The vision of North Lakes State College is to inspire our students to dream and succeed now and in the future.

Our P-12 school organisation provides a seamless acceleration through learning for our students. Continuity of learning across all facets of student life enables students to strive for and achieve excellent outcomes. Our continued commitment to excellence and high expectations across all phases of the College is reflected in the variety of opportunities available to all students, both within and outside the classroom. The College is justly proud of the extensive array of extra-curricular activities including Signature programs in dance, soccer, golf, Italian Immersion and Honours.

This report provides a snapshot of these opportunities, our achievements for 2013 and how we continue to live our vision.

A highlight for us in 2013 was being successful in becoming an Independent Public School (IPS).

This provides us with greater flexibility and enables innovation that improves student performance through:

- managing our own planning and review processes
- determining staffing options
- determining departmental policies and procedures that best suit our community.

A crucial part of being an IPS school will see a priority for 2014 being the establishment of a School Council. School Councils enable greater involvement of the school community and other stakeholders, such as industry, in setting the strategic direction for the school.

School Councils approve and monitor the school's strategic direction, further strengthening collaborative local decision-making.

Our College attained Australasian Schools Accreditation in 2012. As part of this process, we were required to undergo a review in 2013, to not only ensure that the high standards that accreditation requires are continuing to be maintained, but also to ensure that recommendations for improvement had been acted on. Our accreditation has now been confirmed through to 2016.
The College community voted successfully for North Lakes State College to become an Independent Public School, bringing more autonomy to our decision making practices.

The implementation of our College vision for our next decade.

“The vision of North Lakes State College is to inspire our students to reach for their dreams and succeed now and in the future”

The continued implementation of our P-12 Pedagogical Framework

Our Whole of College Spelling What and How documents launch.

Increased use of our Feedback Matrix between teachers.

Australasian Schools’ Accreditation for the next four years.

Overall, continued improvement in student achievement.

2013 saw continued work on our North Lakes State College Pedagogical Framework. Continued professional development and focus occurred around the following Pedagogical Framework areas:

- Understanding the Learner
- Real World Context
- Intellectual Rigour
- Quality Relationships
- Explicit Instruction and Guidance

Our unique framework outlines strategies for implementation, the key elements and indicators to show evidence of exemplar pedagogical practice.

Further implementation work will continue in 2014, especially around the area of Intellectual Rigour, as we continue to focus on quality differentiation in our classrooms.

The Australasian Schools Accreditation process fosters excellence in schools. Participating schools must meet rigorous, research based standards that reflect the essential elements of a quality and effective school and demonstrate engagement in, as well as capacity to, provide continuous school improvement.

Our College won accreditation with the Australasian Schools Accreditation Agency during 2012. Our intent in enrolling in this rigorous process, put simply, was to continue to improve the teaching and learning we provide our students, and provide our community the guarantee of excellence.
North Lakes State College has four, identified priority areas in 2014.

- **Priority 1 – Good School to Great College**
  A culture of high expectations underpins the intellectual engagement and achievement of all students.

- **Priority 2 – Teachers Make the Difference**
  It is what teachers know, do and care about that has the most powerful, positive effect on learning engagement and success.

- **Priority 3 – Student Connectedness**
  Enhance students' sense of connectedness to the College to raise their social and emotional wellbeing and ultimately their intellectual engagement.

- **Priority 4 – The Heart of the Community**
  Possessing the confidence of the North Lakes community, work together to deliver powerful outcomes for students.

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**CURRICULUM**

North Lakes State College strives to continuously provide innovative and inclusive curriculum catering to the needs of all students across our College. Collaborative teacher planning and clear assessment practices, including moderation of tasks, are vital elements of Whole of College curriculum.

Strong alignment of teaching and learning to both the Australian National Curriculum and the Queensland Curriculum Assessment and Reporting Framework underpins all curriculum offerings at the College. Individual, year level and faculty planning activities are utilised to ensure curriculum is differentiated to meet the needs of individual students.

Students in Year 4 to Year 7 are benefiting greatly from the P – 12 advantages of our College. Students in these year levels are able to access a semester of explicit teaching in Drama, Music, Dance and Visual Arts. Students in Year 7 also study Food Technology, Materials Technology and CAD. Students enjoy these lessons immensely and are able to access a variety of experiences leading into their secondary education.

The College planning model focuses on aligning teaching practices with student needs. Class profiling identifies individual students' strengths and weaknesses to support differentiation of classroom programs. Key support staff including the Advancement Team, Support Teachers: Literacy and Numeracy and teacher aides play a vital role. Our teachers also liaise with visiting advisory teachers and outside agencies to ensure their planning meets the needs of students in their classes.

The College offers a suite of Signature Programs to enhance individual skills of students. In 2013, our College offered Signature Programs in golf, soccer, dance and Italian Immersion.

With a continued focus on improving student performance in the pursuit of excellence, North Lakes State College has a suite of quality Excellence programs offered to students from Prep to Year 9. Our Honours classes in Year 8 and Year 9, are just one way we extend students in Mathematics, English, Humanities and Science. To enter Honours classes, students complete a day of testing, accompanied by a one on one interview with our College Administrators, including Mrs Tracy Corsbie, Executive Principal. This process ensures students are fully aware of the commitment the Honours classes requires.

Each Honours class takes a different approach to provide additional learning and extension, but all classes have a student focus. Honours students are truly challenged through crystal growing, Maths competitions, visits to the Waste Management sites and the development of a School Wide Environmental Plan. Former Olympic Champion and TV personality, Nicole Livingstone provided strategies from her own experience on how to take a personal interest into a refined high performance talent.

“Finally, my daughter is finding school a challenge, I have never seen her this engaged in school work before,” shared one grateful mother of an Honours student.

“Our son doesn’t feel embarrassed to be smart anymore. He is with other kids who think and act like he does,” a parent shared of her Year 8 son.

These comments and many, many more, demonstrate that the Honours program has been and will continue to be, a hub of excellence in our College’s ongoing commitment to improve student outcomes in their pursuit of excellence.

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**PARENTAL INVOLVEMENT**

Parent involvement at North Lakes State College is welcomed and encouraged. Parents support student learning in classrooms through regular or short term volunteer work. Parents are also invited to attend monthly meetings of the Parents’ and Citizens’ Association. The “HERMES” email system continued to be an efficient and effective form of communication with our parent community, allowing the college to readily email class, year level and whole of college notices and newsletters home.
North Lakes State College provides a seamless acceleration through learning, from Prep to Year 12, across three sub schools, aligned to the phases of learning: Prep to Year 3; Year 4 to Year 9 and Year 10 to Year 12. The College values respect, choice and courage - these underpin all that staff, students and parents do.

The College is at the heart of a modern, urban community and was master planned to grow with the community. Learning takes place at two neighbouring campuses, with a shuttle bus servicing those who teach and learn on both campuses in their day.

The Urban Learning Centre provides state-of-the-art facilities for years 10, 11 and 12 in the busy heart of the North Lakes’ commercial hub.

NLSC has quickly established a reputation for achieving outstanding literacy and numeracy results through a strong commitment to intervening early to ensure no child is left behind, purposeful extension programs from Prep to Year 9, a middle phase philosophy centred on the individual child and a commitment to Whole of College, sequenced, literacy and numeracy programs. These two programs feature the awarding of weekly Super Star Capes, Maths Medals, Literacy Luncheons across all three phases of the college and robust conversations with teachers in support of a professional learning community.

North Lakes State College has a culture of parent involvement exemplified by a joint staff/parent space operating within the college, Cafe Bella Bean. The very active Parents’ and Citizens’ Association runs a College Carnival each year and contributes funds raised to many facets of the College's development. NLSC proudly offers Italian language programs from Prep to Year 12.

In Years 8, 9 and 10 students can opt to undertake their core subjects through an Italian Immersion program.

The College has a number of signature programs: dance troupe; robotics; soccer; Italian language and golf, which offer students an enriched program of learning and performance.

RoboClub is available to all students in the middle and senior phases of learning and frequently scoops the pool at local and state competitions. The College team competes very successfully each year at national level and in 2010 sent competitors to an international event. At NLSC student voice is valued and contributes to the College’s strategic direction.

The Student Representative Council has elected members representing the four College houses - Anzac, Halpine, Kinsellas and Discovery - from each of the years 6 to 12. Opportunities in the Arts are afforded students through Dance Troupe, College Theatre Company, choirs, ensembles and bands.

An expanding instrumental music program is raising the quality and membership of all bands and ensembles. Arts’ programs have been acknowledged with several significant successes in 2010. Nearly a decade old, the College has renewed its motto through a wide reaching consultation. ‘Learn, lead, succeed’ epitomises the College’s commitment to all of its graduates.
2013 saw the full implementation of our new College behaviour reward program, Student of Good Standing. Students who achieved high or very high effort and behaviour ratings across the board for all subjects, and who met other criteria around punctuality and uniform, were eligible to receive the certificate at special parades.

In 2013, we continued to embed student understanding of the meaning of our College values, Choice, Courage and Respect. Classroom protocols continued to be a focus throughout the year.

At North Lakes State College, we believe that every student is unique and deserves the right to be treated with respect, understanding and courtesy. North Lakes strives to embrace inclusiveness, encouraging all students to have the courage to reach their potential and realise their aspirations.

North Lakes promotes a supportive and safe school environment in a variety of ways. Parents of Years Prep to 6 students, are invited to participate in class Learning Celebrations at the end of each semester. Parents of all students are invited to attend a variety of events celebrating The Arts and physical education and sports, throughout the year. The school enjoys the services of a Chaplain, who promotes the values of kindness and respect amongst students.

Early Phase operates a Games Room for students in need of social and emotional support. The Middle Phase operates a Reflection Room and Games Factory as proactive programs to support appropriate social behaviour. Students from Year 8 to Year 9 and Year 10 to Year 12 utilised Team and Access classes respectively to further develop effective study habits.

Many strategies are used by our school to provide appropriate behaviour consequences for unacceptable student behaviour.

Parent, student and staff satisfaction with the school

- 100% of parents believe that:
  - Their child’s learning needs are being met at this school
  - Teachers at this school expect their child to do his or her best
  - Teachers at this school treat students fairly
  - This school looks for ways to improve
  - This school is well maintained

Our student beliefs align with our parents:

- 94% believe they are getting a good education at school
- 97% believe their teachers expect them to do their best
- 94% believe their school looks for ways to improve
- 99% of our staff believe students are encouraged to do their best at this school.

Our Staff believe:

- 97% of staff feel this school is a safe place to work.
- 96% of staff believe this school looks for ways to improve.

In 2014, North Lakes State College aims to continue building community confidence in what we do.

In 2012, North Lakes State College was invited to join the Focus Schools Next Steps Initiative, an Australian Government program supporting one hundred schools across the nation to investigate strategies to improve outcomes for Indigenous students. Over a two year period, the College has been committed to trialling and documenting strategies to achieve this goal, in a sustainable way. Major strategies include focused attention on the academic progress of every Indigenous student in the College, the implementation of the YuMi Deadly Mathematics program as preferred pedagogy as we implement the Australian Mathematics Curriculum and the development of an Indigenous Community Partnership Agreement. Our focused attention on these goals contributes to our broader commitment to Closing the Gap. With very small numbers of Indigenous Students in Year 3, aggregated data in relation to their performance against non-Indigenous peers is insignificant. Improved Indigenous attendance will continue to be a focus for improvement as will improvement in attendance more generally.

North Lakes State College has nearly 3000 students, many of whom achieve academic outcomes equivalent to the best in the nation. In 2013 we had 68 Indigenous students enrolled. While approximately 1/3 of these students are at risk academically, the majority of the students are performing well. Through explicit teaching, rigorous monitoring and high expectations, we aim to lift the performance of all Indigenous students.
Our intent is to foreground the performance outcomes of Indigenous students as we strive for academic excellence for all. Over the past two years, the College has created meaningful links with the local Indigenous community through our mentoring program, signing of a Memorandum of Agreement with local elder (Honor Cleary), a more inclusive curriculum, embedded Indigenous perspectives across the curriculum and cultural celebrations. The signing of our Indigenous Community Partnership Agreement was a major focus at our NAIDOC celebrations.

Our focus is to continue building broader teacher capability in a high expectations teaching and learning environment, emphasising inclusive pedagogies.

Some major professional development initiatives:

- Pedagogical Framework Literacy
- YuMi Deadly Maths
- Professional feedback processes

100% of teaching staff were involved in professional development activities during 2013 with a significant proportion of opportunities for teachers occurring at the College through drawing on the professional expertise of staff.

86% of staff believe our College gives them opportunities to do interesting things.

SUSTAINABILITY

Environmental sustainability is about meeting the needs of the present without compromising the ability of future generations to meet their needs. By becoming sustainable, we can reduce our environmental footprint and help preserve the world’s precious natural resources.

Our Staff Profile

Teacher Qualifications and Professional Development

The teaching staff at North Lakes State College are a very experienced and highly qualified team. In 2013, there were 196 teaching staff and 69 non-teaching staff. Less than 5 of our staff are Indigenous.

For permanent and temporary staff and school leaders, the staff attendance rate was 97% in 2013.

From the end of the 2012 school year, 96% of staff were retained by the school for the entire 2013 school year.

Total funds expended on teacher professional development in 2013 was $242,316.

North Lakes State College is working towards a commitment to reduce our environmental footprint. Through the continued development of our College’s Environmental Management Plan, we are empowering our students to become environmental leaders. With the support of community partnerships, the students and teachers of North Lakes State College value and respect the environment which they live.

Students and teachers of North Lakes State College were awarded the “Golden Platypus” by Moreton Bay Council. This award acknowledges the efforts of students and teachers in the biodiversity and waste minimisation programs being implemented throughout the college. These programs have seen the introduction of recycling in the junior campus with future plan to progress in both college campuses.

We have planted many native trees throughout the main campus which will support our native wildlife. Further plantings will be occur on National Tree Day.

Environmental footprint indicators

<table>
<thead>
<tr>
<th>Year</th>
<th>Electricity kWh</th>
<th>Water kL</th>
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</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>909,887</td>
<td>8,777</td>
</tr>
<tr>
<td>2011-2012</td>
<td>1,021,500</td>
<td>17,797</td>
</tr>
<tr>
<td>2012-2013</td>
<td>1,053,626</td>
<td>70,406</td>
</tr>
</tbody>
</table>

The consumption data is sourced from the validated utilities expenditure return which the school submits at the end of each financial year. The data provides an indication of the consumption trend in each of the utility categories which impact on the school’s environmental footprint.
**DIGITAL TECHNOLOGY**

**ICT - Information Computer Technology**

Digital technology is an integral part of teaching and learning at North Lakes State College. Curriculum units across all year levels feature an array of digital components, such as web quests, PowerPoint, digitally recorded student presentations and virtual classrooms. In the Upper Middle and Senior Schools students have the opportunity to study specialised multimedia subjects.

In 2013, we continued the development of digital teaching and learning, increasing the capacity of our hardware and infrastructure, as well as continuing to develop our teachers’ capacity to integrate digital technology in their classes.

2013 was the final year of a three-year rollout which saw a data projector in every classroom across the College. Projectors were installed in many of the Lodge and Terrace classrooms while portable projectors were provided for other areas. We also continued to upgrade our computer network to cope with a computer fleet of over 1000 computers.

Continuing professional development of teachers using digital technology was a key priority in 2013. Pupil free days included sessions devoted to learning about digital technology and its application for student learning. After school professional development workshops were offered by our ELearning HOD.

In 2013, the implementation of our 1 to 1 laptop program continued for Middle School students and the program grew substantially. Year 7 and 8 students accessed a parent purchased program, while our Year 9 and 10 students participated in the Australian Government Laptop program.

Our continuing focus for digital learning and teaching will be to maintain our network and fleet of computers while continuing to expand the use of other devices such as data projectors, digital cameras and webcams to engage students and enhance learning.

Interactive White Boards are used extensively in our Prep classrooms and across our Physical Education department. The continued roll-out of data projectors and wireless networking has lifted the use of ICTs by staff and students, significantly. Network accessibility has been extended with a majority of the Middle School enjoying wireless networking while data projectors are in nearly every classroom.

In 2013, planning commenced for our Bring Your Own Device program, with implementation of this to occur in 2015.

**SCHOOL INCOME**

School Income By Funding Source

At the time of publishing this School Annual Report, the School Income by Funding Source for 2013 was not available. Once available on the My School website, this report will be incorporated into the School Annual Report for 2013.
All schools in Queensland are committed to providing a safe and supportive learning environment for all students which addresses their educational needs.

North Lakes State College:
- Is committed to promoting the key strategies of DETE’s Every Day Counts policy.
- Believes all children should be enrolled at school and attend school all day, every school day.
- Monitors, communicates and implements strategies to improve regular school attendance.
- Believes truancy can place a student in unsafe situations and impact on their future employability and life choices.
- Believes attendance at school is the responsibility of everyone in the community.

PARENT RESPONSIBILITIES
Each parent of a child who is of compulsory school age has the legal obligation to ensure their child is enrolled and attends school, on every school day for the educational program in which the child is enrolled, unless the parent has a reasonable excuse for their child’s absence.

From time to time a student may be absent from their educational program. Parents comply with their compulsory schooling or compulsory participation obligation by providing a satisfactory reason for these absences, unless the student is an adult or it is not appropriate to contact the student’s parents, in which case an explanation should be sought directly from the student. Parents should provide a reason for a child’s absence as soon as possible after the absence through the college absences line on: 3482 5555

REASONS FOR STUDENT ABSENCE
Acceptable reasons for a student’s absence would be:
- Work experience
- Natural disaster
- Representative sport
- Illness
- Funeral
- Legal Obligations
- Suspension or exclusion

The department would strongly encourage families not to schedule holidays during school time. This minimises the disruption to student learning. If you need to schedule holidays during school time, please contact the College in advance to talk about arrangements.

For any absence of longer than 10 school days, an application for exemption needs to be submitted to the College. Application forms are available either on the College’s website or at Client Services.

Unreasonable reasons for student absence would be:
- Birthdays
- Visiting friends or family
- Shopping
- Minor appointments e.g. haircuts

All parents are encouraged to communicate with the school and attend meetings with key stakeholders around students who are refusing to attend school.

STUDENT RESPONSIBILITIES
- All students need to be at school each and every day prepared for work and learning.
- All students are to be accountable for attendance and participation.
- All students are expected to be in class on time and remain in class each lesson.
- Students are to remain at school during school hours unless they have permission from parents/carers or the school.
- Ensure all missed school work is completed.

SCHOOL RESPONSIBILITIES
- Inform parents of their legal obligations in regard to enrolment and attendance.
- Implement strategies to manage student enrolment, absences, chronic absenteeism, school refusal and truancy using the guidelines set out in the Every Day Counts policy.
- Monitor student absences and identify when a student is absent for three or more consecutive days, or where there is a pattern of persistent unexplained absences, or where a student’s attendance rate is reasonably considered unsatisfactory.
- Take reasonable steps to follow up unexplained absences as soon as possible or ideally within three days of the absence.
- Continue to work with regional and other local resources to re-engage students and their families with the aim of returning the students to school.
- Follow established processes for enforcing parental obligation in regard to: enrolment, attendance, compulsory participation.

At our school we promote 100% attendance by including Every Day Counts information and discussing the importance of attendance with every new family upon enrolment displaying Every Day Counts material within the school.

As a school we are committed to achieving or surpassing the state average of 92% attendance rate.

RESPONSES TO ABSENCES
When a student is absent without explanation for 3 days or a pattern of absences has been identified, the College will take the following actions to monitor attendance:

- Absences are actioned daily via SMS text messaging to parents and phone calls to non-SMS parents.
- An email is sent weekly to parents to seek an explanation for absences.
- Weekly monitoring of three or more unexplained absences is conducted by sub-school principals.
- Monthly monitoring of all absences is conducted by sub-school principals utilising percentage reports and validating all students with less than 80% attendance rate.

Where there is a persistent pattern of unexplained absences or absences without reasonable justification, a student’s attendance can be considered unsatisfactory. The principal will commence compulsory schooling and compulsory participation processes.

1. Making contact with parent/guardian, requesting reason for absence and offering support to engage student with their schooling.
2. If the child is still not attending regularly after three weeks (15 school days) from the first attempt to contact parents, a Notice to both parents outlining parents’ legal obligation will be posted and they will be invited to meet with school to discuss the situation.
3. If a meeting does not occur with the parents but there is no change in circumstances within one week (five school days) of sending the Notice.

OR

If a meeting does occur with the parents but there is no change in circumstances within one week (five school days) of this meeting:

- A Warning Notice advising parents of their legal obligations will be posted and an offer to meet to discuss support available to address failure to attend will be extended by the school.
4. If there is no change in attendance one week (5 school days) after the Warning Notice is sent, an Authorised Officer:
- Requests Performance, Monitoring and Reporting Branch to conduct a search for information regarding enrolment and attendance to ensure the child is not enrolled at another state school (including School of Distance Education).
- Checks with Home Education Unit whether the child is registered or provisionally registered for home education.
- Advises Regional Office they wish to seek the Director-General’s consent to prosecute.
5. Where unsatisfactory attendance still continues, the Principal may commence processes associated with Enforcement of Compulsory Schooling and Compulsory Participation. The Principal is able to seek advice from Central Office Legal and Administrative Law Branch regarding consent to prosecute parents/carers.
Years 3, 5, 7, 9 National Assessment Program – Literacy and Numeracy Results

Our students consistently achieve outstanding results in all areas in NAPLAN.

In Reading, 96.3% of Year 3 students performed at or above national minimum standard, with 44.7% in the upper two bands. Year 3 students also performed very well in Writing, with 96.9% of students at or above national minimum standard and 49.4% of students in the upper two bands. In Grammar and Punctuation, 52.5% of students were in the upper two bands, a remarkable achievement.

In Year 5, 41.1% of students performed in the upper two bands in Reading, with 97.8% of students at or above the national minimum standard. In Numeracy, 95.2% of students performed in the upper two bands. In Grammar and Punctuation, 41.5% performed in the upper two bands. Our Year 5 students’ average scores are consistently similar to that of the nation.

In Year 7, 98.4% of students performed at or above the national minimum standard for Reading. Again, performances across the board were similar or, in many cases above, that of the nation. In Writing, 25.1% of our students performed in the upper two bands, compared to a national average of 17.6%. In Numeracy, 98.4% of students were at or above national minimum standard, compared to a national average of 95.0%.

In Year 9, 96% of students performed at or above national minimum standard for Reading, with 17.4% in the upper two bands. In Numeracy, 92.7% of students performed at or above national minimum standard, compared to a national average of 90.6%.

The College is continually committed to high student results, with a specific focus on ensuring our students reach their potential, not just on the NAPLAN testing day, but throughout their entire College journey.
We are very proud of our 2013, Year 12 graduates!

- 7 OP1s
- 84% of OP eligible students achieving an OP between 1 and 15
- 100% of students graduating with a Queensland Certificate of Education
- 100% of our students were awarded either at QCE, VET qualification, SAT or IBD
- 95% of students received an offer from the Queensland Tertiary Admissions Centre (QTAC)

Once again, our Year 12 students performed outstandingly, with North Lakes State College providing our students with multiple pathways to success.

Post Destination Information.

At the time of publishing this School Annual Report, the results of the 2013 Year 12 post school destination survey, Next Step- Student Destination Report for the school were not available. Information about these post-school destinations of our students will be incorporated into this Report in September.