

Your Gateway to the World



St Paul's
International College

2025

Annual College Report



**A Catholic Co-educational Boarding School for
Local & International Students from Years 7 – 12**



 Moss Vale NSW Australia

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Director's Message



2025 was a Jubilee Year of Hope proclaimed by the Church - a year that spoke directly to our young people navigating an exciting, but sometimes overwhelming time in their lives.

Hope is in our DNA. We hope for good grades, strong friendships, clarity about our future, and thriving family relationships. This isn't random - it's how God designed our hearts to seek Him and trust His plan for each and every one of us.

Hope isn't just wishful thinking. It's one of three theological virtues - alongside faith and love - that God gifts us to draw closer to Him. Scripture promises that "hope does not disappoint" because it's anchored in Christ Himself. Think of hope as a wellspring in your soul, giving you strength to push through challenges. Struggling with a tough class? Feeling lost about college decisions? Facing friendship drama? Hope whispers that God has a purpose for you, even when the path feels unclear.

This Jubilee Year invited us to lean into hope. A time to celebrate that Christ walks with us through every high and low. When we stumble, He lifts us up. When we succeed, He rejoices with us. No challenge - academic stress, social anxiety, or uncertainty about the future - can defeat the hope God has planted in our hearts.

We asked questions about hope throughout the year and provided guidance on how to navigate challenging times...

How can we all grow in hope?

We can pray daily, even for a minute, asking Jesus to show His presence.

We can journal about moments when we've seen God's faithfulness, like a friend's encouragement or a problem solved.

We can pause and breathe when we feel overwhelmed, trusting that God is working in ways we can't yet see.

Our education fosters confidence, open-mindedness, resilience, and empathy, equipping students to succeed academically and make a meaningful impact, locally and globally. We challenge our students to expect these outcomes for themselves. This is not easy. But, with hard work and hope, it is attainable. We hope that our students have worked hard and deepened their own hope in the One who calls them by name. Our dear students, you are never alone - Christ is with you, always.

Sr Angelina Fong, College Director



Omnibus Omnia

All to All



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Principal's Report



We are small, but we are big on experience. We started 2025 with aspirations and plans; for our students, our staff and for our school, to add further to this experience. 2025 saw a bigger and better International Festival, a third student carnival added, additional subject offerings, multiple capital works projects and improvements, valuable recruitment, continued growth in enrolments, and a significant improvement to the College financial position and trajectory.

The International Festival was attended by an increased number of visitors as well as our expected families and friends. This contributed to an increased number of ticket sales and atmosphere, while celebrating the culture and talents of our student body.

This enthusiasm resulted in a full program of performances for our inaugural music and artistic carnival, Paul's Got Talent, which was held in Term 2 and will become a permanent fixture alongside our sports carnivals in other terms.

2025 also saw additional subjects offered. Art Computing and Visual Design were added to the Stage 5 elective list, CORE was added to the 7-10 timetable to build student qualities and Japanese has been added to the Stage 6 offering.

Several significant and ongoing capital works projects were also aimed at improving the student experience. St Mary's House was renovated, our classroom improvement schedule continued, and the dining room underwent a full renovation and upgrade. Furthermore, an outdoor classroom and the installation of a full solar power system are scheduled for early 2026.

The College welcomed a new Business Manager in 2025, Ms Lorene Lee, who should be acknowledged for all of her efforts in making these ideas a reality. We also welcomed our new Head of Teaching & Learning, Ms Catriona McDonald, who is doing a wonderful job of getting to know each and every student and leading a faculty of 21 teaching staff across all subject areas.

Finally, the College has finished 2025 in a strong position financially. In February 2024, we had 90 students enrolled at the College. We started 2025 with 117 and by August 2025 it was 127. This increase in enrolments is ensuring that we can continue to shore up our financial position while continuing to invest in the student experience.

We have much in store for 2026, and are looking forward to bringing our plans into being as we continue to offer a broad and beneficial educational experience.

Alexander Sumpter, College Principal



Mission and Vision



Mission

In an interconnected world, St Paul's International College provides opportunities for young people from diverse backgrounds to learn, grow, and connect. Grounded in the traditions of the Sisters of St Paul, we inspire students to transcend cultural divides and enrich the world with purpose and integrity.



Vision

St Paul's delivers a transformative education through the pursuit of truth, goodness, and unity. The Sisters of St Paul have built a nurturing environment built on compassion and service, where every student is known, valued, and empowered to thrive. Our education fosters confidence, open-mindedness, resilience, and empathy, equipping students to succeed academically and make a meaningful impact, locally and globally.



Teaching & Learning



It was a delight and a privilege to join the community of St Paul's as Head of Teaching & Learning in January 2025. The school is small yet, for its size, continues to offer a broad range of subjects and extra-curricular opportunities across all years. 2025 continued with the teaching faculty focussed on the shared goal of knowing and engaging each and every student, all of whom come from a diverse range of educational and cultural experiences.

One ongoing challenge is to move beyond the time-consuming nature of administration and delivery of content, and to tailor our programs to best support each student. The shared focus of individualised learning has continued into 2025 and will remain integral to the core business of teaching at St Paul's into the future. We want to know our students' learning needs, support them to deepen their understanding, and to foster resilience and an ongoing growth mindset.

Our school culture is built on a foundation of care and support. The Sisters continue to build on that foundation, and provide a constant and valuable reminder to the broader faculty of our shared mission. The small class sizes mean that our teachers do know their students. As a result of this pastoral led approach, our students do feel cared for and supported while learning.

However, our students' success is also connected to our ongoing professional development. In 2025, we included cross-curriculum collaboration on developing creative assessment tasks that include opportunities for students to demonstrate their knowledge in a variety of formats. We also included more formal ESL sessions, with a focus on improving students' subject specific literacy skills. This will continue through 2026.

An updated report system was also implemented in 2025: one that places more focus on student application, with specific areas of effort reported on with a system of data collection to reward improved application. This has allowed students and parents to clearly see areas of application, progress and improvement in the classroom, not just an academic grade. This has helped guide specific and relevant goal-setting each term enhanced discussions at parent-teacher interviews across the year.

Finally, the Sisters and our teachers have such genuine care for our students' learning and wellbeing. Their professionalism and collaboration throughout the year has also supported me and I am grateful for this successful and rewarding year.

Catriona McDonald, Head of Teaching & Learning



Core Values



Truth – Be Inspired to Learn

We spark curiosity and a passion for knowledge, empowering students to grow with confidence and wisdom.

Goodness – Be Inspired to Grow

We nurture compassion and empathy, guiding students to become leaders who serve others with integrity.



Unity – Be Inspired to Connect

We celebrate diversity and create community, fostering deep connections that prepare students for an interdependent world.





School Profile

The College is a small co-educational day and boarding school for Years 7 - 12, operated by the Sisters of St Paul de Chartres. Approximately three-quarters of the students are from overseas, with the remainder being drawn from the local area and regional NSW. The international students are drawn from mainland China, Hong Kong, Macau, Taiwan, Vietnam, and a small number from various other countries. As a result, St Paul's is a proudly diverse school that celebrates culture and difference.

This diversity creates a unique teaching and learning environment. Cultural awareness, academic application and progress, and the development of a caring and considerate environment are our prime concerns.

The College caters for junior and senior secondary students who are enrolled in one of the following courses:

- ELICOS - where students develop the language skills to enter one of the following
- NESA Stage 4 & 5 - Junior Secondary School Years 7 - 10
- NESA Stage 5 & 6 - Senior Secondary School Years 11 & 12 - Higher School Certificate





Student Experience

Outside the classroom, St Paul's offers enriching co-curricular activities that build resilience, teamwork, and joy – tailored for local and international students alike. From soccer, tennis, and basketball on our expansive fields to arts programs in drama, music, and visual arts, we encourage exploration and growth.

We also run a distinct co-curricular carnival each term with its own preparation and lead-in program: swimming, music, cross-country and athletics.



Beyond sport and the arts, St Paul's offers a series of co-curricular camps and retreats, from a local farm experience for our junior students, through to a leadership retreat, an outdoor education camp and the annual Gold Coast trip for Year 12.

Added to this is a program of community service and engagement, and excursions to major cities, the beach and the bush, combining to offer a broad and rich experience that complements and enhances the academic program.

2025 highlights included strong showings at the regional chess competition, the Mock Trial and Model UN competitions, the inaugural Paul's got Talent music carnival, a successful edition of our annual International Festival, and our drama students winning the regional and state finals of the NSW Shakespeare Festival. Each of these events proved to be wonderful opportunities for students to showcase their talents and to build skills and confidence.





Attendance

The average rate of attendance for 2025 was 95%.

The total student enrolment at the College usually varies throughout the year due to the arrival of overseas students at the beginning of Terms 1, 2, 3 and 4.

- Year 7 97.5%
- Year 8 94%
- Year 9 96%
- Year 10 95%
- Year 11 96%
- Year 12 93.5%

Student rolls are marked each morning and throughout the day. Attendance is digitally managed. Absences are followed up daily by the College Secretary and boarding supervisors. Absences of more than 3 days are followed up by relevant Year Coordinator.

A reason must be given by parents for the absence. Unexplained absences or patterns of single day absences will be noted and followed up by the relevant Year Coordinator.

For patterns of unexplained absences, students and parents will be invited to discuss the issue and a plan made together to encourage attendance and attainment of learning outcomes. This may include referral to a child psychologist or similar and an educational plan being made. Communication between the College, parents, child and medical professionals is of paramount importance.





Academic Outcomes

St Paul's is accredited by NESA (the NSW Education Standards Authority) to offer and conduct the following three courses;

- Years 7-10 Junior Secondary School (CRICOS Code 063101G),
- Years 11 & 12 NSW Higher School Certificate (CRICOS Code 063102F) and
- English Language Bridging Course for Secondary School (ELICOS Code 031263J).

Years 7-10 Junior Secondary School



The College follows the NESA curriculum and requirements for mandatory subjects, weeks and hours of face-to-face teaching;

- English
- Mathematics
- Science
- History
- Geography
- PDHPE
- Music
- Design & Technology
- Creative Arts, incl. Visual Art, Drama and Music

The College also conducts Religion classes for all year groups, Chinese for local students, English language support for overseas students and a wide variety of elective subjects for Years 9 & 10 students.

The College uses NESA's Common Grade Scale to provide term-by-term academic reports on student application, academic progress, areas for improvement and semesterised grades.

The College places strong emphasis on student application - rated across four key areas of organisation, engagement, output and respect - and personalised feedback for improvement.

The National Assessment Program for Literacy & Numeracy (NAPLAN)

The College also continues to perform strongly in the standardised testing for Years 7 & 9 students. In 2025 students completed these tests online, and have continued to outperform the national average for both Literacy and Numeracy.

Year 12 NSW Higher School Certificate - 2025 HSC Results

The HSC is Australia's most popular school-leaver's certificate and is a globally recognised university entry qualification. All students who complete the HSC at St Paul's will be eligible for an ATAR (Australian Tertiary Admission Rank) to gain entry to Australian universities.

In 2025, 15 students enrolled in the HSC at St Paul's and all 15 completed the course and achieved an ATAR. It was also pleasing to see all 15 students gain entry to university.

Subject	Band 1/2	Band 3/4	Band 5/6
Biology		75%	25%
Business Studies	33%	67%	
Chemistry	100%		
Chinese Lit		80%	20%
Economics	100%		
English Adv		75%	25%
English EAL/D	50%	50%	
Enterprise Comp	50%	50%	
Industrial Tech	50%	50%	
Japanese Beg.	33%	67%	
Legal Studies	50%	50%	
Mathematics Adv	16%	84%	
Mathematics Std	33%	56%	11%
Modern History	67%	33%	
Visual Arts		75%	25%



The College Dux achieved two Band 6 results and made the Distinguished Achievers List.

All 15 of our students achieved at least one Band 3 or higher, 8 of 15 achieved at least one Band 4 or higher, and 3 of 15 achieved at least one Band 5 or higher.

Because of the relatively small size of our student cohort, there is little statistical significance that can be claimed from these results.

For 13 of these 15 HSC graduates, English is their second language. This is a noteworthy statistic and consideration in evaluating these results. They are excellent results that represent a significant achievement for each and every student. They also demonstrate that the College is achieving its mission and fulfilling its obligations as an educational institution.

English Language Intensive Courses for Overseas Students

The College is an ELICOS-accredited provider offering a bridging course to develop the necessary language skills to participate in mainstream Australian schooling and subsequent university studies.

In 2025, the College had no students enrolled in ELICOS, but it remains open to applicants for future enrolment.



Staffing

100% of St Paul's teaching staff have teaching qualifications from a higher education institution in Australia or recognised by Australian Education Institution – National Office of Overseas Skills Recognition.

All teachers are NESAs accredited and have working with children clearances. The majority of staff are at proficient status and maintaining their NESAs accreditation through professional development. Three staff members are at graduate status, have completed their proficient accreditation under the supervision of a staff member, and are awaiting confirmation of proficiency from NESAs in early 2025.

The College sustains a 100% class attendance rate in staffing its teaching program through either its permanent full-time or part-time staff or through its pool of casual relief staff. All classes are taught by experienced, qualified teachers and in accordance with the requirements of NESAs.

The College has a very low rate of turnover with a high number of long-term teaching staff. Four long-serving staff members retired in 2025 and 2 contract roles were not renewed. This contributed to a retention rate of 75% for the year, below the long-term average of over 90% but still a very healthy rate of retention.

Despite changes to the NESAs requirements, Professional Development continues to be an important priority for the College. 2025 saw a significant increase in teacher-identified PD funding, as well as multiple days of faculty PD aimed at child protection, ESL, first-aid, and student engagement and support.

College Workforce Composition

Area	Female	Male	Total
Executive	2	1	3
Teaching FT	8	6	14
Teaching PT	6	1	7
Boarding	4	4	8
Admin	5	1	6
Kitchen	5	4	9
Maintenance	4	5	9



- **No staff identify as ATSI**



Student Welfare

At St Paul's, we actively promote the idea that happy and healthy students will live, learn and grow more effectively. Student wellbeing is at the heart of everything we do. We weave pastoral care into our daily life to nurture spiritual, emotional and social growth.

Grounded in Catholic values, our wellbeing program includes our junior students having specific classes aimed at building confidence, open-mindedness, resilience and empathy. This program complements Religion Studies, which aims to equip our students with contextual knowledge, compassion and understanding, and a greater sense of social justice.



Students are also provided with whole-school and year-group specific meetings on contemporary issues and concerns, health advice, anti-bullying and community-building promotions, community service initiatives, subject selections, organisation and time-management, study skills, university options and pathway advice. All of this against a backdrop of joy. We aim to make every day enjoyable, in and out of the classroom.

We also have specific staff dedicated to student support. Years 7-10 have a dedicated Junior Co-ordinator, and Years 11 & 12 have a dedicated Senior Co-ordinator, both of whom play an important support role for each and every student, and a point of contact for parents, teachers and boarding staff. Our boarding students also have a Youth Worker who plays a valuable role in student support and pastoral care, and our Head of Religion, and our wonderful team of Sisters, are a constant presence of guidance and a source of individual support for all our students.



Policies & Procedures

The College operates under the legislative requirements of the state and federal governments and the accreditation requirements of the NSW Education Standards Authority (NESA). An important component of NESA accreditation and reporting is the organisation's policies and procedures. The following policies are central to these requirements and to the organisation's operational procedures. The policies can also be found online at www.spic.nsw.edu.au/our-college/policies-and-forms/

Enrolment

The College is open to enrolling students who meet the College's enrolment criteria, subject to availability of places, capacity to meet the student's learning needs, and the College's commitment to providing a safe and supportive environment for all students. The College does not unlawfully discriminate on the basis of race, gender, disability, age, sexuality, religion or any other protected attribute.

Child Safe Policy

The safety, protection and well-being of all students is of fundamental importance to St Paul's International College. The College is committed to creating an environment where children are safe and has a range of obligations relating to the safety, protection and welfare of students including:

- duty of care to ensure that steps are taken to prevent harm to students;
- obligations under child protection legislation;
- obligations under work health and safety legislation.

The purpose of our Child Safe Policy is to summarise the obligations imposed by child protection legislation on the College and on employees, contractors and volunteers, and to provide guidelines as to how the organisation will deal with certain matters.

Child protection is a community responsibility. The College regards the preventative aspects of child protection as fundamentally important including student, staff, parent and community education and support.

This Policy is reviewed and updated annually, and all employees complete child protection training at least once a year and acknowledge their obligations on an annual basis.

Good Discipline & Effective Learning Policy

The school community of St Paul's International College affirms the importance of a safe, fair, supportive and encouraging environment for those who are learning, and for those who are helping others to learn.

Students learn best in a caring learning environment. If academic excellence is to be encouraged, it is important to attend to how students feel about each other.

A discipline problem is a problem to be solved as a team effort. This policy represents a move from “doing to” to “working with” students. Success depends on building strong relationships among students, teachers, mentors, boarding house staff, parents and the local community.

Students are encouraged to evaluate their behaviour according to the principles that guide their lives and the shared beliefs about the school and the community. It is important to strive to help students to become active participants in their own social and ethical development.

Anti-Bullying Policy

Bullying or harassment are not acceptable in any form at St Paul's International College. Students and staff have the right to expect that they will be free from the fear of bullying, harassment and intimidation during the school day.

It is the right of all individuals in the college community to feel safe, secure and free from harassment. The College, as a consequence of its core values as a Catholic Independent college, rejects all forms of bullying. No student, parent, caregiver, community member or staff member should experience bullying within the learning or working environment of the College.

This policy applies to all student bullying behaviour, including cyberbullying that occurs at the College or off campus premises and outside of school hours, where there is a clear and close relationship between the College and the conduct of the student.

Guidelines for Complaints & Grievances

St Paul's International College is committed to a safe and supportive environment, characterised by fairness, mutual trust, respect and reconciliation. Any parent, student or community member has the right to have any concern or grievance addressed.

The College's policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents and/or students. These processes incorporate, as appropriate, principles of procedural fairness. These should be brought directly to the attention of a senior staff member so that the matter can be discussed. The policy also includes advice for any necessary external appeals.



College Renewal Plan

The College Renewal Plan is designed to focus actions to bring about positive change and growth. The plan sets directions for a period of three to five years and is subject to regular evaluations. The following have been identified as key focus areas for the school during the current cycle of this plan.

Spiritual Character

The life of the College embraces and is underpinned by its Catholic identity. As such, the renewal plan engages in spiritual conversations within and from outside the College. The College seeks to strengthen its engagement in developing the spiritual character of all members of its community.

Enrolments

The College is seeking to sustain and strengthen its enrolment of both overseas and local students by effectively sustaining its capacity to offer high-quality education programs and through the successful marketing of these programs.

Professional Development

The College places high importance on the ongoing professional development of its staff and will continue to invest in their increased capacity to plan and implement high-quality educational programs catering for the diversity of its student enrolment.

Educational Review & Development

The College is committed to the importance of ongoing educational policy review, performance appraisal and curriculum development. It is therefore committed to resourcing each of these, using planned, effective approaches.



Progress & Priorities



2025 saw quantitative progress across the College Renewal Plan's focus areas, with further plans put in place for 2025 and beyond.

Spiritual Character

2025 saw a significant increase in community service and involvement. As well as the Winter Appeal being held again, the student leaders ran a successful Christmas Gift Appeal for St Vincent de Paul. The College also re-connected with a local retirement home, Harbison Care, conducting weekly visits, volunteering in their cafe, running activities and performing for the residents. This program will continue in 2026.

Enrolments

In February 2024, we had 90 students enrolled at the College. We started 2025 with 117 and by August 2025 it was 127. This increase has helped shore up our financial position and further invest in the student experience. 2025 saw the College invest in a marketing strategy that will continue into 2026 aimed especially at increasing local enrolments.

Professional Development

2025 saw an increase to the PD budget allowing staff to research and apply for funding towards personalised and subject-specific PD, as well as a universal faculty focus on ESL, creative assessment, reporting and literacy.



Educational Review & Development

A 2024 review of curriculum and our all-round education led to the addition of several subjects and programs in 2025. A music carnival was added to the sports carnivals, a subject aimed at building Confidence, Openmindedness, Resilience & Empathy was added to the Year 7-10 timetable, a learn-to-swim program was added to Year 7-9, a Surf Safety program was added to Year 10, an increase in community service and involvement has started, and the College regained its Duke of Edinburgh accreditation to re-launch the Bronze Award for Year 9 students from 2026.

2025 was a year of growth in numbers, capacity and educational opportunities. This will continue in 2026 with an even greater focus on active and engaging education.



Stakeholder Satisfaction

The St Paul's community continues to thrive, evidenced by high levels of satisfaction across all stakeholder groups. Students and parents consistently highlight our supportive and positive culture as a cornerstone of their experience.

This culture is anchored by our wonderful and dedicated Sisters, and our exceptionally low staff turnover rate across all areas of the school - teaching and support staff. The College has a deeply committed team of teachers, boarding, kitchen, grounds and maintenance that foster a safe, inclusive, and faith-based learning environment where every student is known and valued.

This satisfaction comes through every year as we celebrate our graduating class, with overwhelmingly positive feedback from parents and students.



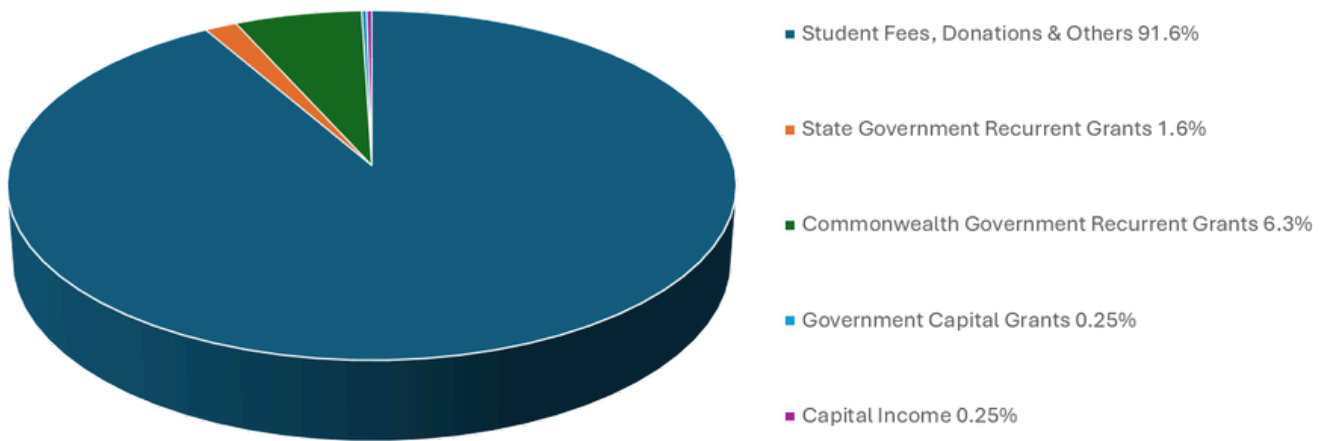
Financials



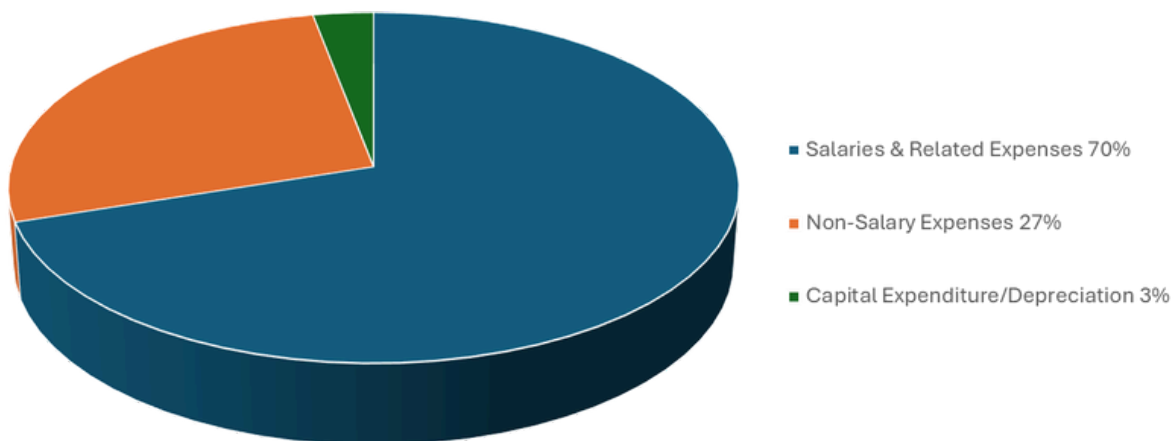
St Paul's International College is a registered charity operated by the Sisters of St Paul de Chartres subject to the reporting requirements of the ACNC.

St Paul's International College Summary of Financial Information at 31 December 2025

a) Recurrent Income & Grants



b) Recurrent Expenditure & Capital Expenditure



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St Paul's
International College

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