

Pacific Lutheran College

# School Report

Based on 2022 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 Mr Philip Thamm

June 2023

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 enhancement of this culture through the formulation of the Strategic Plan for 2023-26 where staff, students and parents drew on OECD research to contribute to its formulation was a point of celebration for the 2022 school year.

Pacific Lutheran College is a dynamic learning community serving the Caloundra, Kawana and Hinterland communities on the Sunshine Coast. In its 23rd 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. 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: An Enrichment Program for Year 3, 4 and 5
- + Pacific Plus: An Enrichment Program for Year 6, 7 and 8
- + Philosophical Inquiry and STEM as elective: Year 8
- + STEM, Literature, Philosophy and Reasoning: Specialist Year 9 elective offerings that provide opportunities for extension.
- + 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 2-12 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'.
- + Strings Program: Years 3, 4, 5 and 6
- + Concert Band Program: Years 5 and 6.
- + 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)
- + Pacific Plus (Middle Years Enrichment Program)
- + Specialist Middle and Senior College electives including STEM, Literature, Philosophy and Reasoning

## Music



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

## Outdoor Education



- + Extensive, developmental Outdoor Education program across Years 2-12

## Curriculum Innovation



*Pacific Plus is an opportunity for highly able students in Year 6, 7 & 8, to engage with developmentally appropriate extension and enrichment experiences together. Learning experiences include independent inquiry projects, collaborative service-learning projects, and peer-reviewed creative writing. The focus is on developing intellectual standards and the dispositions of intellectual character in a high-challenge environment.*

# Co-Curricular Offerings



## Co-Curricular Offerings

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

- + 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:  
Rugby Union, Rugby 7s, Netball, AFL, Soccer, Basketball, Touch Football, Water Polo, Volleyball, Cricket, Handball and Tennis.
- + Community Sport: Netball, Churches Soccer, Rugby Union, Basketball, Touch Football and Water Polo.
- + Dance.
- + Run Club.
- + Boardriders and Pacific Pulse Surfing Contest.
- + Music Groups: Pacific Junior and Senior Voices Choir, Primo, Junior and Senior String Ensembles, Junior and Senior Concert Bands, Senior Chapel Band, Jazz Ensemble, Junior, Middle & Senior Rock Bands, Pacific String Quartet, Pacific Marching Band and Pacific Orchestra.
- + Major student productions for Years 8-12 and Years 3-8 on a biennial rotation. The K-3 students perform a nativity play each year. The 2021 Year 8-12 production was Dracular and Year 3-8 production was Elf.
- + Foundation Cup Activities: Cultural, Sporting and Academic.
- + Book Club.
- + PLC Blake Prize for Art.

### 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

# 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. Students also examine issues around cyber-safety and cyberbullying through the Personal Development program. After Term 1, 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 values for Lutheran Education of hope, compassion, love, justice, forgiveness, acceptance, appreciation, quality, humility and service. Staff, students and parents are expected to live these values for each other.



# 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

 <b>542</b> FEMALE STUDENTS	 <b>552</b> MALE STUDENTS	<b>1094</b> TOTAL STUDENTS
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Students	Number	%
Indigenous	22	2%
Non-Indigenous	1072	98%
TOTAL	1094	100%



## Average Attendance by Year Level

### Prep – Year 6

90%	87%	90%	89%	87%	90%	88%
PREP	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6

### Year 7 – Year 12

89%	88%	84%	86%	90%	93%	87%
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 2022, Year 12 student enrolment as a percentage of the Year 10 cohort in 2019 was 82%.



## 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. For full details, visit: <http://www.myschool.edu.au/>.

Pacific student outcomes are outlined on the following page.

## Student Outcomes

RESULTS - The average NAPLAN score for all students at Pacific Lutheran College in each domain, compared to the average score of students in Australia for that domain.

### Reading

	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	470	438	100%
Year 5	544	510	98%
Year 7	560	543	99%
Year 9	595	578	93%

### Writing

	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	452	422	99%
Year 5	511	484	98%
Year 7	538	530	96%
Year 9	588	560	92%

### Spelling

	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	450	418	100%
Year 5	541	505	99%
Year 7	552	547	97%
Year 9	593	577	99%

### Grammar

	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	465	433	99%
Year 5	523	499	98%
Year 7	549	533	97%
Year 9	595	573	94%

### Numeracy

	Average Score (Pacific Lutheran College)	Average Score (National)	% At or Above National Minimal Standard
Year 3	428	400	100%
Year 5	521	488	98%
Year 7	567	546	98%
Year 9	606	584	98%

# Our Staff

Our staff continue to promote innovation as they strive to continually enhance high quality learning. Through engagement with small teams across P-12, staff led significant change in 2022. This included expansion of Pacific Plus into Years 7 and 8, the introduction of intellectual standards, a design thinking process used in and outside the classroom and a trial of ongoing feedback for students via a digital platform. It has been encouraging to reflect on the Contemporary Learning Framework recently provided by Lutheran Education to see how far we have come on our journey. As part of this reflection, we have identified the place for further experiential pedagogies within the Teaching for Understanding framework. We also began transforming our practices to ensure that student agency is deeply embedded. Another exciting initiative has been the establishment of a partnership with Dr Genevieve Thraves from the University of New England. This project will see the co-creation of a High Ability Learners Toolkit for Teachers. This toolkit will be online and designed to support the needs of both teachers and students at Pacific. Strong engagement of senior staff as endorsers, confirmers and markers supported learning at school and state level.

Qualifications	% of Staff
Doctorate	1%
Masters	20%
Bachelor Degree	76%
Diploma	3%
Certificate	Nil

## Committee Memberships 2022

### State Level

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

## QCAA Assessors

### Subject Matter Experts

- + Japanese: **Mrs Michiko Hauser**
- + Physics: **Mrs Claire Richards**

### NAPLAN Market

- + **Mrs Linda Sydes**

### QCAA Endorsers

- + Chief Endorser, Physics: **Mrs Claire Richards**
- + Lead Endorser, Japanese: **Mrs Michiko Hauser**
- + Endorser, Digital Solutions: **Mrs Janine Stone**
- + Endorser, Physical Education: **Mr Gary Graves**
- + Endorser, Film, Television & New Media: **Mrs Katherine Vaney**

### QCAA Confirmers

- + Chief Confirmer, Japanese: **Mrs Michiko Hauser**
- + Lead Confirmer, Physics: **Mrs Claire Richards**

FTE	Full time	Part time
Teaching	81	8.5
Non-teaching	21	24.8
Head Count	Full time	Part time
Teaching	81	12
Non-teaching	21	41
TOTAL	102	53

Indigenous Staff Ratio	%
Indigenous	0%

- + Confirmer, Digital Solutions: **Mrs Janine Stone**
- + Confirmer, English: **Mrs Rae Hall**
- + Confirmer, English: **Mrs Gill Haylock**
- + Confirmer, English & Literature Extension: **Mrs Ceilidh King**
- + Confirmer, Physical Education: **Mr Gary Graves**

### QCAA Markers

- + Chief Marker Japanese: **Mrs Michiko Hauser**
- + Lead Marker English: **Mrs Rae Hall**
- + Marker Physical Education: **Mr Gary Graves**
- + Lead Marker Physics: **Mrs Claire Richards**





# 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

\$606

AVERAGE  
EXPENDITURE PER  
TEACHER

\$48,981

TOTAL  
EXPENDITURE ON  
TEACHER PD

95%

AVERAGE STAFF  
ATTENDANCE

## Professional Development

Professional development activities have focussed on the improvement of student learning and wellbeing and the ongoing implementation of the Senior curriculum. 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. In 2022 there was a focus on enhancing student agency and staff development through engagement with Professional Learning Teams, a review of Pastoral Care and the implementation of Intellectual Standards in the Middle and Senior College. P-2 staff engaged in an Early Years Literacy Project with Independent Schools Queensland.

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.
- + Pastoral Care
- + Differentiation.
- + Restorative Practices.
- + Intellectual Standards
- + Student Agency
- + Child Protection.
- + Theological Development Spiritual Pathways program.
- + Equip: Christian Studies Framework.
- + Implementing the new Queensland Senior Curriculum.

# 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.
- + 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 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 ATARs, VET qualifications and Industry skills. Intensive career education and advice guides senior students into their future pathways.

**82%**  
ATAR ELIGIBLE

**99%**  
QCE OR VET  
QUALIFICATION

A useful statistic is the proportion of students in the cohort who were ATAR eligible. Pacific is one of very few schools on the Sunshine Coast that has constantly had a high proportion of students with ATAR eligibility. 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 in March, the Federal Government collects data to determine the destination of Year 12 students from the previous year. For more details of the latest destination data, released in September each year, please [click here](#).

Characteristic	2019	2020	2021	2022
Total Senior Certificates	48	63	77	76
% OP/ATAR Eligible Students	73%	85%	88%	82%
QLD Certificate of Individual Achievement	0	0	0	0
Number of students who released ATAR data	N/A	50	61	52
% ATAR eligible students who received ATAR above 90	NA	15%	25%	23%
% ATAR eligible students who received ATAR above 80	NA	39%	55%	50%
School-based, Traineeship or Apprenticeship	8	6	3	7
% Students Awarded QCE)	96%	94%	99%	99%
% Students Completed / Completing SAT or Awarded QCE, IBD, VET Qualification	100%	98%	99%	99%
Students Awarded Vocational Education and Training (VET) Qualifications	25	32	25	24
% QTAC Offers	100%	98%	100%	100%

# Community Satisfaction

Each year parents are provided with the opportunity to provide feedback through an Annual Review. The areas of strength most frequently commented on included

- + The quality of teachers who were dedicated, approachable and communicated well with parents.
- + Well rounded curriculum that focused on the development of the whole child.
- + Pastoral care and focus on wellbeing.
- + Community feel and connection within the College.
- + Facilities, grounds, environment and learning spaces.

There were a range of individual areas for development mentioned. Areas of development mentioned most frequently included:

- + Timing and consistency of communication around upcoming events.
- + Ongoing enhancement of facilities.
- + Continue to enhance opportunities for engagement in sport.

## Strategic Plan 2023 - 2026

The reviews conducted were used to inform the strategic planning process which occurred throughout 2022. We were particularly excited to see Senior students play a significant role in the shaping of the [2023 -2026 Strategic Plan](#).

Staff, students and parents drew on feedback from a range of reviews and OECD research to formulate our new plan. The plan focuses on the enhancement of whole-of-life attributes which will enable young people to interact, contribute and thrive in a highly connected, rapidly changing world.





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.

