

# Concordia Lutheran College Annual Report 2023



**Welcome.** Concordia Lutheran College is an independent coeducational College for students from Preparatory to Year 12 which seeks to provide quality Christian education in a caring environment.

DISCOVER MORE ABOUT OUR COLLEGE COMMUNITY

**92.1%**

OVERALL STUDENT  
ATTENDANCE

**23**



STUDENTS WHO  
RECEIVED AN ATAR

**100%**

TEACHER  
PARTICIPATION IN PD

**Head of College** Mr Anton Prinsloo | **Council Chair** Mr Kyal Osborne

To find out more about Our Students contact [enquiries@concordia.qld.edu.au](mailto:enquiries@concordia.qld.edu.au)

 <b>293</b> FEMALE STUDENTS	 <b>322</b> MALE STUDENTS	<b>615</b> TOTAL STUDENTS
<b>143</b>	<b>177</b>	<b>295</b>
HUME STREET CAMPUS	WARWICK STREET CAMPUS	STEPHEN STREET CAMPUS
<b>34</b> INDIGENOUS STUDENTS		

## Boarding Years 7 to 12

<b>21</b>	<b>13</b>	<b>18</b>	<b>16</b>	<b>2</b>	<b>34</b>
MALE	FEMALE	INDIGENOUS	NON-INDIGENOUS	INTERNATIONAL	TOTAL

## 2023 Attendance Rate (%) by Year Level\*

### Prep – Year 6

<b>93.7</b>	<b>92.7</b>	<b>91.6</b>	<b>93.9</b>	<b>91.2</b>	<b>94.0</b>	<b>91.7</b>
PREP	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6

### Year 7 – Year 12

<b>93.5</b>	<b>92.7</b>	<b>90.9</b>	<b>90.1</b>	<b>89.8</b>	<b>93.7</b>	<b>92.1</b>
YEAR 7	YEAR 8	YEAR 9	YEAR 10	YEAR 11	YEAR 12	OVERALL

\*The average student attendance rate. Student's attendance at Concordia Lutheran College is recorded each day. Parents/caregivers are contacted if no advice/explanation has been given of a child's absence.

## Retention Rate (%) Year 10 to Year 12

<b>93.5</b>	<b>84.4</b>	<b>85.2</b>	<b>85.5</b>	<b>65.9</b>	<b>80.9</b>
2018	2019	2020	2021	2022	2023

## NAPLAN Results

2023 results can be obtained from <http://www.myschool.edu.au>

## Cocurricular Student Engagement\*

<b>282</b> CHOIRS & ENSEMBLES	<b>117</b> INSTRUMENTAL & VOCAL LESSONS	<b>40</b> SCHOOL SPORT TEAMS
<b>33</b> DANCE TEAM	<b>30</b> DRAMA CLUB & EXTENSION DRAMA	<b>39</b> SCHOOL SPORT REPRESENTATIVES

\*Compulsory and non compulsory

## Learning Experiences

### Social Climate

- + Vertical Home Classes structured via Houses
- + Pastoral Care Curriculum using the Positive Education Enhanced Curriculum (PEEC) framework
- + Wellbeing initiatives and partnerships including: Bullying No Way, Strive to be Kind Day, Walk my Way, Day for Daniel, Together for Humanity, Internet Safe Education Cybersafety Awareness



### Boarding

- + Learning in Residence: Academic Support, Pastoral Care, Cocurricular Opportunities, Extra-curricular program



### Christian Education

- + Worship: Staff and student led devotions
- + Christian Studies, The Rite Journey, Outdoor Education program at Googa OEC, Religion and Ethics Yr 10-11
- + Student support of local, national and international projects
- + Partner with ALWS in Walk my Way and other initiatives.
- + Ministry, Mission and Wellbeing Committee (staff and student membership)



### Intensive Literacy

- + InitialLit Prep-Year 2
- + Years 1-9 Literacy Intervention MiniLit and MacqLit



### LOTE

- + German Years 1 to 10



### Outdoor Education

- + Bush Prep
- + Camps for Years 3 to 12
- + Year 9 four-week outdoor education program



### Sport

- + Inter-House swimming, cross country, track & field
- + District, Regional and State Representative competitions
- + College Teams – Cricket, AFL, Volleyball, Rugby Union, Rugby 7s, Touch Football, Basketball, Soccer, Futsal, Netball, Hockey, Equestrian and Chess



### The Arts

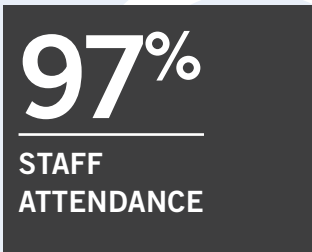
- + Year 3 & 5 Immersion Programs
- + Senior & Junior College Choirs, Concert Bands, Big Band, Small Ensembles
- + Performance opportunities: Concert, Eisteddfod, Music Camp, Solo Concerts, Large Ensemble Concerts, Cross Campus Performances, String Out, Paul Morton Festival, State Honours Ensemble Programs
- + Dance Team
- + Drama Club, Extension Drama





# Our Staff

To find out more about Our Students contact [enquiries@concordia.qld.edu.au](mailto:enquiries@concordia.qld.edu.au)



Level of Attainment	Number of Staff
Masters	12
Post Graduate Diploma/ Certificate	14
Bachelor Degree	40
Diploma/Certificate	8

## Staff Learning

Professional Learning opportunities are provided for both teaching and non-teaching staff. The Staff Development Program has been compiled to include support and growth in the following three areas:



### Educational

- 44 teaching staff completed Contemporary and Service Learning Professional Development
- 31 teaching staff attended Building Confidence: First Nations Perspectives
- Members of Leadership and the teaching team took part in Contemporary Learning Tours



### Theological

- Staff worship with Holy Communion once per term
- Regular staff devotions at staff meetings
- New staff complete introduction to the Lutheran Church, schools and theology as a part of induction
- 8 Staff participated in the Connect program and 3 staff have become accredited as a Teacher in a Lutheran school
- Staff undertake networking and professional learning with other Lutheran schools



### Safety and Wellbeing

- All staff complete annual child protection training
- 53 staff completed first aid & CPR training
- 12 staff completed chemical safety training
- 74 staff attended emergency training and fire warden training online due to COVID restrictions

# Our Community

To find out more about Our Community contact [enquiries@concordia.qld.edu.au](mailto:enquiries@concordia.qld.edu.au)

Lutheran schools in Queensland understand the important role parents play in the education of their children. Without a supportive home environment, the capacity of schools to maximise each child's learning is limited. When teachers, parents and the community work together to support each child, the child thrives.

There are many different ways that parents can assist their children to be successful in their learning journey within a Lutheran school.

## Communication

- Class Teacher emails
- Weekly College Newsletter
- Parent Handbooks
- Year Book
- Prospectus
- Social Media
- College App
- Seesaw
- Website
- Middle and Senior College Handbooks
- Concordia Careers newsletter
- Parent, Student & Staff Surveys
- Community Information Sessions

## Class Support

- Sporting Program
- Swimming Program
- Reading Program
- Excursions and Camps
- Liaising with teachers regarding community facilities and events
- Tutorial support

## 2023 Student Survey

Overall social and emotional wellbeing for students improved across surveyed year levels by 2.74%

★★★★

OVERALL SOCIAL-EMOTIONAL WELLBEING  
POSITIVE FEELINGS AND BEHAVIOURS

★★★★

EMOTIONAL SKILLS  
LEARNING SKILLS  
SOCIAL SKILLS

★★★★

VALUES  
COMMUNITY  
HOME  
SCHOOL

## Voluntary Support

- Classroom Help
- Library Help
- Fund Raising
- Financial Gifts
- Camp Helpers
- Sport Coaches / Carnivals
- Arts Program
- After School Student Clubs

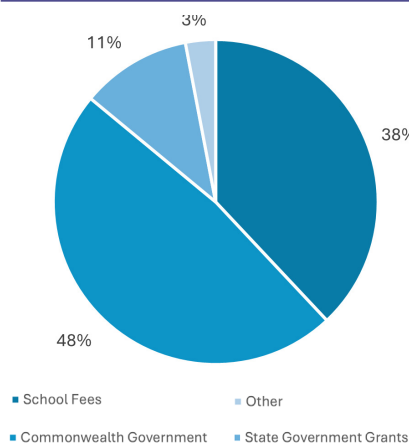
## Participation

- Class Events
- Open Day
- Special Evenings
- Parent Interviews
- Information Evenings
- Sporting Carnivals
- Assemblies
- Worship/Special Worship Services
- Music and Sporting Events
- Special Days eg. Grandparent's Day
- Fundraising Events

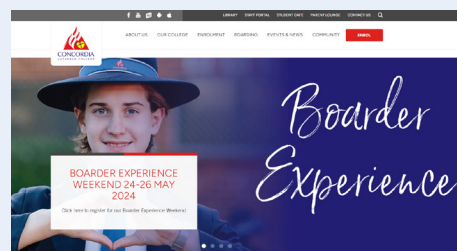
## Parent Connect Activities

- Regular meetings
- Fundraising
- Special Events eg. Open Day / Oktoberfest

## School Funding Information



## Our Online Community



## Website Analytics

1 January 2023 to 31 December 2023

Users	34,053 ↑ 10.91%
New Users	33,102 ↑ 11.72%
Page views	146,579 ↑ 0.05%

## Facebook/Instagram Follows

Facebook	5993
Instagram	736

## Pastoral Care



- Dedicated coordinators for Years 6/7/8, Years 9/10 and Years 11/12
- College Counsellor available at all campuses
- Chaplain available at all campuses
- First Nations support co-ordinator working across campuses with a special focus on indigenous boarding students
- Regular Pastoral Care time timetabled using an integrated curriculum across year levels, using the Positive Education Enhanced Curriculum at secondary level
- SchoolTV and other resources made available to the community, with regular focus points in school newsletter and other communications
- Promoting a growth mindset among the College community
- Restorative practices utilised to promote healthy relationships
- Anti-bullying day, Are you okay? day, Reconciliation Week and similar events observed

# Our Graduates

To find out more about Our Graduates contact [enquiries@concordia.qld.edu.au](mailto:enquiries@concordia.qld.edu.au)

**38**

STUDENTS RECEIVED A SENIOR STATEMENT

**34**

STUDENTS RECEIVED A QCE

**23**

STUDENTS RECEIVED AN ATAR

**95%**

APPLIED AND RECEIVED AN OFFER THROUGH QTAC

**24**

STUDENTS AWARDED VET QUALIFICATION/S

**17**

STUDENTS COMPLETING SAT OR VET

*During the 2023 year, no students enrolled in the QCIA or IBD programs*

## Post-School Institutions of Year 12 QTAC Applicants in 2023:

Institution	Total
University of Southern Queensland	13
Griffith University	5
Uni SC - University of the Sunshine Coast	3
QLD University of Technology	1
Southern Cross University	1
<b>Total</b>	<b>23</b>

## Next Step Destination Survey 2023

- Conducted March – June 2023
- Students participate online or via a computer-assisted telephone interview
- 2023 results available in September 2024



Visit the [website](#) for more information about *Next Steps*

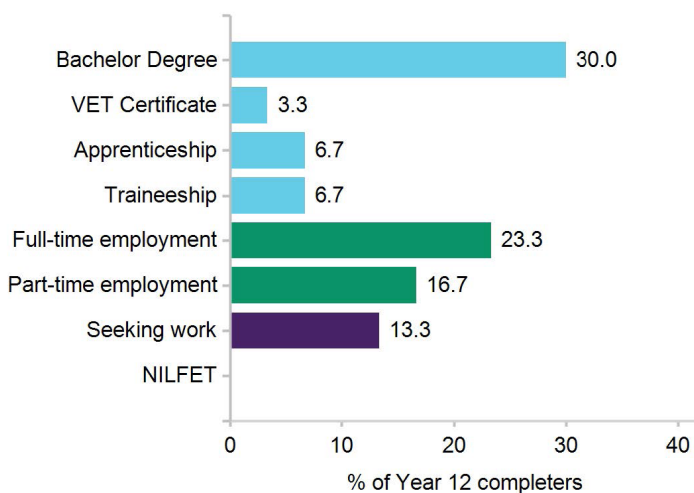
**78.9%**

PARTICIPATION IN NEXT STEP SURVEY

## Students' Preferred Study Areas in 2023:

Fields of Study	Total
Society and Culture	6
Health	5
Creative Arts	4
Education	3
Natural and Physical Sciences	2
Engineering	2
Management and Commerce	1
<b>Total</b>	<b>21</b>

## Main Destination in 2024



**LEARNING IS AT THE HEART OF EVERYTHING WE DO**

**86.7%**

ENGAGED IN EDUCATION, TRAINING OR EMPLOYMENT

# School Improvement

To find out more about Our School Improvement contact [enquiries@concordia.qld.edu.au](mailto:enquiries@concordia.qld.edu.au)

## Annual Plan 2023



### Goals

- Develop a Reconciliation Action Plan
- Establish a Contemporary Learning Team
- Develop a Professional Growth Framework
- Implement a Whole College Sport Review
- Develop a Pedagogical Framework



### Strategies

- Form a working committee for Reconciliation Action Plan
- Continue learning tours for Staff
- Staff consultation on Professional Growth Framework
- Community consultation on Sporting Program



### Progress / Achievement

- Review finalised Reconciliation Action Plan
- Continue Learning Framework review
- Finalise and implement Professional Growth Framework with Teaching Staff
- Design new Sport Program



### Next Steps

- Communicate and implement Reconciliation Action Plan
- Design Contemporary Learning Framework for Concordia
- Prepare to implement Professional Growth Framework with Non-Teaching Staff
- Implement new Sport Program

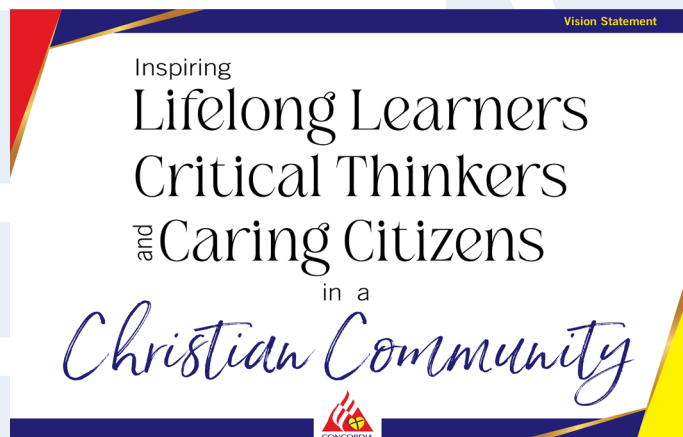
### [Concordia Sport](#)

## Vision Statement

As a coeducational school of the Lutheran Church of Australia, Concordia Lutheran College exists to nurture and empower young people to shape and enrich our world through a life of faith and service.

We are a Christian community where God's message of grace is proclaimed, and this guides how we teach, live and work together.

Introduced a new Vision Statement in 2023.



## Child Safe Principles

The college regularly communicates with our community about important child safe principles via:

**CHILD PROTECTION POLICY**

**STRATEGIC PLAN**

**NEWSLETTER**

**ANNUAL REPORT**

## Master Plan

**Introduced a Master Plan to the Community**  
[concordia.qld.edu.au/master-plan-1](http://concordia.qld.edu.au/master-plan-1)

Concordia Lutheran College (CLC) is making significant investments to ensure that students receive the best possible education and that teachers have access to modern facilities. After a detailed planning process, the College has determined that it is necessary to consolidate onto a single campus to enhance the cultural and educational experience. This vision includes integrating the Stephen Street and Warwick Street locations into one comprehensive campus. Bringing the campuses together will allow for contemporary learning with purpose-built facilities, which aligns with the college's educational philosophy.

The current setup of CLC's three campuses – Stephen Street (SSC), Warwick Street (WSC), and Hume Street (HSC) – is spreading resources thin and diluting the college culture. In the competitive educational landscape of Toowoomba, it's essential for CLC to invest in sustainable and future-ready infrastructure. With the college's growth trajectory, which aims for 750-800 students in the next decade, there will be increased participation in competitions and an expansion of course offerings.

**The College held scheduled Community Meetings and One-on-One Sessions throughout 2023 and ongoing feedback is always welcomed via our [Website](#).**