

Pacific Lutheran College

# School Report

Based on 2020 Data



Pacific Lutheran College is a coeducational Kindergarten to Year 12 independent private school of the Lutheran Church of Australia, serving the Caloundra, Kawana and Hinterland communities on the Sunshine Coast.

DISCOVER MORE ABOUT OUR COLLEGE COMMUNITY

Principal Dr Bronwyn Dolling | Council Chair Mrs Ruth Zerner

June 2021

This report has been produced by Pacific Lutheran College to meet reporting obligations of the Queensland and Australian Governments

# Our College



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](#). The continuity of this culture through the changing circumstances of 2020 was a point of community celebration.

Pacific Lutheran College is a dynamic learning community serving the Caloundra, Kawana and Hinterland communities on the Sunshine Coast. In its 21st year of operation, the College has established itself as an innovative place of high quality learning.

Pacific has a strong focus on developing deep understandings and a love of learning through immersion in a culture of thinking. To this end, the College uses the Harvard Teaching for Understanding and Visible Thinking Frameworks to inform its teaching and learning practices and integrates this with the learnings associated with Positive Schools research and Lutheran theology to enhance the wellbeing and learning capacity of both staff and students. These programs support the development of the skills of innovation, entrepreneurialism, life-long learning, critical thinking, creative thinking, communication, collaboration and teamwork, digital technology and social and emotional capacities essential for young people to thrive in the 21st century. As part of this whole-of-life approach to learning, students are challenged to develop and explore their beliefs and values from a Christian perspective.

Through immersion in this culture of thinking the goal is to grow young people with the agency and capabilities to be people who care and contribute to making a difference for themselves, for people and the planet.

Through involvement with a broad range of committees, staff have contributed to education at a local, state and, within a Lutheran school context, at a national level.

Pacific is distinctive in being a genuine K-12 College, with student and administration structures that support a seamless transition for students from Kindergarten to Year 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 the College, which is the primary support network for many Pacific families.

Pacific provides a differentiated approach to learning that supports children to take responsibility for their learning journey. A broad range of enrichment and extension activities support a rich learning environment for students. Flexible access to virtual and physical space support an increasingly personalised approach to learning.

Pacific Lutheran College has been highly successful in supporting students to reach the highest levels in academic, sporting and cultural pursuits. Personal excellence, whether it results in national recognition or 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 the 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 that enable you to gain a snapshot of Pacific Lutheran College. More detailed information can be gained by following the links to our website and even more, by visiting us in person.

For further information, please contact our College Registrar Mrs Chris Henschke on [admin@pacluth.qld.edu.au](mailto:admin@pacluth.qld.edu.au) or by phoning 5436 7321.

For details of funding broken down by income source, visit the MySchool website at: <https://www.myschool.edu.au/>.



# Curriculum Offerings



## Distinctive Curriculum Offerings

Pacific has a strong focus on developing deep understandings through immersion in a culture of thinking. Harvard's Teaching for Understanding and Visible Thinking Frameworks inform all teaching and learning that occurs across Prep - Year 12.

- + 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.
- + STEM 1 and STEM 2, Philosophy and Reasoning: Specialist Year 9 elective offerings that provide opportunities for extension.
- + STEM and Literature: Year 10 electives that enable students to extend their understandings and interests in these areas.
- + Personal Development program across P-12 that encompasses the You Can Do It program from 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, Christian Studies and Pastoral Care programs.
- + Flexible senior pathways that include partnerships with universities, TAFE, training organisations and employers.
- + Extensive career education and advice across Years 9-12.
- + Vertical pastoral care groups across Years 7-12 where mutual responsibility for caring for each other is fostered and encouraged under the motto of 'Pacific as a Peace Place'.
- + A formal Christian Studies program that engages students in the 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 in Years 8 and 9.

## Academic Programs



- + YACHTS (Young Achievers Creatively Honing Thinking Skills)
- + Specialist Middle and Senior College electives including STEM

## Music



- + Strings Program: Years 3 and 4
- + Concert Band Program: Years 5 and 6

## Outdoor Education



- + Extensive, developmental Outdoor Education program across Years 3-12

## Curriculum Innovation



In 2020 the College officially opened the Year 6 to 12 STEM classrooms. The service was officiated by special guest Mr David Baird, CEO of Praesidium Global. Our Year 9 and 10 STEM students showcased their work throughout the new space.

Our Year 9 students enjoyed explaining the design and production of their underwater drones. Year 10 students excitedly shared deep understanding linked to their inquiry projects in the area of optics.

Students commented on the difference it had made to learn with a specialised space which was designed to provide ready access to a variety of spaces and technology.

# Co-Curricular Offerings



## Co-Curricular Offerings

An extensive range of co-curricular offerings enhance students' growth at Pacific.

### Enrichment



- + da Vinci Decathlon and Future Problem Solving competitions
- + Robotics and Coding
- + Chess
- + Debating and Public Speaking

### Sport



- + Sunshine Coast Independent School Sports Association (SCISSA)
- + Inter-house Swimming, Cross Country and Athletics Carnivals
- + Kayaking Excellence Program

- + The da Vinci Decathlon and Future Problem Solving competitions: Academic competitions designed to challenge and extend students' thinking across a range of disciplines.
- + Enrichment: Robotics and Coding, Chess, Debating and Public Speaking.
- + Extension opportunities through visiting authors and artists and a range of academic performance-based competitions.
- + Duke of Edinburgh Award Scheme.
- + Kayaking Excellence Program across Years 4-12.
- + Swimming, Cross Country and Athletics Carnivals.
- + SCISSA Sport:
  - Boys - Rugby Union, AFL, Soccer, Basketball, Softball, Touch Football, Water Polo, Volleyball, Cricket and Tennis.
  - Girls - Netball, Soccer, Basketball, Softball, Touch Football, Water Polo, Volleyball, Rugby 7s and Tennis.
- + Community Sport: Netball, Churches Soccer, Rugby Union, Basketball, Touch Football, Futsal and 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, Junior Concert Band, Senior Concert Band, Junior Chapel Band, Middle College Chapel Band, Senior Chapel Band, Percussion Ensemble, Guitar Ensembles, Jazz Ensemble and Pacific Orchestra.
- + Major student productions for Years 8-12 and Years 3-7 on a biennial rotation. The K-3 students perform a nativity play each year. The 2019 production was Oklahoma.
- + Foundation Cup Activities: Cultural, Sporting and Academic.
- + Book Club.
- + Visual Arts Evening.
- + PLC Blake Prize for Art.

# Social Climate



The highly connected nature of the community is described as 'warm and welcoming' ...

All members of the community are challenged to embody 'Care, Dignity and Respect'.

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', as strong relationships exist between staff, students 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 members of the community are challenged to embody 'Care, Dignity and Respect' as individuals and as a community. The College has integrated the positive psychology research of Dr Martin Seligman to further enhance the wellbeing of staff and students.

The integration of Personal Development, Pastoral Care, Christian Studies and Outdoor Education programs across K-12 provides a unique student experience for growth. Programs are proactive in supporting a culture of respect for self, each other and the physical environment.

The Outdoor Education program developmentally supports the growth of self-confidence, initiative, teamwork, self-efficacy and resilience whilst supporting the growth of an appreciation of the environment and outdoor pursuits. The Personal Development program for Prep - Year 5 students incorporates the You Can Do It program, while across Years 6-12, the program draws from a range of resources to prepare young people for changes in their academic learning and relationships, enhances wellbeing and examines important issues in the areas of sex and drug education. Learning to be a respectful and effective digital citizen is also an important part of personal development. In Christian Studies, young people are challenged to examine their beliefs and values. The Rite Journey in Year 9 supports young people to make the transition to young adulthood in partnership with parents. This program has been described by Steve Biddulph as one of the best of its kind. Vertical Pastoral Care Groups across Years 7-12, where students stay in the same groupings with the same teacher for the duration of their time in the Middle and Senior College, provide a unique and strong connection between older and younger students and the staff member of the group.

Proactive programs aim to develop a culture where 'Care, Dignity and Respect' are the core values influencing all interactions at the College. Behaviour development has a restorative approach with a focus on repairing relationships. Pacific as a Peace Place is a proactive strategy to educate young people about harassment and bullying in a preventative way. Through this program, students are educated about the types of inappropriate behaviour and what to do if bullying or harassment occurs. Middle and Senior College students also examine issues around cyber-safety and cyberbullying through the Personal Development program. After Term 1 and Term 3, 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 restorative 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 this action are the 10 values for Lutheran Education of hope, compassion, love, justice, forgiveness, acceptance, tolerance, quality, humility and service. Staff, students and parents are expected to live these values for each other.



# Parents as *Partners*



Parents are genuine partners in the learning process and in the building of community. Parents contribute to the Pacific community in a variety of ways.

- + 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 sport teams.
- + Assisting with the staging of major productions.
- + Supporting the reading program.
- + Classroom helpers for literacy and numeracy across P-5.
- + Working and volunteering in the Tuckshop.
- + Supporting and encouraging children by attending culminating presentations, sport, cultural and community events.
- + Supporting College families in need.
- + 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.



# Our Staff



We congratulated Dr Bronwyn Dolling on her recognition as one of 75 influential educators listed in The Educators 2020 annual Hot List report.

The winners were recognised for their invaluable contribution to the K-12 education sector. Demonstrating excellence in linking theory and practice, and designing and implementing innovations that provide students with high-quality educational experiences, during these unprecedented times.

## 96%

\*2020 STAFF  
ATTENDANCE

\*Average staff attendance for permanent and temporary classroom teachers and school leaders. The average staff attendance overall in 2019 was 96%

## 91%

TEACHING STAFF  
RETENTION RATE

Qualifications	% of Staff
Doctorate	2%
Masters	16%
Bachelor Degree	79%
Diploma	3%
Certificate	Nil

## Committee Memberships

### National Level

- + Lutheran Education Australia Leadership Working Party: Dr Bronwyn Dolling

### State Level

- + ISQ Education Committee: Dr Bronwyn Dolling
- + Lutheran Education Queensland Finance Committee: Mr Mike Healy

### QCAA Assessors

- + Lead Endorser, Japanese: Mrs Michiko Hauser
- + Lead Endorser, Physics: Mrs Claire Richards
- + Endorser, Digital Solutions: Mrs Janine Stone
- + Endorser, Physical Education: Mr Gary Graves

FTE	Full time	Part time
Teaching	65	7.2
Non-teaching	25	24.8
Head Count	Full time	Part time
Teaching	65	13
Non-teaching	25	41
<b>TOTAL</b>	<b>90</b>	<b>54</b>

Indigenous Staff Ratio	%
Indigenous	0%

### QCAA Confirmers

- + Chief Confirmer, Japanese: Mrs Michiko Hauser
- + Lead Confirmer, Physics: Mrs Claire Richards
- + Confirmer, Digital Solutions: Mrs Janine Stone
- + Confirmer, English: Mrs Rae Hall
- + Confirmer, Health and Physical Education: Mr Gary Graves
- + Confirmer, Physics: Mr Jeevan Soorya Dhas
- + Confirmer, Modern History: Mrs Elley Wood
- + Confirmer, Specialist Mathematics: Mr Alexander O'Connor

### QCAA Markers

- + Digital Solutions: Mrs Janine Stone
- + Lead Marker English: Mrs Rae Hall
- + Lead Marker Japanese: Mrs Michiko Hauser
- + Physical Education: Mr Gary Graves
- + Lead Marker Physics: Mrs Claire Richards
- + Marker Physics: Mr Jeevan Soorya Dhas
- + Specialist Mathematics: Mr Alexander O'Connor
- + Lead Marker Specialist Mathematics: Mrs Patricia Hosking

# Our Staff



A key strength of the College is the quality of its staff. Parent reviews regularly describe the dedication and commitment of staff as a strength of the College. Staff engagement in ongoing professional learning is central to this culture.

100%

TEACHER  
PARTICIPATION

\$546

AVERAGE  
EXPENDITURE PER  
TEACHER

\$48 025

TOTAL  
EXPENDITURE ON  
TEACHER PD

## Professional Development

Professional development activities have focussed on the improvement of student learning and wellbeing, the implementation of the new senior certification process and online delivery of learning. This has included the focus on the development of higher order thinking and high levels of engagement through the immersion in a culture of thinking informed by the Harvard Teaching for Understanding and Visible Thinking Frameworks and the implementation of a new online learning management system through 2020.

Research associated with Positive Psychology has underpinned the professional development of staff in the area of staff and student wellbeing.

Whole of staff professional development has included:

- + Teaching for Understanding, Visible Thinking and Culture of Thinking: Harvard Graduate School of Education.
- + Positive Psychology and Wellbeing.
- + Differentiation.
- + Restorative Practices.
- + Online Delivery of Learning
- + Literacy Development (Daily 5).
- + Child Protection.
- + Theological Development Spiritual Pathways program.
- + Equip: Christian Studies Framework.
- + Implementing the new Queensland Senior Curriculum.



# Our Students



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

## Characteristics



Students	Number	%
Indigenous	15	1%
Non-Indigenous	989	99%
<b>TOTAL</b>	<b>1004</b>	<b>100%</b>

## Average Attendance by Year Level

### Prep – Year 6

92%	93%	92%	92%	94%	93%	93%
PREP	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6

### Year 7 – Year 12

93%	93%	93%	93%	93%	92%	92%
YEAR 7	YEAR 8	YEAR 9	YEAR 10	YEAR 11	YEAR 12	OVERALL

\*Student absences are monitored on a daily basis and student reception makes contact with parents where absences are unexplained on that day. Extended absences are followed up by the Heads of House or Heads of Sections of the College.

## Apparent Student Retention Rates

In 2020, Year 12 student enrolment as a percentage of the Year 10 cohort in 2017 was 84%.



# Student Outcomes

## NAPLAN Testing

Pacific students have consistently performed well on the national NAPLAN testing. From year to year there will be variations depending on the composition of particular cohorts. As there was no NAPLAN testing conducted in 2020 the following is a summary of the 2019 benchmark data. For full details, visit: <http://www.myschool.edu.au/>.

Reading			
	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	476	432.3	100%
Year 5	542	506.1	100%
Year 7	564	546.3	100%
Year 9	599	581.3	91.7%
Writing			
	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	434	422.5	97.2%
Year 5	482	474.1	97.1
Year 7	515	513.2	95.7%
Year 9	590	548.8	89.3%
Spelling			
	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	413	418.9	95.8%
Year 5	507	500.9	100%
Year 7	548	546.1	98%
Year 9	596	582.2	97.6%
Grammar			
	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	465	440	98.6%
Year 5	520	499.1	97.1%
Year 7	552	541.7	94.9%
Year 9	589	573.6	95.2%
Numeracy			
	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	430	408.1	100%
Year 5	543	495.9	100%
Year 7	568	554.4	98.2%
Year 9	605	592	100%

# Our Graduates



Pacific has a strong focus on preparing students to thrive in a rapidly changing world. Senior schooling pathways, in partnership with TAFE, universities and local industry, support students to gain OPs / ATARs, VET qualifications and Industry skills. Intensive career education and advice guides senior students into their future pathways.

**85%**  
ATAR ELIGIBLE

**98%**  
QCE OR VET  
QUALIFICATION

Characteristic	2016	2017	2018	2019	2020
Total Senior Certificates	75	80	76	48	63
% OP/ATAR Eligible Students	76%	77.5%	84%	73%	85%
QLD Certificate of Individual Achievement	0	0	0	0	0
% OP Eligible Students with OP 1-15	72%	84%	81%	89%	N/A
% Year 12 Students with OP 1-15	55%	65%	68%	65%	N/A
School-based Traineeship or Apprenticeship	9	6	3	8	6
% Students Awarded QCE	92%	99%	99%	96%	94%
% Students Awarded International Baccalaureate Diploma (IBD)	NA*	NA*	NA*	NA*	NA*
% Students Completed / Completing SAT or Awarded QCE, IBD, VET Qualification	96%	99%	100%	100%	98%
Students Awarded Vocational Education and Training (VET) Qualifications	42	46	23	25	32
% QTAC Offers	100%	98%	100%	100%	98%

A useful statistic is the proportion of students in the cohort who were OP/ATAR eligible. Pacific is one of very few schools on the Sunshine Coast that has constantly had a high proportion of students with OP/ATAR eligibility. Pacific encourages all students to gain qualifications that will stand them in good stead in the future. Because of changed school access to ATAR results, the College was not able to report on the percentage of students achieving at particular ATAR levels in 2020.

## Year 12 Destination Data

We have been very pleased with student post school destinations. Each year in March, the Federal Government collects data to determine the destination of Year 12 students from the previous year. For more details of the 2020 destination data, please [click here](#).

NA\* - Not Applicable. Pacific Lutheran College does not offer the International Baccalaureate Diploma.



# Community *Satisfaction*



Each year, parents have the opportunity to complete a short Annual Review Survey. Every second year, the College participates in a comprehensive, externally administered review. The more comprehensive survey was scheduled to occur in Term 2, 2020 but has been rescheduled to occur in Term 3 of 2021. Through Term 2, students, parents and staff were surveyed about their online learning experience.

Review of Online Learning	Some	Mostly	Always
My child felt that what they had to learn for each lesson was clear	13%	45%	42%
My child was able to connect for feedback or clarification	12%	26%	62%
My child experienced pastoral care and wellbeing support	20%	25%	55%



As a College we continue to reflect and act on observations and research to support young people to thrive in a rapidly changing world. We commend this report to you as a celebration of a learning community firmly committed to optimising the growth of young people across all dimensions of their lives.

