School Report

Based on 2025 Data

June 2026

PACIFIC LUTHERAN COLLEGE

This report has been produced by Pacific Lutheran College to meet reporting obligations of the Queensland and Australian Governments

Our College

Pacific Lutheran College is a dynamic learning community serving the Caloundra, Kawana and Hinterland communities on the Sunshine Coast. In its 25th 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 research inlcuding that of Harvard's Project Zero team, neuroscience, psychology and wellbeing to inform its teaching and learning practices and integrates this with the learnings associated with Lutheran theology to enhance the wellbeing and learning capacity of both staff and students. There is a stong focus on supporting 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. 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.

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 2023-26 where staff, students and parents have been encouraged to grow through engagement with the learnings drawn from the research of the OECD, neuroscience, pyschology, wellbeing and Harvard's Project Zero team and their synergy with Lutheran theology.

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. The learnings of Harvard's Project Zero team inform all teaching and learning that occurs across Prep - Year 12.

Academic and Career Preparation

+ Pacific Quest: Encompassing Tech Quest and Arts Quest Years 6 and 7.
+ Metacognition Toolkit: A toolkit developed in partnership with the University of Queensland and Middle College students to support students to engage with complexity and challenge.
+ 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 and 10 elective offerings that provide opportunities for extension.
+ Flexible Senior pathways that include partnerships with universities, TAFE, training organisations and employers.
+ Extensive career education and advice across Years 9-12.

Social Emotional Development including Outdoor Education

+ 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.
+ 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'.
+ 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.

Music

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

Curriculum Innovation

Curriculum innovation has focused on the enhancement of student engagement, agency and capacity to be aware of their thinking and able to direct it to be innovative, creative and effective in problem solving.

Year 6 and 7 Pacific Quest

Metacgonition Toolkit

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-Curriculum Offerings

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

Academic Enrichment

+ The da Vinci Decathlon and Future Problem Solving competitions: Academic competitions designed to challenge and extend students' thinking across a range of disciplines.
+ Robotics and Coding, Chess, Debating and Public Speaking.
+ Extension opportunities through visiting authors and artists and a range of academic performance-based competitions.

Sport and Outdoor Education

+ 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.
+ Run Club.
+ Boardriders and Pacific Pulse Surfing Contest.

Cultural

+ Music Ensembles: 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.
+ Biennial Productions: Years 8-12 and Years 3-8 on a biennial rotation. The K-3 students perform a nativity play each year. The 2025 Senior Musical Production was an outstanding production of *Into the Woods*.
+ Dance.
+ Book Club.
+ PLC Blake Prize for Art.

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'. Strong relationships exist between staff, students and parents.

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 positive psychology and wellbeing research 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 personal safety and the You Can Do It program. Across Years 6-12, the program draws from a range of resources to prepare young people for changes in their academic learning, enhances wellbeing and respectful relationships and explores 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 across Prep - Year 12. 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. 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 educative 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. Counsellors are another important support 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.

Student Characteristics

599
Female Students

605
Male Students

1204
Total Students

Students	Number	%
Indigenous	41	3%
Non-Indigenous	1163	97%
TOTAL	1204	100%

Average Attendance by Year Level*

PREP - YEAR 6						
92%	93%	92%	93%	90%	92%	92%
PREP	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6

YEAR 7 - YEAR 12						
90%	90%	89%	88%	88%	87%	90%
YEAR 7	YEAR 8	YEAR 9	YEAR 10	YEAR 11	YEAR 12	OVERALL

*Student absences are monitored on a daily basis and student reception makes contact with parents where absences are unexplained on that day. Extended absences are followed up by the Heads of House or Heads of Sections of the College.

NAPLAN RESULTS ARE PUBLICLY AVAILABLE AT **www.myschool.edu.au**

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.

Apparent Student Retention Rates

In 2025, Year 12 student enrolment as a percentage of the Year 10 cohort in 2023 was 89%.

Our Staff

Our staff continue to promote innovation as they strive to continually enhance high quality learning within a culture of thinking. Through engagement with small teams across Prep-Year 12, staff continued to grow their capability to enhance student agency and capability. This included 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. Strong engagement of senior staff as endorsers, confirmers and markers supported learning at school and state level.

Staff Characteristics

126 Female Staff

44 Male Staff

170 Total Staff

Qualifications	% of Staff
Doctorate	1%
Masters	23%
Bachelor Degree	71%
Diploma	5%
Certificate	Nil

FTE	Full Time	Part Time
Teaching	83	15.2
Non-Teaching	23	23.4
TOTAL	106	38.6

Head Count	Full Time	Part Time
Teaching	83	24
Non-Teaching	23	40
TOTAL	106	64

Indigenous Staff Ratio	%
Indigenous Staff Ratio	1.3%

Our Staff

Committee Memberships 2025

State Level

+ Dr Bronwyn Dolling: Lutheran Education Queensland Early Childhood Working Party
+ Dr Bronwyn Dolling: Queensland Independent Schools Block Grant Authority Design Quality and Delivery Working Party

QCAA Assessors

Subject Matter Experts

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

Writing Panel Members

+ Japanese: Mrs Michiko Hauser
+ Physics: Mrs Claire Richards
+ Biology: Mrs Gisela Hohls
+ Psychology: Mr Nigel Farley

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
+ Endorser, Psychology: Mr Nigel Farley

QCAA Confirmers

+ Chief Confirmer, Japanese: Mrs Michiko Hauser
+ Lead Confirmer, Physics: Mrs Claire Richards
+ 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, Film, Television & New Media: Mrs Lara Masselos
+ Confirmer, Chemistry: Ms Kylea Fern
+ Confirmer, Design: Mrs Marnie Whittaker

QCAA Markers

+ Lead Marker, Physics: Mrs Claire Richards
+ Lead Marker, English: Mrs Rae Hall
+ Marker Biology: Mrs Gisela Hohls
+ Marker Design: Mrs Marnie Whittaker
+ Marker Japanese: Mrs Michiko Hauser
+ Marker Psychology: Mr Nigel Farely

NAPLAN Marker

+ Mrs Linda Sydes

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

95%
AVERAGE STAFF ATTENDANCE

$1,001
AVERAGE EXPENDITURE PER TEACHER

$90,200
TOTAL EXPENDITURE ON TEACHER PD

Our Staff

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 2025 there was a focus on enhancing student innovation, creativity and resilience through innovative pedagogies with Future Anything and the University of Melbourne Assessment Community. Enhancement of the metacognitive skills of middle years students was explored in partnership with the University of Queensland. Staff explored the use of AI in enhancing learning through modules provided by Leon Furze. Prep -12 staff engaged in the implementation of concepts associated with the Science of Reading. Staff engagement in professional learning teams promoted teacher learning across a range of areas including AI, and student engagement with reading.

Professional development has included:

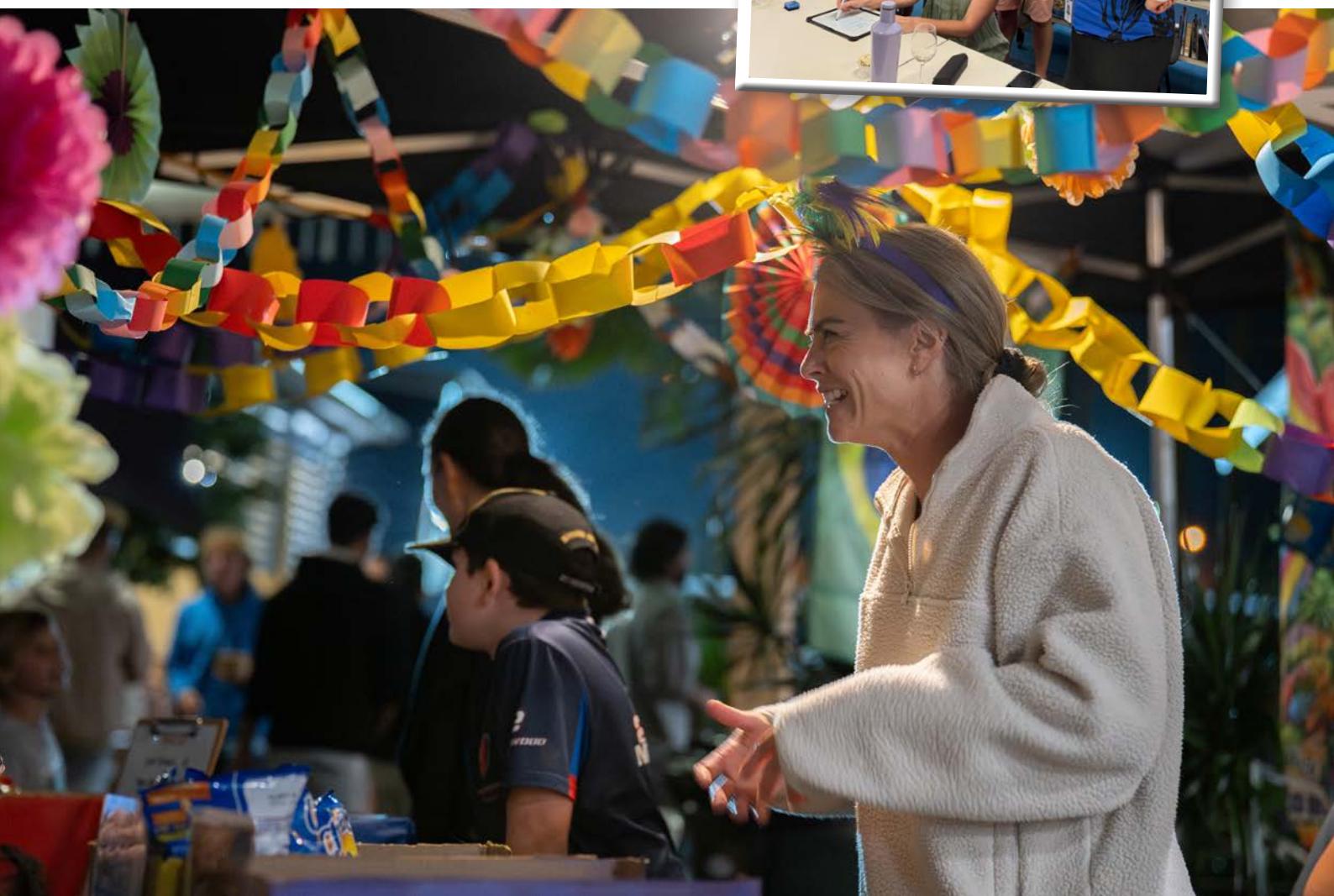
+ Teaching for Understanding, Visible Thinking and Culture of Thinking: Harvard Graduate School of Education.
+ A Culture of Thinking in Action (Ron Ritchhart).
+ AI - Leon Furze.
+ Inspiring student innovation, creativity and resilience through innovative pedagogies and a capability rich learning environment: Future Anything and University of Melbourne Learning Community.
+ Metacognition: UQ Learning Partnership.
+ Educate to Self-regulate: Dr Shyam Barr.
+ Pastoral Care.
+ Differentiation.
+ Restorative Practices, Student Engagement and Wellbeing.
+ Reading Years 3-5.
+ Child Protection.
+ Theological Development Connect.
+ Implementing the Australian Curriculum V9.0 and QCAA Senior Syllabuses.

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.

Pacific staff and parents explored avenues for enhancing parent engagement through the ISQ: Parent Engagement Masterclass. Enhancing parent capacity to engage as partners in the learning and growth of their children is a priority of the College.

+ Discussions of academic feedback with their children.
+ 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.
+ Leading sports clubs in netball and soccer.
+ Coaching and managing 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 enabling students to flourish 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 College students into their future pathways.

Characteristic	2022	2023	2024	2025
Total Senior Certificates	76	84	87	90
% ATAR Eligible Students	82%	87%	88%	82%
QLD Certificate of Individual Achievement	0	0	0	0
Number of students who released ATAR data	52	73	57	65
ATAR eligible students who received ATAR above 90 as % of released ATAR data	23%	43%	16%	23%
ATAR eligible students who received ATAR above 80 as % of released ATAR data	50%	67%	47%	45%
School-based, Traineeship or Apprenticeship	7	3	1	5
% Students Awarded QCE)	99%	99%	99%	100%
% Students Completed / Completing SAT or Awarded QCE, IBD, VET Qualification	99%	100%	99%	100%
Students Awarded Vocational Education and Training (VET) Qualifications	24	62	63	51
% QTAC Offers	100%	96%	93%	99%

Field of Study	Offer for 1st preference	Any Offer
Health	14	18
Engineering	10	10
Creative Arts	8	14
Management & Commerce	8	13
Natural and Physical Sciences	8	14
Society and Culture	7	9
Information Technology	4	7
Architecture and Building	3	4
Education	3	4
Mixed Field Programmes - TTP	3	3
Agriculture, Environmental and Related Studies	1	1
Total	69	97

QTAC QLD Year 12 applications by gender

Gender ● Female ● Male

35	34

\+ 72 students received offers via QTAC out of 73 that applied.

Post School Institutions of Year 12 QTAC Applications in 2025:

USC Australia	The University Of Queensland Australia	QUT	Griffith University
47	18	23	9

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. 2025 results will be avialble released in September 2026. 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.

The results from the 2025 Annual Review when calculated using ***5 for Strongly Agree, 4 for Agree, 3 for Neutral, 2 for Disagree and 1 for Strongly Disagree*** were:

Parent Annual Review	
The College is supporting the academic achievement of my child/children well	4.0
I am satisfied with the communication processes in regard to my child's/children's learning	3.9
We have valued the feedback provided by NAV as assessments have been completed across 6-12	4.0
We have valued the College's transition to ongoing feedback through Seesaw across P-5	3.8
The College is providing good pastoral care for my child/children.	4.0
The College is providing good opportunity for my child/children to develop social emotional skills.	4.0
The College is providing good opportunity for my child/children in the Christian Faith.	4.0
The sporting program is catering for my child's/children's needs.	3.8
The cultural program is catering for my child's/children's needs..	3.8
I am satisfied with the College's processes, expectations and guidance of student conduct.	3.9

Areas of Strength

A number of areas of strength were identified with the following key areas being celebrated:

+ Academic expectations, opportunities and learning approach.
+ Quality teachers and staff who are dedicated, professional and care.
+ Communication with parents, school processes and updates.
+ Community engagement, sense of community, community spirit.
+ Co-curricular opportunities and quality in performing arts and sport.

Areas for Development

A number of individual areas were mentioned for ongoing development. Encouragement to engage in the:

+ Continuing development of facilities.
+ Communication (timeliness, clarity and synchronisation of platforms).
+ Continuing growth of breadth, inclusivity and competitiveness of sport.
+ Expansion of performing arts including opportunities in the Junior College.
+ Continuing enhancement of student support and guidance.

Student Satisfaction

Students across Years 3-12 in response to what they valued most about coming to Pacific Lutheran College in the 2025 Pacific As A Peace Place Survey listed

+ Friendships.
+ Education and Learning.
+ Opportunities provided including sport.
+ Being part of a community that was safe, respectful, connected and fun.
+ Quality and care of teachers and staff.

Community Satisfaction

Staff Satisfaction

Staff provided the following feedback in regard to support, structure and impact of Pastoral Care after an uplift in resource provision and support in this area across Years 7-12 throughout 2025:

Staff Feedback	
I feel confident leading PCG	4.4
The Pastoral Care Program supports me in building positive relationships with students	4.0
I have access to sufficient and relevant resources and guidance to lead PCG	4.1
I believe the Pastoral Care Program has had a positive impact on students in 2025	3.9
I feel supported by my Head of House in my role as PCG teacher	4.5
I feel confident implementing PCG activities due to the resources and guidance provided	3.9
I appreciate meeting once a term for the planning and sharing of resources	4.0

Strategic Plan 2023 - 2026

The reviews conducted were used to inform the strategic planning process which occured 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 the plan. The progress towards the intents of the 2023-26 Strategic Plan that 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 will be reported in the 2025 Compass Review.

Child Safe Standards

The College completed an internal audit against the Child Safe Standards in 2025.

The 2025 Pacific As A Peace Place Audit completed by Year 3-12 children provided opportunity for students to reflect on their own and other student's safety, wellbeing, belonging and community connection at the College. The survey also provided opportunity for students to reflect on reporting processes and make suggestions for improvement to these processes.

Students reported feeling safe and aware of the reporting processes available to them. The very low instance of cyberbullying identified within the Year 6-12 survey was noteworthy.

A summary of the outcomes were shared with staff, students, parents and College Counicl members. Actions taken in response to the review included sharing with staff areas and strategies to increase feelings of safety in indentified locations of the College, greater focus on relationship building within one junior gender cohort, a continuing educative focus on celebrating and respecting diversity, a continuing uplift of student support processes and a strengthening of onboarding of new students.

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.

PACIFIC LUTHERAN COLLEGE

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