

North Lakes State College Queensland State School Reporting 2014 School Annual Report



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Principal's foreword

Introduction

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.

This report provides a snapshot of these opportunities, our achievements for 2014 and how we continue to live our vision.

North Lakes State College is an IPS school with a school council established during 2014.

School progress towards its goals in 2014

North Lakes State College had four, identified priority areas in 2014.

Priority 1 - Good School to Great School

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 performance.

Priority 4 –The Heart of our Community

Possessing the confidence of the North Lakes community, work together to deliver powerful outcomes for our students.

2014 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. Continual implementation work will continue in 2015, especially around the area of Intellectual Rigour, as we continue to focus on quality differentiation in our classrooms.

2014 saw the introduction of the Great Results Guarantee which injected \$451 447, into supporting the development of students. North Lakes State College made the commitment to improve student outcomes through:

- increased teacher and para professional support time to provide coaching, observation and feedback for staff members
- engaging experts in providing whole of College coaching in Higher Order Thinking
- specialist intervention for Band 4 students

In 2014, North Lakes State College was a trial sight for the School Improvement Unit who have taken carriage of the school performance and assessment framework to monitor the performance of all Queensland State Schools, including Independent Public Schools.

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 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.

Future outlook

North Lakes State College, through consultation with all staff, identified the following key areas for improvement in 2015:

- embedding College teaching comprehension program
- embedding College Pedagogical Framework
- expanding staff repertoire of strategies to differentiate student learning
- building staff capacity in use of ICT
- continue refinement of College Positive Behaviour Support
- implementing strategies to grow a College culture of inclusivity
- promoting a culture of classroom feedback

Our school at a glance

School Profile

Coeducational or single sex: Coeducational

Year levels offered in 2014: Prep Year - Year 12

Total student enrolments for this school:

	Total	Girls	Boys	Enrolment Continuity (Feb – Nov)
2012	2901	1474	1427	95%
2013	2855	1454	1401	95%
2014	2888	1461	1427	95%

Student counts are based on the Census (August) enrolment collection.

Characteristics of the student body:

North Lakes State College provides a seamless acceleration through learning, from Prep to Year 12, across four sub schools, aligned to the phases of learning: Prep to Year 3; Year 4 to Year 6; Year 7 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.

North Lakes State College 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.

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 run a College Carnival each year and contribute funds raised to many facets of the College's development.

North Lakes State College 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; robotics; basketball 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 state and national. At North Lakes State College, 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.

The College remains committed to its vision to inspire our students to dream and succeed now and in the future.

Average class sizes

Phase	Average Class Size		
	2012	2013	2014
Prep – Year 3	22	23	22
Year 4 – Year 7 Primary	25	26	26
Year 7 Secondary – Year 10	24	26	26
Year 11 – Year 12	21	21	21

School Disciplinary Absences

Disciplinary Absences	Count of Incidents		
	2012	2013	2014*
Short Suspensions - 1 to 5 days	269	188	232
Long Suspensions - 6 to 20 days	16	8	7
Exclusions [#]	6	0	5
Cancellations of Enrolment	7	8	4

[#] Exclusion is an abbreviated title which reflects suspensions with recommendations for exclusion, which may result in an exclusion or be set aside through an appeals process.

* Caution should be used when comparing 2014 data with previous years SDA data as amendments to the disciplinary provisions in the Education (General Provisions) Act 2006, passed in late 2013, created a time series break.

Curriculum offerings

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 2014, our College offered Signature Programs in dance, golf, basketball and robotics.

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. This process ensures students are fully aware of the commitment the Honours classes requires.

How Information and Communication Technologies are used to assist learning

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 2014, 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.

Continuing professional development of teachers using digital technology was a key priority in 2014. 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.

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 every classroom.

In 2014, planning continued for our Bring Your Own Device program, with implementation of this to occur during 2015.

Social Climate

In 2014, 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 State College strives to embrace inclusiveness, encouraging all students to have the courage to reach their potential and realise their aspirations.

North Lakes State College 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

Performance measure	2012	2013	2014
Percentage of parent/caregivers who agree [#] that:			
their child is getting a good education at school (S2016)	97%	83%	93%
this is a good school (S2035)	100%	83%	94%
their child likes being at this school* (S2001)	97%	83%	89%
their child feels safe at this school* (S2002)	97%	83%	93%
their child's learning needs are being met at this school* (S2003)	90%	100%	87%
their child is making good progress at this school* (S2004)	97%	83%	90%
teachers at this school expect their child to do his or her best* (S2005)	97%	100%	96%
teachers at this school provide their child with useful feedback about his or her school work* (S2006)	86%	83%	85%
teachers at this school motivate their child to learn* (S2007)	90%	83%	89%
teachers at this school treat students fairly* (S2008)	93%	100%	81%
they can talk to their child's teachers about their concerns* (S2009)	87%	67%	92%
this school works with them to support their child's learning* (S2010)	86%	67%	85%
this school takes parents' opinions seriously* (S2011)	89%	83%	78%
student behaviour is well managed at this school* (S2012)	82%	67%	85%
this school looks for ways to improve* (S2013)	96%	100%	93%
this school is well maintained* (S2014)	87%	100%	96%

Performance measure	2012	2013	2014
Percentage of students who agree [#] that:			
they are getting a good education at school (S2048)	96%	94%	94%
they like being at their school* (S2036)	90%	93%	88%
they feel safe at their school* (S2037)	90%	94%	94%
their teachers motivate them to learn* (S2038)	94%	91%	91%
their teachers expect them to do their best* (S2039)	99%	97%	98%
their teachers provide them with useful feedback about their school work* (S2040)	95%	90%	88%
teachers treat students fairly at their school* (S2041)	86%	86%	85%
they can talk to their teachers about their concerns* (S2042)	84%	83%	82%
their school takes students' opinions seriously* (S2043)	80%	86%	82%
student behaviour is well managed at their school* (S2044)	68%	77%	75%
their school looks for ways to improve* (S2045)	96%	94%	97%
their school is well maintained* (S2046)	91%	90%	92%
their school gives them opportunities to do interesting things* (S2047)	91%	92%	91%

Performance measure			
Percentage of school staff who agree# that:	2012	2013	2014
they enjoy working at their school (S2069)		94%	95%
they feel that their school is a safe place in which to work (S2070)		97%	98%
they receive useful feedback about their work at their school (S2071)		83%	87%
students are encouraged to do their best at their school (S2072)		99%	98%
students are treated fairly at their school (S2073)		97%	95%
student behaviour is well managed at their school (S2074)		92%	86%
staff are well supported at their school (S2075)		87%	92%
their school takes staff opinions seriously (S2076)		87%	85%
their school looks for ways to improve (S2077)		96%	97%
their school is well maintained (S2078)		94%	97%
their school gives them opportunities to do interesting things (S2079)		86%	91%

* Nationally agreed student and parent/caregiver items were incorporated in the School Opinion Survey in 2012.

'Agree' represents the percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement. Due to a major redevelopment of the surveys (parent/caregiver and student in 2012; staff in 2013), comparisons with results from previous years are not recommended.

DW = Data withheld to ensure confidentiality.

Involving parents in their child's education

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.

Reducing the school's environmental footprint

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.

www.ehp.qld.gov.au/sustainability/index.com

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.

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.

The students and teachers of North Lakes State College are annual participants in Clean Up Australia Day. We work closely with state and local government to keep our community one of the tidiest in Queensland.

Years	Environmental footprint indicators	
	Electricity kWh	Water kL
2011-2012	1,021,500	17,797
2012-2013	1,053,626	70,406
2013-2014	1,177,664	31,286

The consumption data is compiled from sources including ERM, Ergon reports and utilities data entered into OneSchool by each school. The data provides an indication of the consumption trend in each of the utility categories which impact on the school's environmental footprint.

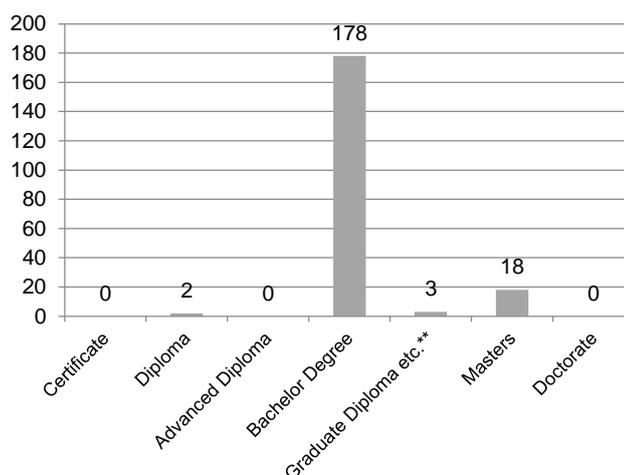
Our staff profile

Staff composition, including Indigenous staff

2014 Workforce Composition	Teaching Staff*	Non-teaching Staff	Indigenous Staff
Headcounts	201	71	<5
Full-time equivalents	185	53	<5

Qualification of all teachers

Highest level of attainment	Number of Teaching Staff *
Certificate	0
Diploma	2
Advanced Diploma	0
Bachelor Degree	178
Graduate Diploma etc.**	3
Masters	18
Doctorate	0
Total	201



*Teaching staff includes School Leaders

**Graduate Diploma etc. includes Graduate Diploma, Bachelor Honours Degree, and Graduate Certificate.

Expenditure on and teacher participation in professional development

The total funds expended on teacher professional development in 2014 were \$212996.

The major professional development initiatives are as follows:

- Inquiry based learning
- Critical and creative thinking
- Junior Secondary

The proportion of the teaching staff involved in professional development activities during 2014 was 100%.

Average staff attendance	2012	2013	2014
Staff attendance for permanent and temporary staff and school leaders.	96%	97%	96%

Proportion of staff retained from the previous school year

From the end of the previous school year, 95% of staff was retained by the school for the entire 2014 school year.

School income broken down by funding source

School income broken down by funding source is available via the *My School* website at <http://www.myschool.edu.au/>.

To access our income details, click on the *My School* link above. You will then be taken to the *My School* website with the following **'Find a school' text box**.

Find a school

Search by school name

Search by suburb, town or postcode

Sector Government
 Non-government

Where it says **'Search by school name'**, type in the name of the school you wish to view, and select <GO>. Read and follow the instructions on the next screen; you will be asked to accept the **Terms of Use** and Privacy Policy before being given access to the school's *My School* entry webpage.

School financial information is available by selecting **'School finances'** in the menu box in the top left corner of the school's entry webpage. If you are unable to access the internet, please contact the school for a paper copy of income by funding source.

Performance of our students

Key student outcomes

Student attendance	2012	2013	2014
The overall attendance rate for the students at this school (shown as a percentage).	91%	91%	91%

The overall attendance rate in 2014 for all Queensland P-10/P-12 schools was 89%.

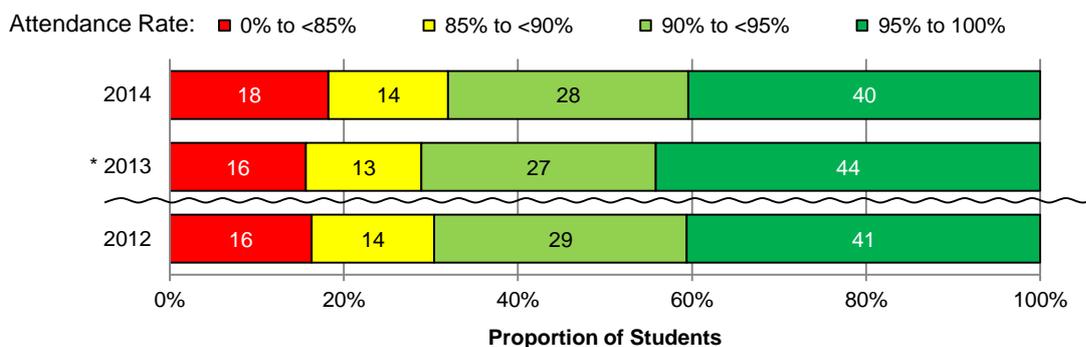
Student attendance rate for each year level (shown as a percentage)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
2012	94%	94%	95%	94%	94%	94%	93%	91%	90%	89%	88%	88%
2013	93%	94%	94%	94%	94%	93%	94%	93%	90%	89%	88%	87%
2014	94%	95%	94%	94%	94%	94%	93%	92%	91%	88%	88%	87%

DW = Data withheld to ensure confidentiality.

Student attendance distribution

The proportions of students by attendance range.



*The method for calculating attendance changed in 2013 – care should be taken when comparing data after 2012 to that of previous years.

Description of how non-attendance is managed by the school

Non-attendance is managed in state schools in line with the DETE policies, SMS-PR-029: Managing Student Absences and SMS-PR-036: Roll Marking in State Schools, which outline processes for managing and recording student attendance and absenteeism.

SCHOOL REPORT

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.
- Supports all children to be enrolled at school and attend school all day, every school day.
- Monitors, communicates and implements strategies to improve regular school attendance.
- Believes truanting 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.

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.

National Assessment Program – Literacy and Numeracy (NAPLAN) results – our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7, and 9.

Our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7 and 9 are available via the My School website at <http://www.myschool.edu.au/>.

To access our NAPLAN results, click on the My School link above. You will then be taken to the My School website with the following 'Find a school' text box.

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Search by suburb, town or postcode

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Read and follow the instructions on the next screen; you will be asked to accept the **Terms of Use** and Privacy Policy before being able to access NAPLAN data. If you are unable to access the internet, please contact the school for a paper copy of our school's NAPLAN results.

Achievement – Closing the Gap

North Lakes State College has nearly 3000 students, many of whom achieve academic outcomes equivalent to the best in the nation. In 2014 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.

Apparent retention rates Year 10 to Year 12	2012	2013	2014
Year 12 student enrolment as a percentage of the Year 10 student cohort.	83%	90%	94%
Outcomes for our Year 12 cohorts	2012	2013	2014
Number of students receiving a Senior Statement	231	304	287
Number of students awarded a Queensland Certificate of Individual Achievement.	1	2	1
Number of students receiving an Overall Position (OP)	92	120	123

Outcomes for our Year 12 cohorts	2012	2013	2014
Number of students who are completing/continuing a School-based Apprenticeship or Traineeship (SAT).	54	36	40
Number of students awarded one or more Vocational Educational Training (VET) qualifications (incl. SAT).	212	272	260
Number of students awarded an Australian Qualification Framework Certificate II or above.	177	227	190
Number of students awarded a Queensland Certificate of Education (QCE) at the end of Year 12.	225	302	286
Number of students awarded an International Baccalaureate Diploma (IBD).	0	0	0
Percentage of OP/IBD eligible students with OP 1-15 or an IBD.	91%	84%	81%
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.	100%	100%	100%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving an offer.	98%	95%	99%

As at 19 February 2015. The above values exclude VISA students.

Overall Position Bands (OP)

Number of students in each Band for OP 1 to 25

Years	OP 1-5	OP 6-10	OP 11-15	OP 16-20	OP 21-25
2012	14	34	36	8	0
2013	20	37	44	17	2
2014	23	24	53	21	2

As at 19 February 2015. The above values exclude VISA students.

Vocational Educational Training qualification (VET)

Number of students completing qualifications under Australian Qualification Framework (AQF)

Years	Certificate I	Certificate II	Certificate III or above
2012	156	146	109
2013	179	174	145
2014	203	124	124

As at 19 February 2015. The above values exclude VISA students.

VET qualifications completed by North Lakes State College students in 2014:

- Certificate I in Business
- Certificate III in Business Administration
- Certificate I in Dance
- Certificate II in Dance
- Certificate II in Creative Industries (Media)
- Certificate I in Information, Digital Media and Technology
- Certificate II in Engineering
- Certificate I in Manufacturing (Pathways)
- Certificate I in Sport and Recreation
- Certificate II in Outdoor Recreation
- Certificate I in Hospitality
- Certificate II in Hospitality
- Certificate III in Hospitality

Post-school destination information

At the time of publishing this School Annual Report, the results of the 2014 post-school destinations survey, Next Step – Student Destination Report (2013 Year 12 cohort) for the school were not available. Information about these post-school destinations of our students will be uploaded to the school's website in September.

Early school leavers information

For students who cannot engage in the pathways offered at school, North Lakes State College supports them to identify and engage in a pathway that is meaningful for them and leads them to a successful future. North Lakes State College supports these students through a range of structures including individual case management, support through a Guidance Officer or Senior Schooling Head of Department or other support personnel. Students are connected to programs including tertiary preparation programs, external employment agencies, TAFE certificate courses and external support agencies as appropriate.