



Shire  
Christian  
School

2025

**ANNUAL**  
REPORT

*a firm foundation*

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# CONTEXT

*“...the board remains energised and focused on our mission to deliver our strategic objectives and maintain our distinctives as a Christian school”*

*John Ishak, Chairman*

## A MESSAGE FROM THE CHAIRMAN OF THE SCHOOL BOARD

A number of initiatives commenced in previous years were firmly established in 2025, namely the Learning framework across the school, Strategic Plan completion, rollout of the new Curriculum in a few subjects, implementation of new systems, and preliminary works for the commencement of the sportsfield and basement carpark project

Under the leadership of Mr David Stonestreet and the Executive Leadership Team, the school delivered sound financial results and enrolment numbers. Educationally, there was continued focus on delivering quality educational outcomes, engagement with the parent community and building professional development systems. The school complied with all its regulatory requirements and maintained its focus on its core objective of providing a Christ centred educational framework in partnership with parents.

The strong financial results for the year, along with the reserves established over the last number of years, provided the opportunity for the school to purchase one adjacent residential property in June 2025. One of the strategic objectives and vision of the school was to actively pursue several adjacent properties, for future school development. The property is being tenanted while planning and design advice is sought. The schools' enrolments and wait lists remain strong. The future delivery of additional classrooms and education spaces will ensure demand is met. The school continued to support families seeking assistance and had a very minimal number of families unable to meet their financial obligations.

The well-established partnership with parents is reflected in the daily engagement of families through our student management system and the large numbers that volunteer in school events, productions, carnivals, as parent helpers and attend various school and parent engagement events, including mothers day, fathers day and other community events.

The Board met monthly and commenced 2025 with six directors and welcomed an additional director in March to finish with seven directors at year end. The addition of new members each year along with the experience of existing members has ensured that the board remains energised and focused on our mission to deliver our strategic objectives and maintain our distinctives as a Christian school. Board members have a shared vision: working collaboratively, alongside the Principal and Executive in the areas of governance and management. The Board continues to engage actively with the school leadership and Executive, with participation at board meetings and workshops throughout the year, including the various committees of the Board.

The board's engagement with the school community extends into the Association which is the governing body of the school. Two meetings a year, along with regular correspondence with members throughout the year ensure the boards governance focus and responsibilities are met along with accountability to members to maintain alignment with our school values and mission.

## A MESSAGE FROM THE PRINCIPAL



As I reflect on 2025, I am thankful for God's faithfulness and for the dedication of our students, staff, parents, and Board. The year saw us continuing and developing our mission to educate students for a life of learning, service and purpose, through the provision of quality Christian education.

The launch of our next strategic plan in 2025 reflects a deep commitment to our mission in Christian education: to see students equipped for a life of learning, service, and purpose to the glory of God. Built on a strong biblical foundation, this strategic plan outlines the vision, priorities, and projects that will guide our school community over the next five years. We are excited to pursue projects that strengthen our Christian culture, enrich student learning, invest in our staff, enhance our facilities, and deepen our partnership with families and the wider community.

This year, our Learning for Life framework became more deeply embedded in classroom practice. Through ongoing engagement with the dispositions of learning, our students continued to develop the mental tools and practices necessary to be confident and resilient learners, expressing curiosity and wonder as they unfold God's creation across our school subjects and disciplines.

The heart of our school remains our dedication to Christ. Through gatherings, pastoral care, Christian Studies, and daily interactions, we seek to share God's story of forgiveness and redemption through His Son, Jesus. A Biblical perspective underpins all our courses, ensuring a Christian worldview is central to our life and learning.

I thank our Board for their wise and Godly oversight and governance of the institution, our staff for their commitment and high standards of practice, and our parents for their trust in partnering with us in the education and nurture of young lives. Working together, we continue to build a community where students are known, cared for and encouraged to serve Christ with joyfulness and gladness of heart. I am confident and optimistic about the opportunities that lie ahead.

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

*"We are excited to pursue projects that strengthen our Christian culture, enrich student learning, invest in our staff, enhance our facilities, and deepen our partnership with families and the wider community."*

*David Stonestreet, Principal*

## CONTEXTUAL INFORMATION ABOUT THE SCHOOL AND CHARACTERISTICS OF THE STUDENT BODY

Shire Christian School seeks to provide an affordable quality Christian education from Kindergarten to Year 12. The school delivers the NESA K-12 NSW curriculum, as well as running a pre-kinder program, known as Shire Prep, for children in the year before they start Kindergarten. At the time of the 2025 census there were 42 children enrolled in Shire Prep, 421 children from Kindergarten to Year 6 and 505 children from Year 7 to Year 12.

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

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

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

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

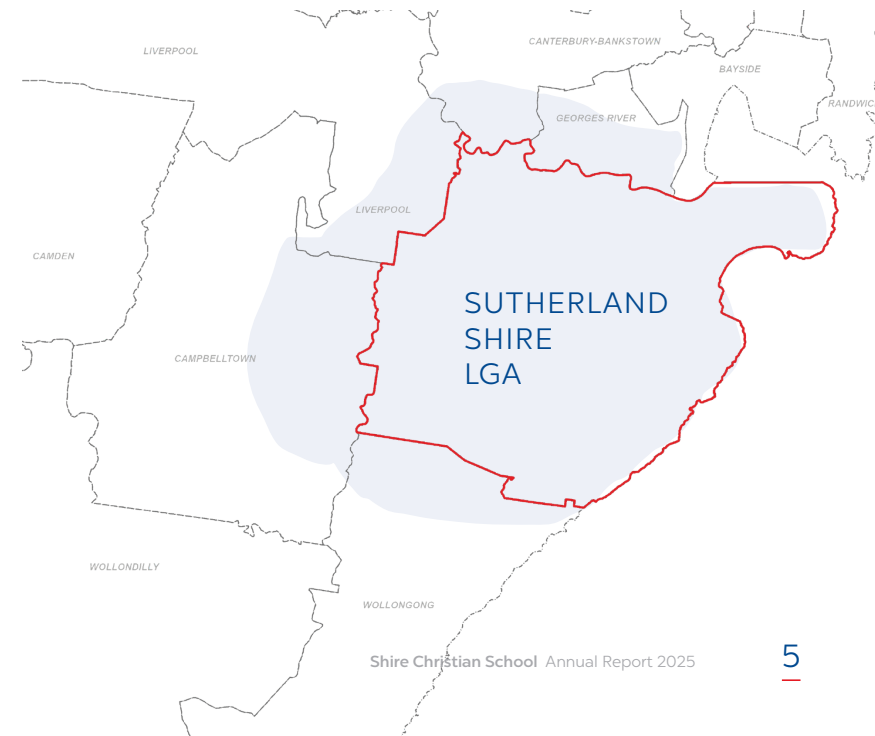
### 2025 ENROLMENTS

Shire Prep	42
Junior School (K-6)	421
Secondary (7-12)	505

Total Student Population\*

**926**

*\* population as reported in 2025 census (does not include Prep)*



# OUTCOMES AND RESULTS

Data reporting our school's achievement in Naplan can be found on the My School website: [myschool.edu.au](https://myschool.edu.au)



# SENIOR SECONDARY OUTCOMES

## RECORD OF SCHOOL ACHIEVEMENT

In 2025, 101 students were awarded the Year 10 ROSA (Record of School Achievement). 65 students achieved their Stage 6 Preliminary courses.

## HIGHER SCHOOL CERTIFICATE

At Shire Christian School in 2025, 65 students sat the Higher School Certificate across a range of 36 subjects. Student achievement in the HSC is reported against six bands (see following pages).

Of note from the tables:

- 99.7% of candidates cross all courses achieved 60% or more (Band 2 or higher), with 45.9% of these placed in Bands 5 and 6 (table 1)
- Of the 33 candidates who sat for a one-unit extension course, 100% of students achieved 25 marks or more out of 50, with 27 (81.8%) of these achieving the highest bands with 35 marks or more out of 50 (table 1)
- In 2025, students achieved above the state average in 18 subjects, that is, in 55% of all courses completed (table 2)

YEAR 12 RESULTS	
Completed senior Secondary School	65
Senior secondary certificate awarded	HSC - 65
Vocational and Education Training (VET)	
Awarded a VET qualification	7

In 2025, seven Year 12 students undertook one or more VET courses with 100% of students attaining the HSC or VET qualifications.

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

### Dance (Callback)

1 student nominated for Dance Core Composition.

### Drama (Onstage)

4 students nominated for Individual Performances.  
5 students nominated for Group Performance.

### Music (Encore)

1 student nominated for Music Performances.  
1 student nominated for Music Composition.

### Industrial Technology (Shape)

2 students nominated for Industrial Technology Major Project.

### Visual Arts (Class of 25 Exhibition)

1 student's HSC artwork selected for inclusion in ArtExpress.

TABLE 1

SUBJECT	no. of students 2024	no. of students 2025	Performance band achievement by percentage							
			BANDS 3 - 6 (2024)		BANDS 3 - 6 (2025)		BANDS 1 - 2 (2024)		BANDS 1 - 2 (2025)	
			School	Statewide	School	Statewide	School	Statewide	School	Statewide
Ancient History	8	13	100%	83.55%	100%	81.5%	0%	16.41%	0%	18.46%
Biology	20	14	100%	87.8%	100%	86.3%	0%	12.17%	0%	13.67%
Business Studies	15	17	100%	86.36%	100%	87.92%	0%	13.6%	0%	12.04%
Chemistry	10	13	100%	86.97%	100%	89.46%	0%	13.01%	0%	10.51%
Community and Family Studies	14	5	100%	91.42%	100%	90.11%	0%	8.54%	0%	9.84%
Dance	1 (Outside Tutor)	1 (Outside Tutor)	100%	98.92%	100%	99.4%	0%	1.05%	0%	.59%
Design and Technology	8	8	100%	95.71%	100%	97.32%	0%	4.25%	0%	2.65%
Drama	7	10	100%	98.71%	100%	97.91%	0%	1.25%	0%	2.05%
Economics	8	5	87.5%	92.19%	100%	92.49%	12.5%	7.77%	0%	7.47%
English Studies Examination	7	7	N/A	N/A	100%	30.98%	N/A	N/A	0%	69.02%
English (Standard)	34	23	94.11%	92%	100%	93.83%	5.88%	7.96%	0%	8.14%
English (Advanced)	34	32	97.05%	99.43%	100%	99.65%	2.94%	.54%	0%	.31%
Food Technology	12	15	91.65%	86.45%	100%	86.1%	8.63%	13.52%	0%	13.85%
Geography	2 SDEHS	0	100%	90.79%	N/A	N/A	0%	9.17%	N/A	N/A
Industrial Technology - Multimedia	N/A	7	N/A	N/A	100%	84.28%	N/A	N/A	0%	15.68%
Legal Studies	12	11	100%	88.76%	100%	86.47%	0%	10.2%	0%	13.49%
Mathematics Standard	36	36	88.87%	82.75%	88.87%	83%	11.11%	17.21%	11.11%	16.96%
Mathematics Advanced	24	22	100%	94.63%	86.35%	94.19%	0%	5.34%	13.63%	5.78%
Modern History	9	9	100%	89.84%	88.88%	86.78%	0%	10.13%	11.11%	13.19%
Music 1	4	5	100%	96.59%	100%	95.18%	0%	3.37%	0%	4.78%
Personal Development Health and Physical Education	13	20	100%	90.17%	95%	89.84%	0%	9.79%	5%	10.13%
Physics	9	8	88.88%	85.98%	100%	84.42%	11.11%	13.97%	0%	15.55%
Society and Culture	6	4	100%	94.7%	100%	94.4%	0%	5.26%	0%	5.57%
Software Design and Development	7	0	100%	86.92%	N/A	N/A	0%	13.05%	N/A	N/A

TABLE 1 (CONT.)

SUBJECT	no. of students 2024	no. of students 2025	Performance band achievement by percentage							
			BANDS 3 - 6 (2024)		BANDS 3 - 6 (2025)		BANDS 1 - 2 (2024)		BANDS 1 - 2 (2025)	
			School	Statewide	School	Statewide	School	Statewide	School	Statewide
Studies of Religion I	7	7	100%	95.93%	100%	94.88%	0%	4.05%	0%	5.08%
Studies of Religion II	11	4	81.81%	94.42%	100%	93.07%	18.18%	5.54%	0%	6.89%
Textiles and Design	2	1 SDEHS	100%	91.61%	100%	93.57%	0%	8.36%	0%	6.39%
Visual Arts	11	13	100%	99.12%	100%	99.16%	0%	0.85%	0%	0.82%
Construction Examination	4	7	100%	71.46%	100%	71.88%	0%	28.5%	0%	28.09%
Electrotechnology Examination	2 TAFE	0	100%	76.23%	N/A	N/A	0%	23.76%	N/A	N/A
Primary Industries Examination	N/A	2	N/A	N/A	100%	81.2%	N/A	N/A	0%	18.77%
Retail Services Examination	1	0	100%	68.36%	N/A	N/A	0%	31.6%	N/A	N/A
German Beginners	2	1	100%	94.18%	100%	99.01%	0%	5.78%	0%	0.98%
German Continuers	3	2	100%	99.42%	100%	99.4%	0%	0.56%	0%	0.57%
Spanish Beginners	1 NSW SOL	0	100%	96.24%	N/A	N/A	0%	3.72%	N/A	N/A
			BANDS E3-E4 (2024)		BANDS E3-E4 (2025)		BANDS E1 - E2 (2024)		BANDS E1 - E2 (2025)	
English Extension 1	6	10	100%	95.39%	100%	95.22%	0%	4.58%	0%	4.75%
English Extension 2	4	2	100%	87.23%	100%	88.39%	0%	12.75%	0%	11.59%
Mathematics Extension 1	9	12	77.77%	80.18%	66.66%	77.24%	22.22%	19.79%	33.33%	22.73%
Mathematics Extension 2	4	3	100%	86.27%	33.33%	84.35%	0%	13.72%	66.66%	15.63%
History Extension	3	1	100%	86.27%	100%	87.3%	0%	13.71%	0%	12.68%
Science Extension	3	5	66.66%	81.55%	100%	81.55%	33.33%	18.42%	0%	23.68%

TABLE 2

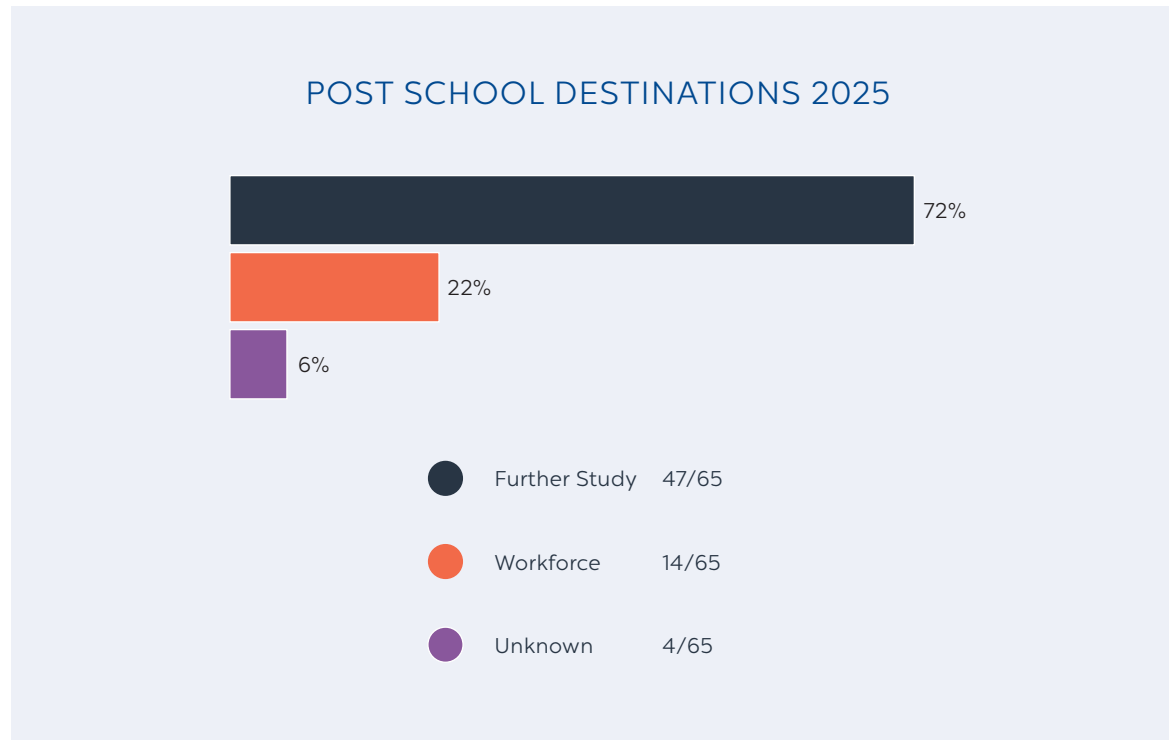
COURSE	School Av (/100)	STATE AV (/100)
Ancient History	79.4	72.41
Biology	79.47	73.04
Business Studies	74.26	74.28
CAFS	77.28	74
Chemistry	72.49	74.86
D&T	75.85	78.25
Drama	85.92	81.3
Economics	76.32	77.69
Eng Advanced	79.74	81.8
Eng Ext 1	41.98 (/50)	42.38 (/50)
Eng Ext 2	43.55 (/50)	40.94 (/50)
Eng Standard	73.17	71.62
Eng Studies Examination	67.83	58.72
Food Tech	81.56	73.11
German Beginners	81.6	81.79
German Continuers	70.8	81.95
History Ext	41.7 (/50)	40.09 (/50)
Industrial Technology - Multimedia	79.94	70.62
Legal Studies	79.55	75.21
Maths Advanced	73.22	78.83
Maths Ext 1	71.45	78.71
Maths Ext 2	67.4	82.48
Maths Standard	71.98	71.56
Modern History	74.67	73.72

COURSE	School Av (/100)	STATE AV (/100)
Music 1	88.56	81.27
PDHPE	77.9	74.15
Physics	70	73.58
Science Ext	37.1 (/50)	37.09 (/50)
Society and Culture	77.15	77.36
SOR 1	41.43 (/50)	38.46 (/50)
SOR 2	74.85	77.38
Visual Arts	84.06	81.83
<b>VET</b>		
Construction	80.74	75.97



# POST SCHOOL DESTINATIONS

## Post School Destinations for Years 12 in 2025



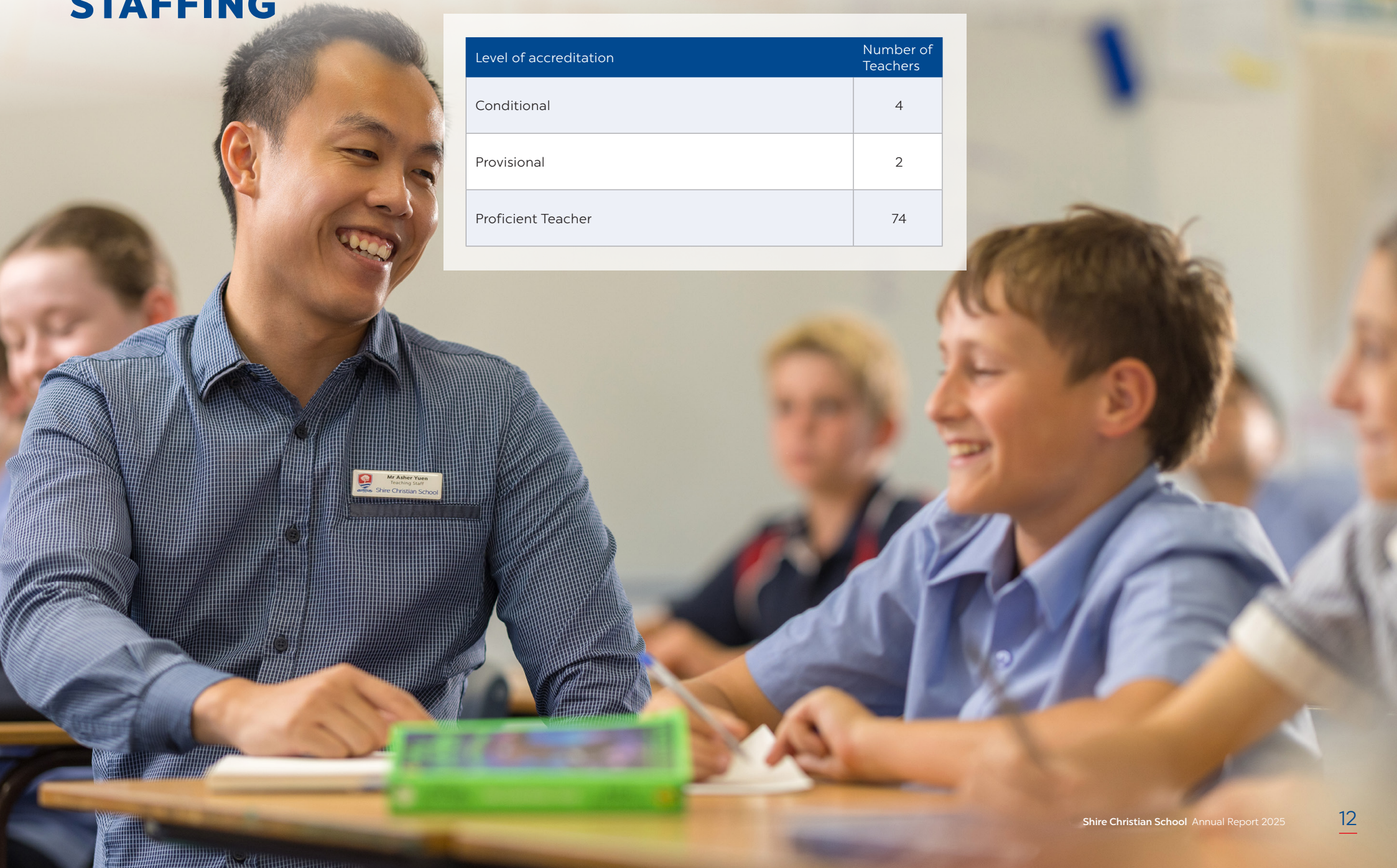
\* included Year 13 students (5 students)



# STAFFING

## TEACHER ACCREDITATION

Level of accreditation	Number of Teachers
Conditional	4
Provisional	2
Proficient Teacher	74



# WORKFORCE COMPOSITION

## WORKFORCE COMPOSITION

School Staff 2025	
Teaching Staff	80
Full-time equivalent Teaching Staff	67.6
Non-teaching staff	55
Full-time equivalent non-teaching staff	38.1

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



# ATTENDANCE



Attendance	
Year Level	Attendance Rate
Kindergarten	91.75
Year 1	92.18
Year 2	92.24
Year 3	92.10
Year 4	90.51
Year 5	89.98
Year 6	89.37
Year 7	91.51
Year 8	89.98
Year 9	89.03
Year 10	86.46
Year 11	91.30
Year 12	92.98
Whole School	90.72

## STUDENT ATTENDANCE AND RETENTION RATES

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

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

# SCHOOL POLICIES

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

*Prov 22:6*

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

[www.shirechristian.nsw.edu.au/about-us/policies-and-procedures/](http://www.shirechristian.nsw.edu.au/about-us/policies-and-procedures/)



# STAKEHOLDER SATISFACTION

Shire Christian School conducts comprehensive stakeholder surveys every two years. In 2025 MMG Education was engaged to survey students, parents and staff.

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

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

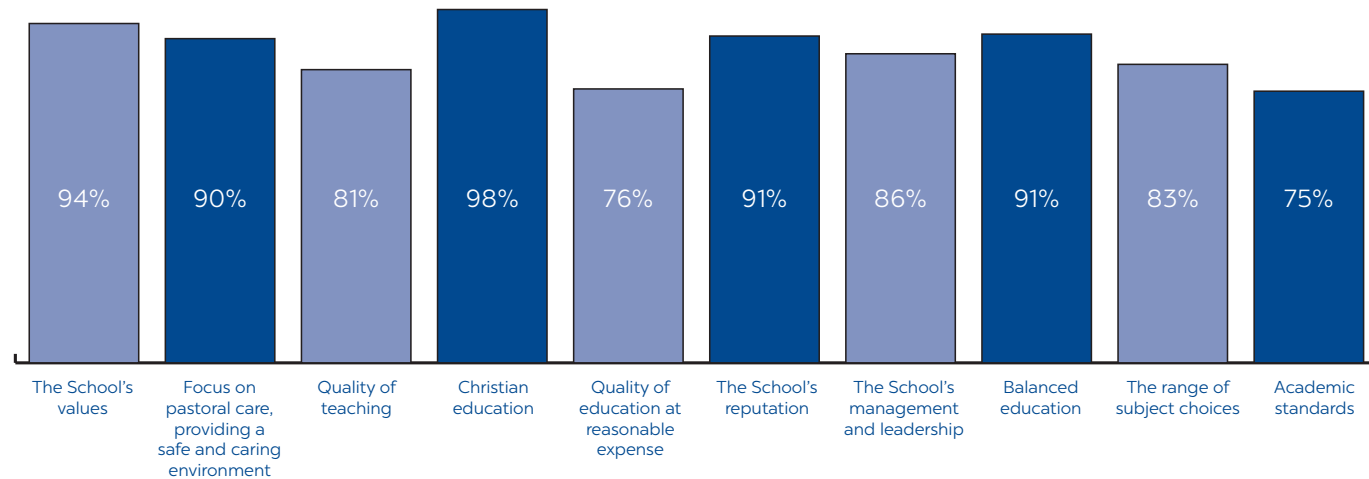
Shire Christian School uses the results of the review to continually refine and improve its Christian educational offering.

The survey was completed by 473 students, 315 parents and 125 staff, demonstrating a high level of engagement from the Shire Christian School community.

Extracts from the research are provided below.

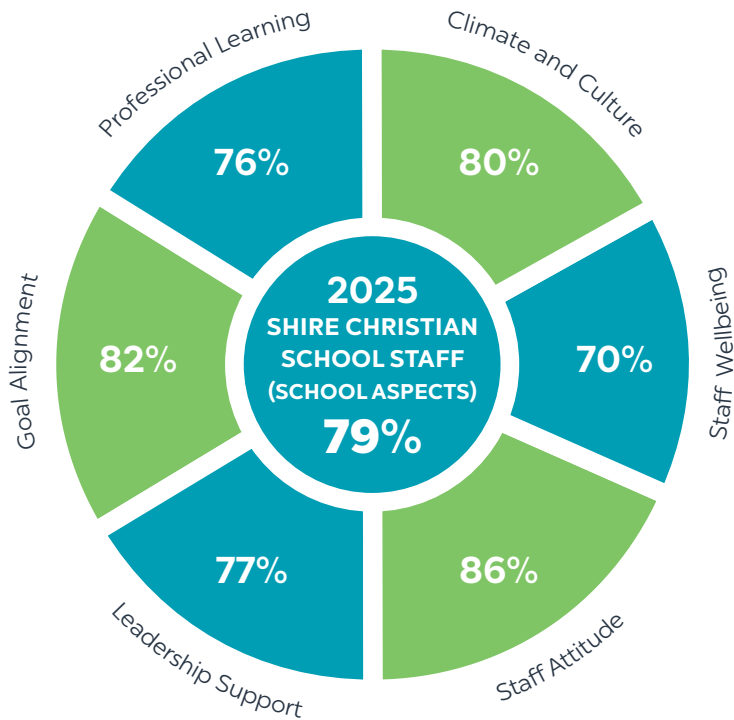


## PARENT EXPECTATIONS MET/EXCEEDED



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

STAFF SATISFACTION ACROSS KEY AREAS FOR STAFF RELATED ASPECTS OF THE SCHOOL



The staff's overall score is 'high' and is 5% above the database average (12,982 respondents). The 2025 score is also 5% above the previous survey of Shire Christian School staff in 2023.

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

STAFF

*I love the staff collegiality, we are family and there is great cross school relationships. The parent community as a whole have brought great joy and fellowship to me over the years. I love that I get to teach students from a Biblical perspective and share God with them.*

*I value being part of a Christian community and love being able to care for kids and hopefully helping kids. It's a privilege to work here.*

*[I value] what the school stands for. I am proud of bearing our school emblem of a tree rooted in Christ. My personal vision and philosophy aligns with that of the school, making my place of work a place where I can serve both God and his people. I am excited to come to work each day as it allows me to live out myself and my identity in Christ.*

*Shire Christian School is a wonderful place for children to be loved and cared for in a Christian environment. When considering a school for my children I would definitely have Shire as my first priority based on its strong Christian values.*

*I deeply value the opportunity to teach my students from a Christian perspective. We can have open discussions about all aspects of an issue, reflecting on what the Bible says and how overarching biblical themes apply.*

*[I value] working alongside colleagues who are passionate about the learning and well being of every student. Who walk with Jesus and want Him to be made known in our classrooms.*

*The collaboration and Christian relationships with staff and students.*

*The ability to teach the students about God and His Word in every aspect of the day and in every subject area. I love teaching the students and love the relationship I can foster with the parents. We have so many loving, supportive Christian parents in our school community. What a blessing!*

*Christian values – Biblical bases that underpins all we do and implement. Staff have a genuine love for Christ and a desire to serve Him in the education of our students. An overall positive staff environment – staff, families and students are cared for with most staff going above and beyond to support and serve.*

*One of the great joys of working here is the freedom to openly express my faith in the context of my work. I deeply value the opportunity to engage with students as we explore and learn about the world through a Christian lens.*

## STUDENTS

*I love how the school teaches you about God and that the students and teachers are encouraging and it really does feel like family.*

*Friends, Christ, Christianity, learning, and the support from teachers.*

*Everyone is kind. I feel it is a safe environment.*

*At its core, the community here is loving and supportive and has built a good network of connections to fall onto.*

*Friendships and being able to grow more in my faith while I'm at school and talk about God.*

*Having a Christian environment that others know as a welcoming Christian school.*

*How much the staff reassure the students, as well as the friendliness with everyone - staff and students - and the communication between all the students.*

*I like how the school treats people with respect and that many of my friends are very nice and good people to be around.*

*I love the camps, incursions and excursions. I love that our school teachers are really kind and remember things about you.*

*I value being a part of the Shire Christian Community and being able to connect with all my friends.*

*I value how much the teachers care about the students it shows through their attitude on teaching and how willing they are to discuss with students and help them actually learn.*

*I love that I can go to a school where I am surrounded by like-minded teachers and peers who genuinely care about me and encourage me in my walk with Jesus. I value the Christian education we can receive, and the uniquely Christ-centred perspective that is incorporated into every class. It means so much to me that I can talk freely and openly about my faith, grow in my understanding of Jesus and be able to learn about our world from a Christian perspective, not just in Christian Studies, but in English, Maths, Science, PDHPE, Drama, Legal Studies, etc. I wouldn't want to go to any other school.*

*I value most my relationship with my friends during our learning journey as well as developing our faith in God.*



## PARENTS

*The caring environment. Everyone is important and individual.*

*Christian education - partnering with the school to reinforce what we believe and teach in the home.*

*The genuine care that the staff have for our children and their desire to see them grow, learn and become the best version of themselves.*

*Feeling part of the school community and being heard.*

*That it is a Christian school & that the teachers are Christian's & teaching the children truth from God's word.*

*My child is very happy to be there every day.*

*The community of friends we've made, the values of the school and the care from the teachers.*

*Christian and caring school and great teachers and facilities.*

*To see how our children are growing spiritually and academically.*

*Partnership between parents and teachers in the education of my children.*

*The confidence and respect that my child has for themselves, the school, the teachers and my wife and I. We are often spoken to by strangers to tell us how well behaved, confident and respectful our daughters are.*

*The availability to talk to staff when needed and that many staff know my child by name and take the time to say hello.*

*Parent involvement is appreciated, and teachers are reliably active Christians.*

*Strong emphasis on caring for each other and behaving in a way that brings glory to God.*

*The safe, Christian environment that encourages my child to follow Jesus.*

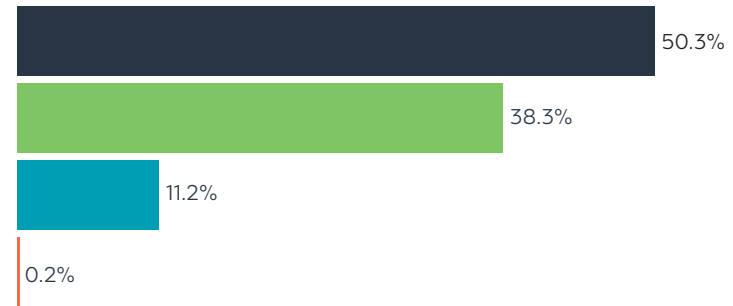


# SUMMARY FINANCIAL INFORMATION

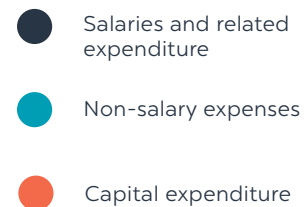
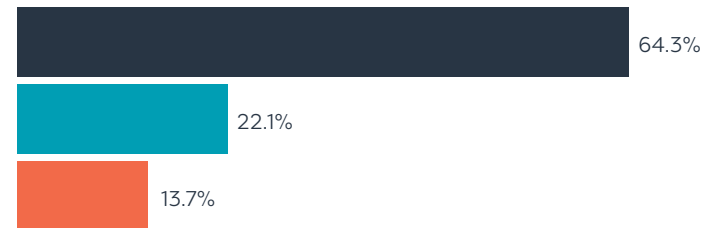
INCOME			
Fees and private income	50.3%	\$	11,030,876
Commonwealth recurrent grants	38.3%	\$	8,392,760
State recurrent grants	11.2%	\$	2,447,815
Other capital income	0.2%	\$	41,735
Government capital grants	0.0%	\$	-
<b>Total Income</b>		<b>\$</b>	<b>21,913,186</b>

EXPENDITURE			
Salaries, allowances, related expenditure	64.3%	\$	16,163,446
Non-salary expenses	22.1%	\$	5,545,874
Capital expenditure	13.7%	\$	3,436,174
<b>Total Expenditure</b>		<b>\$</b>	<b>25,145,494</b>

## INCOME



## EXPENDITURE





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