



**NORTHPINE**  
CHRISTIAN COLLEGE

# **Annual Report 2020**

Centred in Christ | Dynamic in Direction | Strong in Service

# OUR SCHOOL

<b>School Sector:</b>	Independent
<b>School's Address:</b>	29 Hughes Road East Dakabin Qld 4503
<b>School Principal:</b>	Mr Graham Baird
<b>Total Enrolments:</b>	970 Students,
<b>Year Levels offered:</b>	Prep – Year 12
<b>Co-educational or Single Sex:</b>	Co-educational



**Student Body Characteristics:** 52% boys and 48% girls, predominantly Australian but also comprised of children from a number of other nationalities

Northpine Christian College is an independent co-educational school, providing an excellent holistic education from Early Childhood Care through to Year 12, founded on Biblically supported principles and values. The College is respected for fostering self-confident, responsible and successful students, and for developing each individual to their fullest potential by providing a tradition of education balanced in academic, sporting, artistic and spiritual nurture.

Established in 1940 and moved to the present site in 1980, Northpine Christian College is set in a beautiful bush-land environment just 10 minutes from Westfield North Lakes, and 30km north of central Brisbane.

Students at Northpine Christian College are encouraged to develop a spirit of teamwork, achieve personal goals, and develop a strong positive character through participation in a broad range of co-curricular experiences both inside and outside the traditional classroom. Opportunities are offered through the school's extensive sporting, outdoor education, Middle School Challenge, Challenge the Next Step programs, Duke of Edinburgh, music and performing arts programs, along with annual Year 6-12 camps.

The emotional, social and spiritual wellbeing of students is a priority at Northpine Christian College. An extensive Chaplaincy program supports the needs of the Northpine community, working with teachers, year level co-ordinators and professional counsellors to provide the nurture and care each student requires. The development of student leaders is facilitated through the Chaplaincy program, with opportunities for community service, presenting church programs, and involvement in the active Student Representative Council.

Students are taught to apply Biblical principles to everyday life through the development of Christian values and morals. Religious Education is an integral part of the curriculum and students are encouraged to challenge and discuss spiritual and moral issues. Chaplains co-ordinate weekly worship services and are responsible for pastoral care, Bible studies, baptism preparation courses and personal or family nurture.

Northpine Christian College is committed to ensuring that each individual student is challenged and supported in achieving to their fullest potential, growing in independence and self esteem so they can confidently pursue their chosen career path, becoming active participants in society.



# OUR PURPOSE

## Vision Statement:

Centred in Christ, Dynamic in Direction, Strong in Service

## Mission Statement:

“To provide a God-centred, supportive educational environment in which students can reach their full potential and find value in a life of service to God and the community.”

## Values Statement:

At Northpine Christian College we value:

‘Whatever is true  
Whatever is noble  
Whatever is right  
Whatever is pure  
Whatever is lovely  
Whatever is admirable  
Whatever is excellent  
Whatever is praiseworthy’

Philippians 4:8



# OUR STRUCTURE

## Childcare and Early Learning Centre

Our well equipped and fully accredited Early Learning Centre lays strong Christian foundations for capable, confident and self disciplined children. The centre also offers parents the convenience of having their children cared for in the one location. The specially trained staff motivate each child, and the age-appropriate learning experiences prepare them for formal schooling. Outside School Hours and Vacation Care are also available.

## Primary School (Prep - Year 6)

Our Primary School focuses on nurturing children through the early years of formal schooling with a caring community of staff, students and parents. A well-rounded curriculum, balanced with pastoral care and student support, provides a solid base for personal achievement. The school's values program is introduced in the Primary School, developing positive character and social traits as the children grow.

Digital Technology is an important focus at Northpine because it supports and enhances teaching for learning. Our classrooms are equipped with interactive data projectors and our primary classes have iPads / laptops as well as a computer lab available for their use.

## Middle School (Years 7 - 9)

Our Middle School students are encouraged to discover their personal interests and develop their full potential through a balanced and flexible curriculum, which covers the core learning areas along with providing opportunities to experience a broad range of electives. Northpine Christian College recognises that students in the Middle School have unique needs. At this crucial age students need to be engaged in meaningful and relevant learning with teachers who are genuinely interested and care about their students' well being. Students are encouraged to recognize that success requires a commitment to life long learning.

## Senior School (Years 10 - 12)

Students in Year 10 have a variety of subject options available, which form a strong base for selecting either academic or vocational pathway's in Years 11 and 12. Work experience, career guidance, and academic support in an ICT- rich environment are key components in preparing students for success in their senior years of schooling.

# OUR CURRICULUM

Northpine Christian College has implemented the Australian Curriculum (ACARA) from Prep to Year 10, catering for students with a variety of abilities and interests, supported by a strong co-curricular program.

The amendment of the QCE assessment and accreditation system for Tertiary entry in 2021 is accounted for in our senior handbook and a description of subjects in Years 11 and 12 can be located on our website. From 2019, Units 1 & 2 of the subjects described under the Year 11 section will be delivered, whilst delivery of Units 3 & 4, will commence in Term 4 of 2019 and be completed in 2020. Those students wishing to gain a place in a university course will do so based on the calculation of an Australian Tertiary Admission Rank (ATAR). The calculation of an ATAR requires the choice of a minimum one English subject plus four others to give a study package consisting of four General subjects and one other (Applied or Vocational), or a minimum of five General subjects (including English).

## Primary School

Our Infants teachers (Prep to Year 2) work with our students to build a strong foundation by teaching the basics of literacy and numeracy as well as the many other skills that they will need to become successful students.

In our Junior School (Years 3 – 6), the focus is on the development of independent thinking and working skills that build on the strong foundation that has been laid in the Infant School.

Our Prep to Year 6 students have specialist Digital Technologies, Music and Physical Education teachers to teach those subjects, and Year 5 - 6 students are taught Japanese as part of their curriculum leading into Middle School. We also have a Learning Centre staffed with teachers and teacher aides who assist students in class, as well as providing the opportunity for students who need it, to receive small group support.

## Secondary School

In addition to the core subjects of Bible, English, Mathematics, Science, History, Geography, Physical Education and Health, our Year 7 - 9 Middle School students study a wide range of other subjects including Visual Art, Drama, Music, Design & Technology, Business, Civics, Media Arts, Digital Media and Technologies, Outdoor Education and Japanese. In addition to the core subjects, our Year 10, 11 and 12 Senior School students also select elective subjects from a wide-ranging list which includes both Authority (OP) and Authority Registered (Non OP) subjects as well as vocational options, including certificate courses such as Hospitality, Fitness, Engineering/Construction along with supporting other courses from external providers.

# OUR CO-CURRICULAR PROGRAMS

## Entire School

- Age appropriate Chapel/Assembly programs
- Specialist Computer Labs
- Music Program
- Academic competitions
- Bible study/Prayer groups
- School Sports Program
- District Sporting Events (Years 4-12)
- Inter-school system sports (Years 4-12)
- Sports Program
- Provides opportunities for gifted students as well as those needing additional learning support to enhance their abilities



## Primary School

- Primary Reading Program – catering for individual needs



- Integrated Studies Programs (Prep-2)
- Interactive Data Projectors
- iPads (Prep-1)
- Laptop Trolleys (Years 2-6)
- 1 – 1 Laptop Program In School (Year 6)
- Soundwaves (Years 1-6)
- Swimming (Terms 1 and 4)
- Rotational Sport (Terms 2 and 3)



## Middle School

- Mathematics, English, Humanities, Creative & Performing Arts, Sport, Health & Physical Education, Biblical Studies, Applied Art and Science
- Opportunities for public speaking/singing/performing during Chapel
- Duke of Edinburgh Bronze Award
- Mountain Bike Program
- District Sports
- After School Sports
- Inter-School System Sports
- 1-1 Laptop Program
- Challenge - New Beginnings (Year 7)
- Challenge - Invictus (Year 8)
- Challenge - The Next Step (Year 9)
- High Achieving Program
- Peer Mentoring Program
- GLAD Program (Growing Learning and Academic Development)
- Basketball Training and Competition
- Year Level Camps



## Secondary School

- 1-1 Laptop Program
- Careers Guidance including compulsory work experience program
- QCE and Non-QCE offerings, preparing students for life beyond school - students are prepared for the ATAR journey as well as supported in obtaining school based traineeships/apprenticeships and enrolling in a wide variety of certificate programs based on their academic interests.
- District Team Sports
- Duke of Edinburgh Program, Bronze, Silver and Gold
- Year Level Camps

## The Learning Centre

- This unit is staffed with four teachers and seven learning support aides across Primary and Secondary on a mixture of permanent full-time, fixed part-time and term time part-time basis.
- It provides opportunities for students to receive extra support if they require individualised or small group learning environments and/or programs.
- TLC staff also provide teacher support through teacher aide work.

## OUR EXTRA-CURRICULAR PROGRAMS

- Church Visitation Program
- Duke of Edinburgh Award Scheme
- Instrumental Ensembles
- STORMCo Mission Trips (Years 10-12)
- Stormforce Community Service Program (Primary)
- Middle/Senior Chapel Band
- Creative Expression/Drama
- Outdoor Education Program
- Educational Year Level Camps (Years 6-12)
- Auskick (Primary)
- Brisbane Roar Soccer (Primary)
- Rugby League (Secondary)
- BOSBL Basketball Program (Secondary)
- Lifesaving
- Interschool Business and other academic subject competitions
- Choirs (Participate in the Australian National Eisteddfod)
- Music (Violin, Piano, Voice, Brass, Woodwind, Percussion, Guitar)



## OUR STUDENT CARE PROGRAMS

Northpine seeks to promote a warm, friendly and nurturing atmosphere within the College.

- An active Student Representative Council (SRC) frequently holds lunch time activities. Some of these social occasions involve fundraising for either the College or a chosen charity.
- The chaplains are always interested in student welfare. They take a daily interest in students' successes and difficulties. Counselling support is also available.
- Four chapel programs run each week. The worships are specifically planned for Infant, Junior, Middle and Senior Schools. This promotes the strong spiritual tone of the College. Senior administrators show their support for this program by their weekly attendance.
- Leadership is strongly advocated at Northpine. Special weekends are organized to help student leaders further enhance their skills of leadership.
- Our Primary School Values Program is based on a Positive Living Skills Program, developed by Catherine Shaw and Jo Devin, which has been adapted for our use with their permission. The program aims to help children be kinder and more cooperative and helping to improve emotional intelligence by leading children through learning (priming) and then practice. It aims to help children be more aware of their feelings and develop empathy,

improve focus and cooperation. It also helps children understand the role of rest and renewal and builds self-esteem.

- Bullying is confronted by a comprehensive student management policy in dealing with the management of bullies. It is addressed in classrooms, chapels and assemblies as needed. Bullies are counselled and supported through a Restorative Practice Program and if no improvement is made, they can be asked to leave the College. Staff are in-serviced and supported regularly in relation to bullying issues. In 2012 the College started the Bullying Free NCC Campaign as a way to counteract bullying.
- Our Encounter Bible Program, Prep to Year 12, is specifically created to build self worth while introducing and modeling values that will support our students for life.

## OUR PARENTS

Parents are invited to contribute to the mission and operation of the College and are involved in many ways.

- Our Parents & Friends leaders as well as the committee members, are elected from the parent body of the College. Parents are encouraged to attend and contribute at the monthly meetings.
- The Parents & Friends President is an ex-officio member of the College Advisory and from time to time parents can be asked to be involved in sub-committees of the College Advisory and the P & F.
- Our parents are also encouraged to support, as and when appropriate, with reading programs, excursions, sports carnivals, College events, as well as supporting the College when classes take church services and other programs in the community.
- Our parents are surveyed annually for their perspective on the operation of the College.
- Our P & F undertake fundraising activities to assist with development around the College.

## OUR STAFF

Qualification	Percentage of Staff
Doctorate or higher	0%
Masters	16%
Bachelor Degree	92%
Diploma	26%
Certificate IV	0%

The percentage of our staff who have a Certificate IV in Training and Assessment is 7%.

Workforce Composition	Teaching Staff	Non-teaching Staff	Indigenous Staff
Headcounts	68	38	0
Full-time equivalents	64.9	26.6	0

### Average Staff Attendance for the School, Based on Unplanned Absences of Sick and Emergency Leave Periods of up to 5 days

For permanent and temporary classroom teachers and school leaders the average staff attendance rate was 96.90% in 2020.

### Proportion of Teaching Staff Retained from the Previous Year

Permanent teaching staff at end of 2019	Number of these staff retained in 2020	Retention Rate
58	54	93%

### Teacher Participation in Professional Development

From the end of 2019, 93% of staff were retained for the entire 2020 school year.



Date	Description of PD activity	Number participating
20/01/2020	Emergency Response Refresher	66
21/01/2020	Compliance Training	79
05/03/2020	Assessment	11
09/03/2020	Teaching and Learning Strategies	26
15/07/2020	CPR Refresher Course	27
15/07/2020	Apply First Aid and CPR Refresher Course	42
17/07/2020	Including / Diversity	60
27/07/2020	Teaching and Learning Strategies	20
04/09/2020	Curriculum and / or Content Knowledge	28

The proportion of the teaching staff involved in professional development activities during 2020 was 100%.

The major professional development initiatives were as follows:

- Each teacher was encouraged to attend in-service days specific to their needs.
- Each teacher on the induction program was released to visit a teacher in a different school for observation/ curriculum support.

## Expenditure on Professional Development

Total Number of Teachers	Total expenditure on teacher PD	Average expenditure on PD per teacher
68	\$195,844.67	\$2,880.07





# OUR KEY STUDENT OUTCOMES

The average attendance rate for the whole school as a percentage in 2020 was 92.44%.

Year	Attendance Rate
Prep	93.63%
Year 1	93.48%
Year 2	93.39%
Year 3	94.50%
Year 4	93.44%
Year 5	94.11%
Year 6	92.00%
Year 7	92.50%
Year 8	92.98%
Year 9	92.37%
Year 10	90.49%
Year 11	90.57%
Year 12	88.31%



## Management of Non-attendance

Primary class rolls are marked at the beginning and end of day. Secondary class roles are marked each period. Notes are made in the roll as to why children are absent – i.e. sick, leave or unexplained. Parents/carers are requested to email or phone the College in the event that a student will not be in attendance for that day. Parents should provide a reason for a child's absence either before or on the day of the absence, or as soon as is practicable.

If absent the College will notify parents via SMS of an unexplained absence of their child as soon as practicable on the day of the student's absence, allowing time for parents to respond prior to the end of the school day.

Unexplained absences will be followed up once a week with an email reminder asking parents/guardians to provide a reasonable explanation for a child's absence.

## NAPLAN Benchmark Results for 2019 *(due to COVID-19 NAPLAN was cancelled in 2020)*

Reading			
Year	Average Score (School)	Average Score (National)	Percentage at or above National Minimum Standard
Year 3	441.0	432.0	97%
Year 5	511.0	506.0	100%
Year 7	555.0	546.0	97.6%
Year 9	567.0	581.0	95%

Writing			
Year	Average Score (School)	Average Score (National)	Percentage at or above National Minimum Standard
Year 3	417.0	423.0	100%
Year 5	477.0	474.0	98.6%
Year 7	524.0	513.0	98.8%
Year 9	535.0	549.0	78.3%

Spelling			
Year	Average Score (School)	Average Score (National)	Percentage at or above National Minimum Standard
Year 3	418.0	419.0	94.5%
Year 5	522.0	501.0	100%
Year 7	570.0	546.0	100%
Year 9	571.0	582.0	90%

Grammar and Punctuation			
Year	Average Score (School)	Average Score (National)	Percentage at or above National Minimum Standard
Year 3	428.0	440.0	100%
Year 5	497.0	499.0	95.9%
Year 7	558.0	542.0	96.3%
Year 9	573.0	574.0	95.0%

Numeracy			
Year	Average Score (School)	Average Score (National)	Percentage at or above National Minimum Standard
Year 3	401.0	408.0	97.2%
Year 5	509.0	496.0	100%
Year 7	577.0	554.0	100%
Year 9	582.0	592.0	100%

## Apparent Retention Rate Year 10 to 12

Year 10 Base (2018)	Year 12 (2020)	Retention Rate Percentage
53	45	84.9%

Year 12 Student enrolment as a percentage of the Year 10 cohort is 84.9%.

## Year 12 Outcomes

Outcomes for our Year 12 Cohort 2020	
Number of students awarded a Senior Education Profile	46
Total number of students awarded a Queensland Certificate of Individual Achievement	0
Number of students who received an ATAR	TBA
Total number of students awarded an International Baccalaureate Diploma (IBD)	0
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	6
Number of students awarded one or more Vocational Education and Training (VET) qualifications	86
Number of students awarded a Queensland Certificate of Education at the end of Year 12	46
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following QCE, IBD, VET qualification	12.5%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	88%

# OTHER INFORMATION

## Value Added

Northpine Christian College offers a supportive, nurturing, educational environment and employs two full time chaplains, four part-time chaplains, as well as Infant, Junior, Middle and Senior School Co-ordinators to ensure that students are appropriately supported and that this support extends to the families where needed. We also have a Primary Co-ordinator who cares for Primary student welfare, and a Secondary Student Welfare Co-ordinator.

Northpine offers continuity of Christian education and care from Childcare through to Year 12.

## Parent, Student and Teacher Satisfaction

Northpine Christian College has experienced ongoing growth over the past ten years. Much of this enrolment growth can be attributed to the expansion of the triple stream through the College. The overwhelming majority of parents interviewed comment that their interest in having their children attend Northpine was based on recommendations from current or past parents or students. Satisfaction surveys for students, staff and parents are conducted annually.

## School Income Broken Down by Funding Source

For information, visit the My School Website:

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

## How Computers are Used to Assist Learning

ICT is a priority at Northpine Christian College. We have an ongoing program of upgrading our technology services. All our classrooms have interactive data projectors as well as wireless infrastructure that support the teaching and learning process.

Our Prep and Year 1 classes have iPads, our Year 2 to Year 6 students have classroom laptops and all Primary students can access a computer lab. Technology needs for Years 7 – 12 are catered for through our 1-1 laptop program along with specialist labs for our music and technology departments.



## NORTHPINE CHRISTIAN COLLEGE

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