

Pacific Lutheran College

School Report

Based on 2023 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 has been strengthened through the formulation and implementation of the Strategic Plan for 2023-26 where staff, students and parents drew on OECD research, the learnings of Harvard's Project Zero and Wellbeing research.

Pacific Lutheran College is a dynamic learning community serving the Caloundra, Kawana and Hinterland communities on the Sunshine Coast. In its 24th 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 wellbeing 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 Carly Lovell** on registrar@pacluth.qld.edu.au or by **phoning 5436 7300**.

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 1-12 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 1-12

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, Netball, Soccer, Basketball, Touch Football, Water Polo, Volleyball, Cricket, and Tennis.
- + Community Sport: Netball and Churches Soccer.
- + Dance.
- + Run Club.
- + Boardriders and Pacific Pulse Surfing Contest.
- + Music Groups: Pacific Primo, Junior and Senior Voices, Pacific Primo, Junior, Senior & Chamber String Ensembles, Pacific Junior, Intermediate and Senior Concert Bands, Pacific Junior, Intermediate & Senior Rock Bands, Pacific Orchestra, String Quartet, Marching Band, Percussion Ensemble, Woodwind Ensemble, Junior Rock Club and Flute Choir.
- + 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 2023 Year 8-12 production was Pippin the Musical.
- + 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. Koda has been enthusiastically received as a wellbeing dog.

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, including mentoring relationships between students.

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 Head of Student Support is another important support person as a counsellor 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



Students	Number	%
Indigenous	24	2%
Non-Indigenous	1081	98%
TOTAL	1105	100%



Average Attendance by Year Level

Prep – Year 6



Year 7 – Year 12



*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 2023, Year 12 student enrolment as a percentage of the Year 10 cohort in 2021 was 99%.



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)
Year 3	436	405
Year 5	527	496
Year 7	566	536
Year 9	577	564

Writing

	Average Score (Pacific Lutheran College)	Average Score (National)
Year 3	449	416
Year 5	495	483
Year 7	558	534
Year 9	597	567

Spelling

	Average Score (Pacific Lutheran College)	Average Score (National)
Year 3	428	404
Year 5	516	489
Year 7	553	539
Year 9	574	568

Grammar

	Average Score (Pacific Lutheran College)	Average Score (National)
Year 3	446	411
Year 5	516	497
Year 7	562	539
Year 9	566	557

Numeracy

	Average Score (Pacific Lutheran College)	Average Score (National)
Year 3	449	407
Year 5	529	488
Year 7	569	538
Year 9	591	568

Our Staff

Our staff continue to promote innovation as they strive to continually enhance high quality learning with a culture of thinking. Through engagement with small teams across P-12, staff continued to grow their capability to enhance student agency and capability. This includes a focus on critical thinking, problem solving and creative ideation, tools which create the cutting edge in the workplace. Ongoing feedback for students via a digital platform promoted students agency in enhancing their learning. It has been encouraging to reflect on the Lutheran Education, Contemporary Learning Framework. 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

FTE	Full time	Part time
Teaching	81	8.2
Non-teaching	20	23
Head Count	Full time	Part time
Teaching	81	13
Non-teaching	20	38
TOTAL	101	51

Committee Memberships 2023

State Level

- + ISQ Education Committee: **Dr Bronwyn Dolling (until June 2023)**

QCAA Assessors

Subject Matter Experts

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

Writing Panel Members

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

NAPLAN Marker

- + **Mrs Linda Sydes**

QCAA Endorsers

- + Chief Endorser, Physics: **Mrs Claire Richards**
- + 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**

Indigenous Staff Ratio	%
Indigenous	0%

- + Lead Confirmer, English: **Mrs Rae Hall**
- + Lead Confirmer, English: **Mrs Gill Haylock**
- + Confirmer, English & Literature Extension: **Mrs Ceilidh King**
- + Confirmer, Physical Education: **Mr Gary Graves**
- + Confirmer, Music: **Mr Paul Cusick**
- + Confirmer, Film, Television & New Media: **Mrs Lara Masselos**
- + Confirmer, Modern History: **Mr Josh Zanker**

QCAA Markers

- + 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

\$663

AVERAGE
EXPENDITURE PER
TEACHER

\$59,137

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 implementation of the V9.0 Australian Curriculum. In 2023 there was a focus on enhancing student agency and staff development through engagement with Professional Learning Teams, Pastoral Care and mentoring relationships between students in Years 7-12. P-2 staff engaged in familiarisation with the Science of Reading.

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

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
- + Science of Reading Prep-Year 2
- + Intellectual Standards
- + Student Agency
- + Child Protection
- + Theological Development Connect
- + Implementing the Australian Curriculum V9.0

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.

Post School Institutions of Year 12 QTAC Applications in 2023:



4



17



26



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

16



2



1



1

Characteristic	2020	2021	2022	2023
Total Senior Certificates	63	77	76	84
% ATAR Eligible Students	85%	88%	82%	87%
QLD Certificate of Individual Achievement	0	0	0	0
Number of students who released ATAR data	50	61	52	73
% ATAR eligible students who received ATAR above 90	15%	25%	23%	43%
% ATAR eligible students who received ATAR above 80	39%	55%	50%	67%
School-based, Traineeship or Apprenticeship	6	3	7	3
% Students Awarded QCE)	94%	99%	99%	99%
% Students Completed / Completing SAT or Awarded QCE, IBD, VET Qualification	98%	99%	99%	100%
Students Awarded Vocational Education and Training (VET) Qualifications	32	25	24	62
% QTAC Offers	98%	100%	100%	96%

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](#).

Community Satisfaction

Parent Satisfaction

Every three to four years, parents have the opportunity to provide feedback via a comprehensive whole-of-school survey conducted by an external company. Each year families are also invited to provide feedback via a shorter internally led Annual Review. In 2023, families provided the following feedback as part of the Annual Review process.

The areas of strength most frequently commented upon included:

- + The quality of teachers and support staff as capable, supportive, approachable, and professional.
- + The connectiveness and culture of the school community as caring, safe and supportive.
- + The valuing of academic learning, quality of opportunities including extension, career advice and subject selection.
- + Communication processes including the use of digital spaces such as NAV and Seesaw and the new College App.
- + Pastoral care of students with a focus on the whole child and encouraging a culture of respect.
- + Families also expressed appreciation for the opportunities provided in the areas of the performing arts and sport.

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

- + Ongoing enhancement of facilities.
- + Continuing to refine and target communication processes and strategies.
- + Continuing to enhance student support processes.

Student Satisfaction

Most commonly stated reasons given by students for high levels of satisfaction and recommendation from the 2023 Peace Place Audit were:

- + Academic focus and programs and the range of quality opportunities available through the academic and co-curricular programs.
- + The safe, welcoming, calm and positive feel of the College community.
- + Supportive, high quality teachers.

Throughout 2023, the College conducted cohort level workshops entitled "Courageous Conversations" to enable students to share with each other and the College, ways to enhance students' sense of connection, safety and belonging.

Staff Satisfaction

Staff provided positive feedback about the implementation of ongoing feedback for students describing it as

- + Providing timely feedback to students and parents.
- + Recognising that comments were specific to tasks and as such more targeted to support student learning.
- + Providing increased opportunity for parent engagement and home learning opportunities through conversations at home.

Recommendations for improvement in this area related to:

- + Exploring ways to reduce workload including reducing repeated entry of data into different spaces.
- + Understanding that comments were for a student audience as distinct from formal reporting processes to parents.

Staff support and wellbeing continued as a priority development area of the College with professional development provided through engagement with

- + Steph Maher, *Nurturing The Pacific Way*
- + Reflection on the work of Michelle McQuaid, *Community of Care*
- + Dr Justin Coulson, *Enhancing Wellbeing*

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.

