
- Those students who do not go on to tertiary studies are now involved in a range of different areas including:
 - Traineeships and apprenticeships
 - Bible college and church based gap year programs
 - Volunteer and paid work

Our Staffing

Accreditation Status

All teachers at Pacific Hills Christian School have accreditation with the NSW Educational Standards Authority.

Level of Accreditation	
Conditional	10
Provisional	3
Proficient	122
Highly Accomplished (voluntary level)	1

Workforce Composition

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

School Staff 2023	
Teaching staff	120
Full-time equivalent teaching staff	104
Non-teaching staff	115
Full-time equivalent non-teaching staff	88.4

Our Student Attendance

Student Attendance Rates

Year Group	Total %
Kinder	92.75
Year 1	90.85
Year 2	92.00
Year 3	93.40
Year 4	93.65
Year 5	94.28
Year 6	90.05
Year 7	92.40
Year 8	92.10
Year 9	91.07
Year 10	91.53
Year 11	88.18
Year 12	92.01
Overall	92.38%

Management of Student Non-Attendance

The School adopts an attitude of close liaison with families in managing student attendance. Absences are noted daily and followed up both by phone and by written correspondence. Parents are required to provide written explanation of the absences by email, text, written note, or through the School Management System.

Long term unexplained absences are processed under the School's Student Attendance Policy and Procedures (available in full from the School).

Strategies include systematic follow-up, student attendance plans and reporting to relevant authorities.

Our School Policies

- Student Enrolment Policy and Procedures
- Child Protection Policies:
 - Child Abuse & Harm Definitions, Identification& Initial Responses
 - Detecting, Reporting & Addressing Grooming Behaviours
 - Duty to Protect Students from Child Abuse or Harm
 - Mandatory Reporting of Child Abuse Offences to Police
 - Mandatory Reporting of Child Abuse or Harm to DCJ
 - Reportable Conduct of Staff, Volunteers & Others
 - Student & Staff Professional Boundaries
 - Working With Children Checks
- Bullying Prevention and Intervention Policy
- Student Discipline Policy
- Complaints Handling Policy

Our Community Satisfaction

The School continues to engage with McCrindle Research to conduct an annual survey of parents and staff. In 2023 the survey received 215 responses. Overall, 90% of respondents indicated they were satisfied with their experience at the School. The highest levels of satisfaction were in response to the following areas:

- How the School demonstrates its values (92%)
- How the uniform represents the School within the community (91%)
- The School's approach to teaching, learning and serving (91%)
- How my School connects with the broader Pacific Group of Christian Schools network (88%).

Parent Satisfaction

In 2023, the Christ-centred community remains the top strength for parents, with 75% of stakeholders seeing this as one the key strengths of their school. This is followed by the nurturing environment and sense of community. According to parents, areas for continued development included student academic achievement and innovative use of technology.

Teacher Satisfaction

In the 2023 McCrindle Survey, teachers noted that a sense of community (78%) and an emphasis on service to the school community and beyond (71%) are key strengths of the school. According to teachers, areas for continued development include a consistent approach to discipline and the need for strategic planning for the growth the School is experiencing.

Student Satisfaction

Students are also surveyed at the end of their Year 12 schooling. The School also has strong student leadership programs that allow for student feedback and improvement.

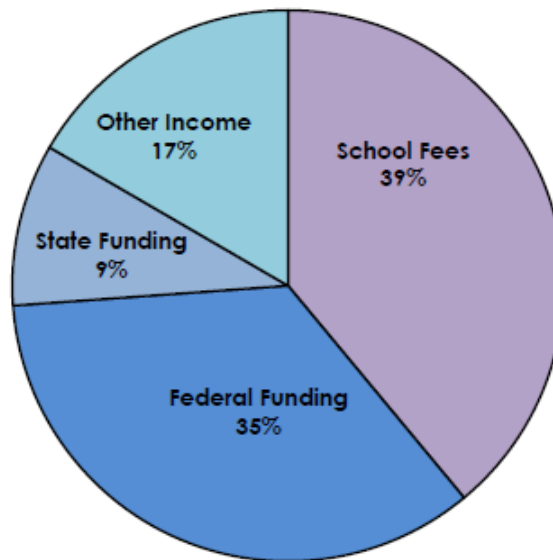
These are examples of the of the comments made by Year 12 students:

- Being at a school centred on Christ has completely shaped my values and beliefs as I try to centre my whole life around Him too.
- Over the years I've really come to appreciate the environment of this school. I love that every teacher has a relationship with God and encourages students to pursue one with Him also. I feel encouraged by all the teachers at this school, who really take the time to get to know each of their students.

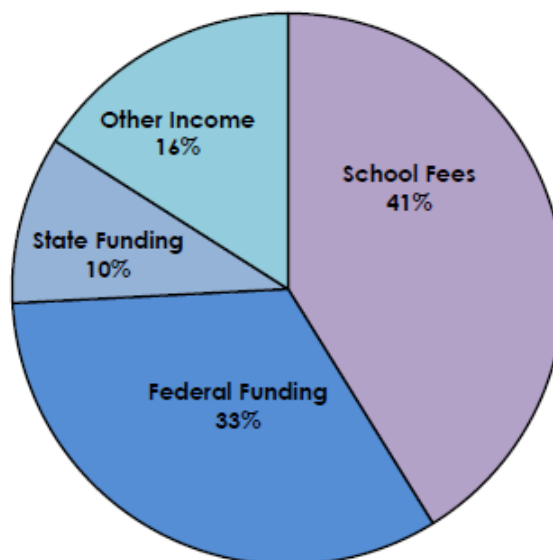
Summary of our Financial Information

Recurrent/Capital Income

2023

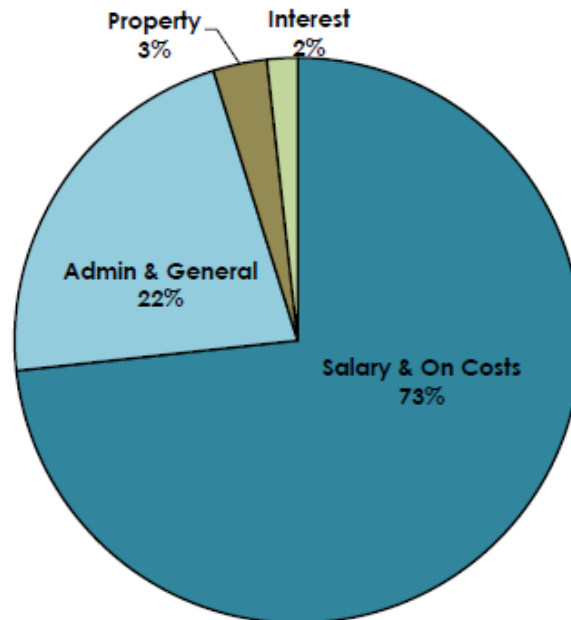


2022

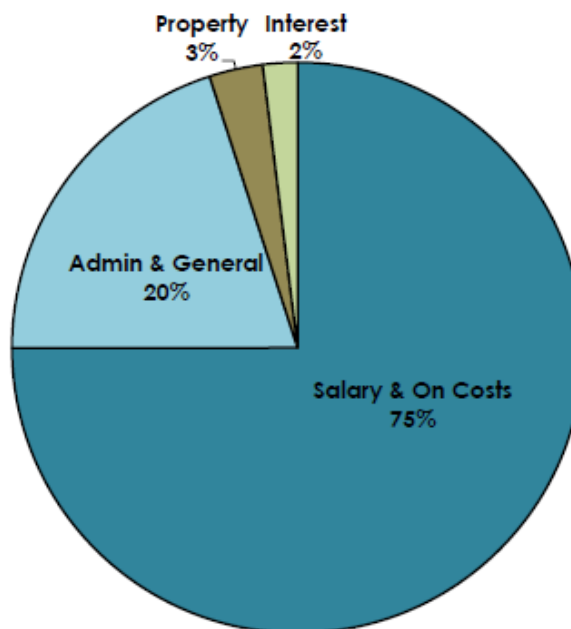


Recurrent/Capital Expenditure

2023



2022





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