



# 2015 School Report

Based on 2014 Data

# Pacific Lutheran College School Report 2015

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### Descriptive Information

Pacific Lutheran College is a dynamic learning community serving the Caloundra, Kawana and Hinterland communities on the Sunshine Coast. In its 15th year of operation, the college has established itself as an innovative place of learning. Through involvement with a broad range of committees, staff have made a contribution to education at a local, state and, within a Lutheran school context, at a national level. Drawing on the traditions of excellence of Lutheran education, Pacific provides a high quality education where people are encouraged to grow and learn across all dimensions of life and to develop whole-of-life attributes as set down in the [Four Pillars of Learning](#). As part of this whole-of-life approach to learning, students are also challenged to develop and explore their beliefs and values from a Christian perspective.

Pacific is distinctive in being a genuine Kindergarten to Year 12 college (K-12), with student and administration structures that support a seamless transition for students from K-12. Staff and students across K-12 place high value on the regular, natural interactions they experience in both formal and informal contexts. Staff, students and parents greatly enjoy the strong community feel of Pacific Lutheran College and for many families the Pacific community provides their primary support network.

Pacific is non-selective in its enrolment policy and provides a differentiated approach to learning which supports children to continue strongly on their learning journey. A broad range of enrichment and extension activities supports a rich learning environment for students. Flexible access to virtual and physical space support an increasingly personalised approach to learning.

Senior schooling pathways in partnership with TAFE, universities, and local industry support students to gain OPs, VET qualifications and industry skills. In 2014, 79% of students were OP eligible and of these, 78% achieved an OP 1-15. Through extensive career support, 98% of students who applied for tertiary places received offers.

Pacific Lutheran College has been highly successful in supporting students in reaching the highest levels in academic, sporting and cultural pursuits. Personal excellence, whether it results in national recognition or the achievement of a personal goal, is equally celebrated.

While we celebrate these successes, we are most proud of the young men and women our students have become. These are qualities that cannot be measured or reported but they are most important. These are qualities that are regularly commented on by those outside the community as they interact with our students.



### Reading The Report

What follows is a list of key summary points to enable you to gain a quick snapshot of Pacific Lutheran College. More detailed information can be gained by following the links to our web page and even more by visiting us in person. For further information contact the College Registrar on [admin@pacluth.qld.edu.au](mailto:admin@pacluth.qld.edu.au).

### Summary of School Characteristics

Pacific Lutheran College's characteristics are outlined below.

Type	Independent Co-educational
Address	Woodlands Boulevard, Meridan Plains PO Box 991, Caloundra 4551
Total Enrolment	901 (August 2014 P- 12 Census)
Year Levels	Kindergarten to Year 12

## Characteristics of Student Population

Boys	476	53%
Girls	425	47%
Total	901	100%
Indigenous	11	1%
Non-Indigenous	890	99%
Total	901	100%



## Distinctive Curriculum Offerings

Pacific has a strong focus on developing deep understandings through immersion in a culture of thinking. The Teaching For Understanding and Visible Thinking Frameworks from Harvard inform all teaching and learning that occur across K-12. Further distinctive curriculum offerings include:



- PACE (Pacific Academic Challenge and Enrichment) Program: A gifted and talented enrichment program with a focus on Literature, Mathematics, Science, Engineering and IT across Years 6-9.
- YACHTS (Young Achievers Creatively Honing Thinking Skills) Program: A gifted and talented enrichment program with a focus on Literature, Mathematics, Science, Engineering and IT across Years 3-5.
- Strings Program - Years 3 and 4.
- Concert Band Program - Years 5 and 6.
- Personal Development Program P-12 that encompasses the You Can Do It program across Prep to Year 5 and the Rite Journey at Year 9.
- An extensive developmental Outdoor Education Program across Years 3-12 that links with the Personal Development Program.
- Flexible senior pathways that include partnerships with universities, TAFE, training organisations and employers.
- Extensive career education and advice: Years 9-12.
- Vertical pastoral care groupings where mutual responsibility for caring for each other is fostered and encouraged across Years 6-12 under the motto of 'Pacific As A Peace Place'.
- Formal study of Christian Studies engages students in an academic study of Christianity, other world religions, ethics and decision-making. This supports students in their growth of an expanded world view and facilitates the development of a personal belief and values system.
- A challenging and supportive middle years program that supports the growth of students as they progress through the phase of pre-adolescence in Years 6 and 7 and then mature into early adolescence at Years 8 and 9.



## Co-curricular Offerings

- Enrichment: Tournament of the Minds, Debating, Public Speaking, Literacy, Numeracy and IT Circles, Mathematics Challenge, visiting authors and artists, Mathematics, Science and English competitions, PACE program, YACHTS program.
- Duke of Edinburgh Award Scheme.
- Kayaking Excellence Program Years 4-12.
- Swimming, Cross Country, Athletics.
- SCISSA Sport
  - Boys: Rugby Union, AFL, Soccer, Basketball, Softball, Touch Football, Water Polo, Volleyball, Tennis
  - Girls: Netball, Soccer, Basketball, Softball, Touch Football, Water Polo, Volleyball, Tennis
- Community Sport: Netball, Churches Soccer, Rugby Union, Basketball, Touch Football, Futsal, Water Polo.
- Dance



- Music Groups: Senior Voices Choir, Junior Voices, Year 2-3 Choir, Junior and Senior String Ensembles, Wind Ensemble, Year 5 Concert Band, Year 6 Concert Band, Senior Concert Band, Junior Chapel Band, Middle College Chapel Band, Senior Chapel Band, Percussion Ensemble, Guitar Ensembles, Jazz Ensemble, Orchestra.
- Major Productions at Years 8-12 and Year 3-7 on a bi-annual rotation of a musical followed by plays – 2015 production of The Addams Family. K-2 students perform the nativity play each year.
- Foundation Cup Activities: Cultural, Sporting and Academic.
- Book Club.
- Visual Arts Evening.
- PLC Blake Prize for Art.

## Social Climate of Pacific Lutheran College

The social climate of Pacific Lutheran College is seen to be a strength of the college. This strength comes from its foundation on the values of Lutheran education. The highly connected nature of the community is described as 'warm and welcoming'. Children are 'known and feel important', strong relationships exist between staff, student and parents and the personal growth of each child is supported by a unique integration of the Personal Development, Christian Studies, Pastoral Care and Outdoor Education programs. All within the community are challenge to embody "Respect, Care and Dignity" as individuals and as a community.



The integration of Personal Development, Pastoral Care, Christian Studies and Outdoor Education programs across K-12 provides an unique student experience for growth. Programs are proactive in supporting a culture of respect for self, each other and the physical environment. Across Prep to Year 5, the You Can Do It program provides a framework for discussion. The Outdoor Education program developmentally supports the growth of self-confidence, initiative, team work, self-efficacy and resilience whilst supporting the growth of an appreciation of the environment and outdoor pursuits. The Personal Development program across Years 6-12 prepares young people for changes in their academic learning, relationships and examines important issues in the areas of sex and drug education. The Christian Studies program challenges young people to examine their beliefs and values. The Rite Journey at Year 9 supports young people to make the transition to young adulthood in partnership with their parents. This program has been described by Steve Biddulph as one of the best of its kind. Vertical pastoral care groups across Years 6-12 (where students and staff stay in the same groupings with the same teacher for the duration of their time in the Middle and Senior Colleges) provide a unique and strong connectedness between older and younger students and the staff member of the group.



Proactive programs aim to develop a culture where "Respect, Care and Dignity" inform all interactions at the college. Pacific's behaviour management approach focuses on the restoration of relationships. 'Pacific As A Peace Place' is a proactive strategy to educate young people about bullying in a preventative way. Through this program students are educated about the types of inappropriate behaviour regarded as bullying and harassment and what to do if bullying or harassment occurs. Through Personal Development, Middle and Senior College students also examine issues around cybersafety and cyberbullying. After Term 1 each year, students complete an anonymous audit of how safe they are feeling and are also given the opportunity to identify people and spaces associated with harassment and bullying. These audits have always reflected very positively on the culture of the college. Where issues arise students report these to teachers and a no blame approach is taken which follows a formal process of support including communication with parents of all children involved. The College Counsellor is another important support person for students.



Informing all of this action are the ten values for Lutheran Education of hope, compassion, love, justice, forgiveness, acceptance, tolerance, quality, humility and service. On a daily basis staff, students and parents are expected to live these values for each other.

## Parents As Partners

Parents are seen as genuine partners in the learning process and in the building of community. Ways in which parents contribute to community include:

- Regular discussions with staff about the progress of their children.
- Membership of the Friends of Pacific.
- Formation of the Pacific Together group as a support group within the college.
- Year level community representatives.
- Members of the College Council.
- Coaching debating and sport teams.
- Assisting with the staging of major productions.
- Support A Reader, Support A Writer.
- Classroom helpers for literacy and numeracy P-5.
- Tuckshop.
- Library.
- Supporting and encouraging children by attending culminating presentations, sport, cultural and community events.
- Supporting college families in need.
- Supporting local and global charities supported by Pacific Lutheran College.
- Affirming and encouraging staff.
- Completing annual reviews and providing electronic feedback on initiatives as they arise.
- Being part of strategic planning activities.



## School Funding Broken Down By Income Source

For details of funding broken down by income source you are invited to visit the MySchool website at

<http://www.myschool.edu.au/>

## Staffing Information

A key strength of Pacific is the quality of its staff. Parent reviews regularly describe the dedication and commitment of staff as a strength of the college.

## Staff Composition

	Full Time	Part Time
FTE		
Teaching	56	5.6
Non-teaching	14.0	21.4
Head Count		
Teaching	56	9.0
Non-Teaching	14.0	36.0

Qualifications	Percentage of Classroom Teachers
Doctorate	3.0%
Masters	14.0%
Bachelor Degree	79%
Diploma	4 %
Certificate	Nil

## Committee Membership

### National Level

- Lutheran Education Australia Leadership Working Party **Dr Bronwyn Dolling**.

### State Level

- Lutheran Education Queensland Finance Committee: **Mr Mike Healy**.
- Independent Schools Queensland Education Committee (June 2015): **Dr Bronwyn Dolling**.

### District Level

- QCAA District Panel Accounting: **Ms Karen Schulz**.
- QCAA District Panel Visual Art: **Mrs Denise McMahon**.
- QCAA District Panel Biology: **Mrs Gisela Hohls**.
- QCAA District Panel Chemistry: **Ms Rebecca Ross**.
- QCAA District Panel English: **Mrs Tina Cox**.
- QCAA District Panel Geography: **Mr Brett Jones**.
- QCAA District Panel Chair Japanese: **Mrs Joanne Bailey**.
- QCAA District Panel Mathematics B: **Mrs Jasmine Sawyer**.
- QCAA District Panel Mathematics C: **Mr Jeff Goodwin**.
- QCAA District Panel Modern History: **Mr Brendan Delaney**.
- QCAA District Panel Chair Information Processing and Technology: **Mrs Janine Stone**.
- QCAA District Panel Physical Education: **Mr Gary Graves**.

## Staff Attendance

Staff Attendance: **97%**.

## Teaching Staff Retention

Teaching Staff Retention: **98%**.

## Professional Development 2014

Professional development activities have focused on the improvement of student learning, with particular focus on the development of higher order thinking and high levels of engagement through the implementation of the Teaching For Understanding program and Visible Thinking Framework through Harvard University. Whole of staff professional development has included:

- Australian Curriculum.
- Use of ICT.
- Developmental Reading Assessment.
- Child Protection.
- Teaching For Understanding: Harvard Graduate School of Education.
- Visible Thinking Framework: Harvard Graduate School of Education.
- Learning By Design.
- Theological Development Spiritual Pathways program.
- Equip: Christian Studies Framework.
- High quality assessment.
- Mentoring and Peer Coaching.



As well as these whole school activities, staff at Pacific, have engaged in a large range of professional development in their specialist areas.

Teaching Staff involved in Professional Development: **100%**.

Expenditure on Teacher Professional Development in 2014 excluding TRS costs: **\$47,371**.

Average Expenditure per teacher excluding TRS: **\$729**.

## Student Performance Data

Pacific constantly strives to improve on the quality of education offered to young people. To this end a range of data is used to monitor and track student learning.

## Student Attendance

Student attendance was at 92%.

Average Student Attendance Per Year Level

Year Level	Attendance (%)
Prep	92%
1	92%
2	93%
3	93%
4	93%
5	93%
6	93%
7	90%
8	92%
9	92%
10	92%
11	91%
12	90%

Student absence is monitored on a daily basis through student reception making contact with parents where absences are unexplained.

## Year 3, 5, 7 and 9 Test Data

Pacific students have consistently performed particularly well on the national testing. From year to year there will be variations depending on the composition of particular cohorts.

For details of year level performances please visit the My School website <http://www.myschool.edu.au/>.

## Apparent Student Retention Rates

In 2014, Year 12 student enrolment as a percentage of the Year 10 cohort in 2012 was 85%.

## Year 12 Data

Characteristic	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total number of Senior Certificates	36	45	50	61	63	70	59	53	59	63
Percentage of students who were OP eligible (Number 2012)	81%	91%	91%	89%	86%	84%	94%	81% (43)	83% (49)	79% (50)
Number of students awarded a Queensland Certificate of Individual Achievement	0	0	0	0	0	0	0	0	1	1
Percentage of Overall Position OP eligible students with OP 1-15	79%	66%	73%	65%	72%	71%	80%	81%	80%	78%
Number of Yr 12 students who are or have completed a school based traineeship or apprenticeship	0	8	4	11	5	7	3	6	10	8
Percentage of students awarded a QCE at the end of Yr 12 (Number for 2012)	NR*	NR*	NR*	85%	89%	90%	93%	94% (50)	92% (54)	87% (55)
Percentage of Yr 12 students awarded an International Baccalaureate Diploma (IBO)	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*
Percentage of Yr 12 students who are completing or have completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification	NA*	NA*	NA*	92%	92%	93%	93%	96%	98%	94%
Number of students awarded one or more Vocational Education and Training (VET) qualifications	10	13	15	21	20	25	25	19	24	25
Percentage of Queensland Tertiary Admission Centre (QTAC) applicants receiving an offer	100%	100%	100%	94%	98%	98%	98%	100%	100%	98%

**NR:** Not required for reporting program.

**NA\*:** Not applicable. Pacific does not offer the IB

In comparing OP 1-15 ranks, a useful statistic is the proportion of students in the cohort who are OP eligible. For the first time in 2010, this became a reporting requirement. Pacific is one of very few schools on the Sunshine Coast that has constantly had a high proportion of students with OP eligibility at or above 79% of the cohort. Pacific encourages all students to gain qualifications that will stand them in good stead in the future.

## Year 12 Destination Data

We have been very pleased with student post school destinations. Each year, data is collected by the Federal Government in March of the year following the students' graduation from the college.

For more details of the 2013 destination data please [click here](#). The 2014 data will be uploaded here in September once the next report is released by government.

## Community Satisfaction Data

In the middle of each year, parents are asked to complete a survey which includes the following questions and space for reflecting on five strengths of the college and five areas for improvement. Using a five point scale of 1 strongly disagree, 2 disagree, 3 neutral, 4 agree, 5 strongly agree, parents and students have responded to the following questions as indicated showing high levels of satisfaction with the college.

Pacific Lutheran College is supporting the academic achievement of my child well. **4.1**

Pacific Lutheran College is providing good pastoral care for my child. **4.2**

The sporting program is catering for my child's needs. **4.0**





I am satisfied with Pacific Lutheran College's behaviour management process and expectations. **4.0**

The cultural program is catering for my child's needs. **4.0**

Anecdotal comments reflect appreciation of a dedicated team of caring and supportive teachers, the quality of student and teacher relationships, the strong academic program and the breadth and quality of the co-curricular program. The strong supportive community nature of the college is also regularly described as a strength.

As I have written this report, I am cognisant of the great gifts God has given this community through its people and through the generosity of governments, businesses and members of the Pacific and wider community. We have a great deal for which to be thankful.

**Dr Bronwyn Dolling**

**Principal**