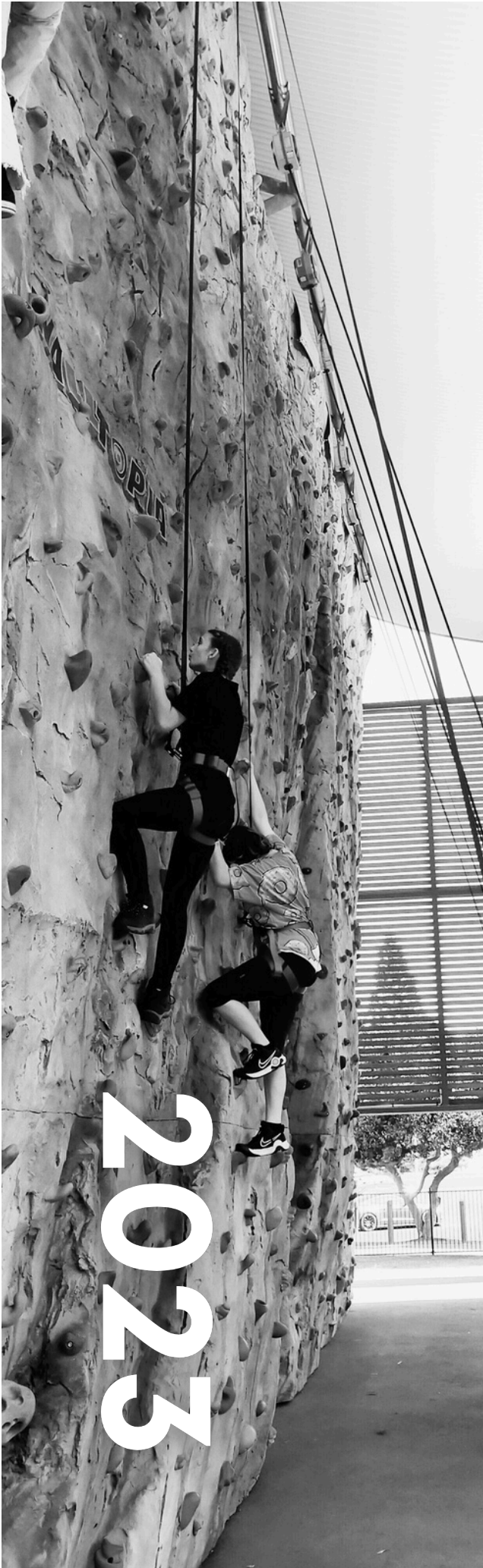


KAIROS
COMMUNITY COLLEGE

Annual Report

2023



Contents

Ripple Model	3
Board of Director’s Report	5
Principal’s Report	7
Our Team	8
Head of Campus Report - Caloundra	19
Head of Campus Report - Deception Bay	21
Curriculum - Caloundra	23
Curriculum - Deception Bay	24
Youth Worker’s Report - Caloundra	25
Youth Worker’s Report - Deception Bay	26
Pathways Report	27
Student Award Recipients	29
Annual Report / Financial Statements	31



kairos

An ancient Greek word meaning ‘the right or critical’ moment. Kairos signifies a good or proper time for action.

When students have their ‘right or critical moment’ and choose to engage in the successful completion of their secondary education, Kairos Community College is here to support their decision.

Pronunciation: kai-ross

RIPPLE

Feeling safe and connected through positive relationships to achieve educational outcomes

Positive relationships promoting feelings of safety and connection are at the heart of all learning at Kairos Community College. With this foundation in mind, the Ripple Model was developed and is embedded throughout our whole school community.

The Ripple diagram demonstrates the three levels of our unique model, which is a fusion of youth work practice and neuro-education principles:



1. At the centre is Wellness of Mind.

What do we mean by this? In essence what this means is to have wellness of mind you need to feel safe, feel you have sense of control and be able to experience pleasure or meaning to have a positive learning experience. This is one of the biggest barriers to learning when these three basic neurological needs are not being met and unfortunately constantly overlooked in traditional school settings. If you don't feel safe your brain is amazingly responsive and will go into survival mode, fight, flight or freeze. At that point all you can do is either shut down or freeze, avoid or flight or going on the defensive, fight.

So a big part of our role as educators, step one is just getting young people to feel safe again. This takes time and we have to remind ourselves that taking that time is extremely valuable and through that process the learning is just as rich and useful as any other more traditional versions of learning.

2. The next level is to feel connected through positive secure relationships.

Whether this is with an educator, peers, through culture or community we know that the brain lights up when it is engaged with others and learns more effectively when there are securely attached relationships. We know now through advances in neuroscience that our brain creates new neural pathways and is open to new learning when it involves a social aspect. It needs other humans to start to learn!

The great thing is that ancient communities have been using this way of learning for a long time which we can base our practices on, we call this a tribal learning community. They believe every person in the tribe has a unique gift that contributes to the tribe, the idea of leadership is about supporting the tribe to bring out individuals strengths and support the tribe to be the best they can.

As a civilisation we lost our way when we hit the industrial revolution in terms of education. Being time and financially efficient became the most important commodity. Relationships could not compete with greed. Unfortunately our brains did not get the memo. This way of operating using production lines is fantastic for making cars and washing machines but unfortunately is not so good for helping young people to engage in learning in dynamic ways that honour their uniqueness as a human being.

RIPPLE MODEL

The industrial education system is failing so many intelligent, and dynamic young people because they get treated like a number on a production line never being seen or feeling like they actually matter in the world. Every day we strive to help our students feel like they matter and most importantly feel safe. One of the ways we help create safety is through our tribal principles of honesty, respect, participation, safety and legal.

3. In saying that you may be starting to think are we a school or a youth service? This is where our third level comes in - achieving academic outcomes.

We pride ourselves on making sure that our students have access to complete their Queensland Certificate of Education just like they would if they were attending a mainstream school. One of the common misconceptions is young people who do not want to be at mainstream school must not want to be doing the same subjects as their mainstream school peers. I am yet to meet that young person. Please have a look at our subject displays to get a snapshot into the high quality work that is being produced by our students.

The neuroscience field has provided us with amazing evidence that demonstrates that there are some really basic practices that will create neural-plasticity. Neural-plasticity in our brains is what you want if you need to learn something new or change an old habit. One of the ways to create this is by achieving whole brain integration; that is by engaging the left logical brain with the right emotional brain. As part of our model, one of our practices that the team of teachers and youth workers engage in is what we call collaborative lesson planning which aims to incorporate some of the following elements, emotional thinking, storytelling, role play, movement, novelty, and music into every lesson plan of every single subject. Not only that but we also embed all our social and emotional learning into our formal curriculum as opposed to stand alone programs. These are some of the many practices we use here to engage our students in learning.



BOARD OF DIRECTORS REPORT

As Chairperson of the Board, it is with great pride that I present the annual report for Kairos Community College for the 2023 academic year. Guided by the Ripple Model of education, our approach integrates wellness of mind, social connections, and academic outcomes. A saying that captures the essence of this model perfectly: "Drop a pebble in the water: just a splash, and it is gone; But there's half-a-hundred ripples circling on and on and on." This poetic reflection encapsulates our philosophy—small actions in education can have far-reaching effects, setting the stage for the tremendous growth and achievements we've seen this year.

Embracing the spirit of the Ripple Model, this year has been marked by notable achievements and robust growth. Our commitment to providing exceptional educational experiences is reflected in the supportive and dynamic environment we cultivate. Strategically focused on enhancing the educational pathways and opportunities available to our students, we ensure that they not only meet but exceed their personal and academic potentials. This approach has catalysed significant progress, reinforcing our mission to impact education profoundly and enduringly. Now that Kairos has been able to demonstrate its ability to successfully replicate its outcomes, the board will be strategically looking to impact more communities in the following years.

Acknowledgment to the Board of Directors

I wish to extend my gratitude to my fellow Board members for their dedication and commitment to maintaining the highest standards of governance and accountability. The Board's strategic oversight and thoughtful decision-making have been crucial in navigating the complex landscape of education. Their collective commitment to good governance and their strategic foresight ensure that our actions always align with the best interests of our community, paving the way for sustainable growth and excellence in education.

We bid farewell to Dr. James Davis this year, who has served diligently on the Board of Directors. Dr. Davis's contributions have been invaluable, particularly in enhancing our risk management strategies and overall governance. His advice has consistently supported not only the Board and our school's principal but also extended to enriching our Risk and Compliance Committee. On behalf of the entire board and the school community, I extend our deepest gratitude to Dr. Davis for his years of dedicated service and the lasting legacy of his contributions to our community.

I would also like to acknowledge the exemplary work of our Company Secretary, Elissa Pearce. Elissa has been instrumental in refining our governance framework, ensuring that we operate with integrity and transparency. Her dedication and meticulous attention to detail have significantly enhanced our operational efficiency and compliance, strengthening the foundation upon which our school continues to grow.

This year, under the exceptional leadership of our Principal, Tony Andrews, and assisted by our Business Manager, Danielle Twomey, we achieved a significant milestone—the acquisition and planned opening of our third campus in Nambour. This expansion is a testament to their foresight and the sustained growth of our school, showcasing our commitment to reaching more students with our unique educational approach.



BOARD OF DIRECTORS REPORT



Heartfelt Thanks to Our School Community

I would like to extend a heartfelt thank you to everyone in our school community, embodying our core principle from the Ripple Model: feeling safe and connected through positive relationships to achieve educational outcomes. To our dedicated teachers: your commitment to creating a nurturing and supportive learning environment is invaluable. Your ability to foster strong, positive relationships in the classroom sets the foundation for our students' educational success. Each day, you make our classrooms places where students feel secure to explore, learn, and grow.

To our broader staff team: your adaptability and dedication are the backbone of our continued success, ensuring that every student feels supported both academically and personally. Your efforts in creating a cohesive community environment are what enable our students to thrive.

To our parents, carers and guardians: thank you for trusting us with the education and development of your children. Your active engagement and support are crucial in reinforcing a secure and connected school community. You enhance our learning environment significantly, which is vital for the educational and emotional success of our students.

To our remarkable students: you are the reason we strive to innovate and improve continuously. Your resilience, enthusiasm, and curiosity inspire us all. Thank you for embracing the challenges and opportunities that come your way with such positivity and determination. The relationships you form with each other and with staff are central to your success and embody the spirit of the Ripple Model.

Finally, to our community partners: your collaboration and support are indispensable. You help extend our educational impact beyond the classroom and contribute significantly to the network of positive relationships that support our students. Together, we create a supportive environment that benefits not only our students but also the broader community.

Thank you to all our teachers, staff, students, parents, and community partners for your ongoing support and commitment to the success of Kairos Community College. Together, we are forging a future that holds unlimited potential for all our students, underscored by the safety and connections that enhance our educational endeavors.

Michael Jeffrey
Chair of CYEO

PRINCIPAL'S REPORT

2023 was a year of growth, success and consolidation. There were incredible stories of success at both campuses and I wish I had time to share each and every one of them. Those stories are the thing that keeps us coming back year after year in what is a very challenging field of work. We were very proud of what we achieved in 2023.

I would like to thank the amazing staff that choose to work at Kairos. You are the heartbeat of what makes Kairos tick and none of the success would be possible without you. Research shows that 63% of what makes a good educator comes from personality traits, and I truly believe we have a staff collective that with its diversity, role models some of human nature's best traits. Thank you for your patience, kindness, resilience and ability to forgive. You have done an amazing job of shaping the young people in 2023.

2023 was a big year strategically for Kairos. It saw a redevelopment of our strategic plan due to the challenges we faced with audits and COVID-19 over the previous years. Our strategic plan consists of 4 parts. Consolidation, Success Metrics, Staffing Excellence and Expansion. In 2023 we purchased a block of land in Nambour to build our 3rd Queensland site. We put in an application to start a school in Western Australia. A complete renovation occurred at our administration building in Caloundra. We also undertook a full renovation of our Caloundra campus. Our Deception Bay campus had its kitchen and administration facilities renovated. New branding for Kairos was developed as part of our growth objectives. Finally, multiple staff completed formal further education qualifications to improve our professional qualifications.

To fully appreciate the good times it is said that you have to go through the tough times. 2023 saw us overcome the significant challenges the world faced in 2021 and 2022 to come out shining in 2023. It was a fantastic year for the organisation that sets our direction for the next 3 years. Thank you to all our board members for their support in making all the above possible. Thank you to all our students and parents/carers for choosing to be a part of the Kairos journey and finally thank you to all those in the community who contribute to the lives of our young people. Look out 2024 we are coming for you.

Tony Andrews



MEET OUR TEAM



Tony Andrews
PRINCIPAL

Tony has taught in a variety of settings from mainstream to China to SAS schools like Kairos. He is very passionate about what we do at Kairos and believes that every student deserves an education, when they are ready. He values not just giving students an academic education, but teaching them to be contributing valued members of the community.

He is also a keen sportsman in any sport but actively enjoys AFL and cricket. He shares his passions on a daily basis and loves to have fun. He believes “our tribe is the future”.



Danielle Twomey
BUSINESS MANAGER

Originally from a corporate background, Danielle has over 15 years’ experience in the education sector across both Catholic and independent schools in roles encompassing business services, facilities management, finance, governance, compliance and human resources.

As Business Manager, she enjoys contributing to building the operational and strategic capability of Kairos.



Darren Freeman
DIVERSE LEARNING AND
PATHWAYS COORDINATOR

Working across both campuses, Darren is responsible for VET Co-ordination, and Diverse Learning support (NCCD). He has a Bachelor of Education with First Class Honours, Diploma of Ministries and Theology and Cert IV in Career Development. Darren’s passion is developing young people holistically, helping them to be the best that they can be. He believes a flexible and supportive learning environment is crucial. His goal is to assist young people successfully graduate with their senior education QCE while gaining external qualifications.

When not at Kairos, Darren enjoys spending quality time with his wife and two children and being outdoors and active.



Tanya Paton
FINANCE AND
ADMINISTRATION OFFICER

Tanya started with Kairos Community College in July 2023 with a varied background in administration including financial administration, high school administration and training administration. She has enjoyed getting to know the staff and how the Campuses operate as she has settled into her role as Finance and Administration Officer. Tanya looks forward to what lies ahead for her role and that of the College.

Tanya loves to spend time with family, loves cooking, sewing and travelling.

MEET OUR TEAM - CALOUNDRA CAMPUS



Luke O'Sullivan
HEAD OF CAMPUS

Luke has spent the first 14 years of his teaching career in Education Queensland schools between the Sunshine Coast and Weipa, on Cape York. His roles have been split between sports coordinator, year level coordinator, community leader and pedagogy coach prior to arriving as Head of Campus at Kairos. He has always enjoyed working with students who are faced with significant challenges and coaching colleagues how to best support the learning of these students.

Luke is a highly active father of three and actively engages in triathlons and various other medium distance events. He is very energetic in his field, helping to motivate teachers to continue to improve.



Nigel Riseley
DEPUTY HEAD OF
CAMPUS

Nigel has enjoyed a wide variety of positions in his teaching career, beginning in remote Aboriginal Communities in the Northern Territory, before further study saw him qualify as an Outdoor Education Instructor, working in that field for a number of years. He has taught in both Primary and Secondary school settings, most recently as the Head of Special Education Services in an Education Queensland Secondary College, and he has a passion for working with students to identify and work towards successful pathways post Year 12.

Nigel loves staying active as a runner, cyclist and surfer, and enjoys camping with family and friends.



Quinn Witika
SENIOR YOUTH
WORKER

Quinn originally studied in the field of Sport and Recreation Management, undertaking leadership roles in Sports Development which he used to primarily encourage sport as a vehicle for overall wellbeing. While working in this career, Quinn developed a passion for guiding the growth and development of young people and eventually redirected his professional life toward Youth Work.

Quinn has since worked in a variety of Community Service roles over a period of eight years, shaping a belief that young people require acceptance from, and attachment to their society to see value in contributing to it. He believes in a relational approach to Youth Work that empowers young people to take ownership for the direction of their own lives. Since joining the team in 2021, Quinn is inspired by Kairos' holistic approach and the opportunity to incorporate wellbeing and personal growth as an integral part of the educational journey.



Amanda Pickard
YOUTH WORKER

Amanda started her journey studying a Bachelor of Arts, specialising in Criminology (Psychology and Sociology) and Sports Studies. After working in police investigations and then with minority groups, she developed a genuine passion for crime prevention and youth work.

After 6 years within the policing services, Amanda transitioned into youth work in 2012, and has completed further studies in counselling, psychology, hypnotherapy and alternative therapies. She has developed her youth work experience in a residential care setting, an independent school for males with challenging behaviours, and a girls school boarding house. Amanda is currently undertaking further studies in Counselling and Youth Work and is passionate about the overall wellbeing, safety and happiness of young people locally, nationally and globally.

MEET OUR TEAM - CALOUNDRA CAMPUS



Cartia Christie
EDUCATOR

Cartia has completed a Bachelor of Arts majoring in Screen and Media Studies and minoring in Drama and Creative Writing, a First Class Honours in Screen and Media Studies, and now her Masters of Teaching (Secondary) in English and Film Studies. With 7 years of study behind her, she is eager to be stepping into the field of Education and getting started on helping young people learn and grow, and strive to become the best person they can be.

A lover of sunflowers, chocolate, and superhero films, Cartia has owned her own film business, written for magazines, and has done scriptwriting for media companies across the Sunshine Coast. Cartia is also a self-taught archer, and swordfighter, and has spent the last 10 years learning and teaching sport and artistic Fencing.



Josh Dennis
EDUCATOR

Josh is an avid traveller who has spent two years in Canada and England respectively. Whilst overseas, he was presented the opportunity to teach which was a fabulous experience. The collaborative approach and tight community at Kairos are two educational concepts which fit his values perfectly.

Josh loves sport and spends most of his time playing or going to games. With this, he naturally loves the outdoors, and finds having the opportunity to take students outside and around our community for valuable learning experiences really invigorating.



Owen Lee
EDUCATOR

Owen is our Ethics, Art, Arts-in-Practice and Certificate II in Active Volunteering teacher. Owen has been an Educator at Kairos since the schools opening in 2015 and he is the only teacher to have had the privilege of working at both the Deception Bay and Caloundra campuses.

Previous to working with Kairos, Owen resided in Melbourne where he spent his time successfully gaining awareness of dramatic arts as an actor, theatre director, lighting designer and sound designer. During this time Owen was employed by the Darebin Council Youth Theatre Company Platform; who were committed to diversity with participants including marginalised young people, recent migrants, young people with disabilities and disenfranchised youth. Owen believes theatre games are an inordinately powerful tool for students to build self-expression and determination skills, facilitating students around a shared goal and shared ideas which allow young people collective ownership of their creations.



Jake Mangano
EDUCATOR

Jake completed his Bachelor of Education (Secondary) in 2022, specialising in Science and English. Jake values the Kairos ethos and aligns them with his own teaching practices. He is delighted to have begun his teaching career here at Kairos and is always ready to show his passion for teaching.

Jake is a lover of all things pop-culture, and you will frequently hear him making references to movies, TV shows, comic books and video games. Additionally, he loves to laugh and have fun no matter what he is teaching or doing.

MEET OUR TEAM - CALOUNDRA CAMPUS



Kristy Anderson
TEACHER AIDE

Kristy has worked in Primary and Secondary Mainstream and Special Education Units for over nine years and now loves Kairos' tribal philosophy. Kristy is extremely passionate about helping young people reach their full potential in and out of the classroom. She believes that Kairos is the place to deliver inclusive yet diverse education while meeting young people's differentiation needs so that they too can succeed and become valued members of their community.

Outside of mentoring young people on essential life skills such as cooking and budgeting. Kristy also enjoys cooking, being active, and coaching a young netball team, hiking and enjoying time with family and friends. Great coffee and amazing food are hobbies also.



David Ridden
TEACHER AIDE

David's began his career in education at Special Schools and has had extensive training in disability support and learning and has also studied mindfulness and meditation. He carries strong beliefs in social justice, fairness for all, living ethically and being morally sincere.

David's passions lie in building meaningful positive relationships with students and guiding them to find their power within when facing challenges. An ally for all genders and identities he is encouraging of our young people to be proud of who they are and to be the best versions of themselves. He is a proud member of the Kairos Community College family and believes in the tribal culture at Kairos.



Matt Slee
TEACHER AIDE

Matt has a background in sports and loves anything outdoors, and was very fortunate to receive a sporting scholarship at Southern Cross University alongside competing and training across Europe and Asia.

Alongside his sporting career, Matt started studying Exercise Science, which he changed to Primary Education after a fantastic experience working at a small school near Byron Bay. Matt is right where he wants to be at Kairos Community College, he values the Kairos way and is looking forward to continuing to connect with our young people and play a role in shaping their future.



Katy Devers
ADMINISTRATION OFFICER

With over ten years in education administration in P-12 schools and tertiary education, Katy enjoys the challenge of working in a smaller school environment and the variety that comes as sole Administration Officer of a vibrant campus.

Although not in a classroom role, Katy is passionate about all Kairos staff contributing to our young people's school experiences and beyond. She loves stepping away from her desk to build relationships with students and families. Katy is dedicated to exploring pathways to greater good and amplifying marginalised First Nations and LGBTQIA+ voices.

MEET OUR TEAM - CALOUNDRA CAMPUS



Hayley Carstairs
TEACHER AIDE
(on placement)

Hayley has extensive experience working with young people, teaching rugby league in schools for two years with the NRL and learn-to-swim survival skills for five years. She is currently pursuing a Bachelor of Education (Secondary) and working with Kairos to complete a Cert IV in School Based Education Support to become a Teacher Aide.

Driven to inspire young people, Hayley believes in an educational support system that caters to diverse needs with care. She is enjoying her time at Kairos, and is confident this experience will positively impact her future in education.



MEET OUR TEAM - DECEPTION BAY CAMPUS



Jason Kupke
HEAD OF CAMPUS

Over the past sixteen years Jason has taught in a variety of settings, but has spent a significant portion of his time in the SAS school area, honing skills and developing strategies to provide a quality education for all students. The last five years have been spent in a variety of management positions guiding growth of students and staff alike.

He is extremely passionate about providing quality opportunities for learning and growth, in all areas, for students. After spending the last twenty years in Hervey Bay he has made the move to Kairos and couldn't be happier with his decision.



Kelly Chambers
DEPUTY HEAD OF
CAMPUS

Kelly is our Deputy Head of Campus whose role is to provide leadership, guidance and support to the teaching team as well as oversee the curriculum. She gained her teaching qualifications in Wales, where she taught English and English Literature in a Welsh language secondary school for 6 years. She moved to Australia with her family in 2012 and has recently gained her Australian citizenship. Kelly has worked at another flexi school in Goodna before joining the team at Kairos.

Kelly is a qualified Ju-Jitsu instructor and coaches regularly. She also trains in Judo and Brazilian Ju-Jitsu. She is passionate about helping young people fulfil their potential and encourages them to engage with the opportunities presented to them. Kelly believes that physical activity is a powerful way for students to build their confidence and their self-belief and is always keen to walk alongside them to help them achieve their goals.



Emma Burrige
SENIOR YOUTH
WORKER

Emma started her Youth Work career in Deception Bay on a University Student placement with Deception Bay Community Youth Programs way back in 2006 where she was then able to secure a full-time position. Looking for a change, she took an opportunity to develop, grow and push herself out of her comfort zone with a leap of faith to jump over to Ireland and live for 2 years. There, Emma worked as an Au Pair and took advantage of travelling whenever possible, visiting over 25 countries.

On Emma's return to Australia, she continued with youth work and joined Life Without Barriers Out of Home Care team in their residential houses. With each job opportunity, as with the move overseas, Emma sees it as a chance to gain new skills and extend professionally and personally. In 2006, she was excited to take on the role of Youth Worker at Kairos and return to Deception Bay where it all started. 2020 saw a new opportunity to join the management team and develop leadership skills as Senior Youth Worker.

Emma loves to play soccer, run, relax with a good book and lay in the sun to re-energise.

MEET OUR TEAM - DECEPTION BAY CAMPUS



Krystle Spanos
EDUCATOR

Krystle is our Numeracy, Essential Mathematics, and Health and Physical Education Teacher. She originates from Perth, Western Australia where she completed her Bachelor of Health and Physical Education degree with a minor in Mathematics. Upon graduating in 2014, Krystle took on a general teaching role at a Catholic Indigenous Care school in Perth. She is a keen sportswoman who loves AFL, soccer, and netball.

Krystle is passionate about helping young people succeed and this is why she has chosen to work at Kairos Community College. She values education and believes that every student deserves the opportunity to high education. Krystle enjoys being a part of a young person's journey and growth, and admires the safe and supportive environment Kairos Community College creates for staff and students.



Michael MacDonald
EDUCATOR

Hailing from Canada, Michael came to Australia on a gap year seven years ago and hasn't left! With a history of youth work, disability support and coaching, Michael has always enjoyed working with young people in some capacity and teaching became the natural next step in his life.

Michael has a huge passion for life and is always up for an adventure and following his stoke, he loves to share this passion with young people and support them to get out and have a crack at whatever lights their fire. When he's not teaching, you'll find him out in the surf catching tubes or getting amongst nature, loves a good sunset. The Kairos' ethos has drawn Michael to Kairos, and he rallies behind the tribal mentality and belief that even small groups of people have the capacity to change the world. Make sure you ask Mike about his current World Title, too!



Madison Kelly
EDUCATOR

Madi joins us at Kairos to teach Year 10 Literacy, Year 11 Essential English and Year 12 Essential English, after working with young people for over 5 years in various school settings. Throughout her studies Madi was a Makeup artist, and still loves to help friends and family from time to time with makeup for big events such as weddings.

Madi is passionate about helping to make a difference in the lives of young people and loves that she gets to learn so much from the young people as well.



Drew der Kinderen
EDUCATOR

Drew joins us at Kairos to teach Ethics, Year 10 Art, and Year 11 and 12 Arts in Practice. Prior to moving into Education, Drew worked full time in the Brisbane theatre community as a writer, director, performer, and creator. He has taught performance and physical actor training around the country and around the world.

Drew is passionate about the role of the Arts in the education and development of young people, and he looks forward to bringing his experience and ability into the creative Kairos mix.

MEET OUR TEAM - DECEPTION BAY CAMPUS



Andrew Bobadilla

EDUCATOR

Bobby joins us at Kairos to teach Year 11 and 12 Social and Community Studies. He is an experienced educational leader who has a passion for working with young people as a teacher, mentor, and coach. Outside of education, Bobby is a dedicated basketball coach committed to the development of athletes in Brisbane.

Bobby looks forward to bringing his vast teaching experience to the Kairos team, to serve the wonderful community of students within our college.



Zoey-Brooke Jensen

YOUTH WORKER

Zoey-Brooke began her journey working with young people in her community, the Moreton Bay Region, through volunteering at her high school as a peer mentor to assist students to engage in an earn or learn pathway. This ignited her passion for working with young people and providing a holistic approach that incorporates wellbeing as an integral component to education. Kairos has been the natural next step in that journey. Zoey-Brooke has completed a Bachelor Degree in Behavioural Science with minor study areas in Counselling, Indigenous Knowledge, and Alcohol & Other Drugs. She possesses a strong commitment to social justice and building communities through assisting young people to step into their strengths and embrace opportunities.

Zoey-Brooke loves having a laugh and sharing a yarn and feels these are an integral part of every one of her days.



Emma Bromage

TEACHER AIDE

Emma began her career in education in 2018, working in both primary and secondary schools in special education and education support. Her mission at Kairos is to create a fair and inclusive learning environment where all students can succeed. She is a firm believer in the virtues of integrity, respect, and dedication.

Emma is also a professional children's and family photographer who volunteers her time to local fundraisers while she is not working at Kairos.



Emily Keates

TEACHER AIDE

Emily has recently started her career in education and is working towards completing her Bachelor of Educational Studies at Australian Catholic University (ACU). She has formally worked for the Queensland Government in various roles and volunteers for a Rotary Youth Leadership Awards (RYLA) program which sparked her initial interest in applying to be a Teacher Aide.

She is a friendly and caring person who is extremely passionate about the wellbeing of the students at Kairos Community College. In Emily's spare time she enjoys yoga, meditation, going to the beach and spending time with her family and friends.

MEET OUR TEAM - DECEPTION BAY CAMPUS



Joseph Small
TEACHER AIDE

Joseph has taught in a variety of settings, including Sydney public schools and allied institutions like Kairos. He appreciates being in charge of young students' education and is positive about the example he provides for them. He believes in not just delivering teaching to children, but also teaching them how to care for themselves both inside and outside of the classroom.

Joe is pursuing a dual degree in Secondary Education and Exercise Science and aspires to be the greatest teacher he can be. He enjoys sharing his passions and having fun on a regular basis. He believes that "our tribe is the future of education."



Zion Johnson
TEACHER AIDE

Zion has spent his years post-school widening his social and interpersonal skills through the Disability Support field working in respite care and lifestyle assistance. Both his parents have deep involvements in counselling and the social work sector which saw Zion living in the Northern Territory where he developed his connective abilities with people from a variety of backgrounds and birthed a passion for working with disadvantaged youth, specifically young Indigenous peoples.

Zion's advocacy for equal opportunities for all individuals of different identities and backgrounds has landed him at Kairos where he is hoping to empower and guide young people embarking on their lives after school. Zion loves a laugh and is also a keen sportsman who is also pursuing a career in professional sport alongside his passion for working with young people.



Nyah Whapshott
ADMINISTRATION OFFICER

Nyah joins us with experience working in a small school's administration office and library. She is excited about the opportunities that working in independent education provides for both students and staff alike, and is looking forward to working with a team of educators passionate about our tribal education model.

Away from Kairos, Nyah enjoys craft, photography, watching NRL and spending time with family and friends (and her dog of course).



MEET THE BOARD



Mike Jeffery

Mike has broad experience working in the community sector over the last 25+ years including as an educator, youth worker, director and more recently as an executive in marketing, communications and fundraising in a large Not for profit. Mike is the CEO of Pluss Communities, a tech company delivering customised apps for communities that are then personalised to the user. He has degrees in education, youth work / theology and a Master's in Business Administration, and more recently, he completed a Diploma in Fundraising and the Governance course offered by ISQ.

Mike loves any opportunity to get outdoors and go camping with his family of seven children, and is also a big fan of getting involved in the local community and considers it a real privilege to chair the Kairos College board.



Kelie Phillips

Kelie is Head of Product (Core Broking) Openmarkets Group and brings comprehensive experience including executive leadership, strategic transformation, and innovation in the not-for-profit sector.



Judith Gardiner

Judith has extensive qualifications including GAICD, MTheol, M Ed Studies, BA, BEd, Cert Teach, Dip Project Management, Adv Dip Business Management, and Cert Not-for-Profit Governance.

Judith has a background in education and governance. She began her career as a secondary teacher and established herself as a curriculum and assessment professional. This led to work in educational management, working on the development and implementation of curriculum programs for government and non-government school systems. Her career led into the executive and governance levels of educational and not-for-profit agencies as a leader in newly developing religious organisations within the Catholic Church.

Judith holds a Master of Theology, a Master of Educational Studies, a Bachelor of Arts, Bachelor of Education and Diplomas in Business Management, Project Management and certificates in Not-for-Profit Governance and Certificate in Teaching. She is a graduate of the Australian Institute of Company Directors and has served on a school board. She has served also as the Company Secretary for a Catholic Church agency and has a specialist expertise in governance development workshops for Boards and Councils in schools, parishes and Dioceses. She is a partner with The Professional Partners Group, a group of governance specialists, where her skills lend themselves principally to consulting for not-for-profit organisations and schools.

MEET THE BOARD



Dr James Davis

James is a Senior Lecturer in STEM and Entrepreneurial Education in the School of Teacher Education and Leadership at QUT, with a career path cutting across Commerce, Defence, Health Sciences, and Education, and has qualifications including GAICD. He strongly appreciates diversity, the strength diversity brings to communities, and the challenges for young people who dare to be different.

James is an active member of Brisbane's LGBTIQ+ community and has a blended Australian-Chinese family which ground his experiences of cultural and linguistic diversity. He also believes in authentic learning where freedom, creativity, and connectivity with students should be fundamental to school education.



Tejal Phillips

Tejal has gained wide experience in the areas of financial and management accounting, financial analysis and reporting, company secretarial work over a career span of over twenty years working for educational organisation, accounting firms, manufacturing, and trading organisations. She has completed the Director's Course through the AICD and a Graduate Diploma in Corporate Governance through the Governance Institute of Australia. She is a Certified Practising Accountant from CPA Australia and a Chartered Accountant from ACA India.

Tejal is a Business Manager and a Company Secretary at Margaret Jurd College, a special school based in Shortland, NSW.



Nick Stansbie

Nick has completed the Company Directors Course through AICD and has a BSc(Hons) in Chemistry, a Post Graduate Certificate in Education and a Master of Educational Management.

Nick is Dean of Students at The Southport School on the Gold Coast, and has held senior leadership roles in the areas of wellbeing, pastoral care, teaching and learning and school organisation at different schools in the UK, Victoria and Queensland over a career of 20 years.



HEAD OF CAMPUS REPORT - CALOUNDRA

It is hard to keep this short and sharp each year as I feel it is the ultimate stage to which I can speak and applaud those who make Kairos what it is and give those who aren't with us on the daily an insight as to what makes us, us.

In saying that, I write this with immense gratitude and admiration for a group of individuals who embody the true essence of education – our dedicated staff members. In our college, we are fortunate to have a team that goes above and beyond, committed not only to academic achievements but to nurturing the entirety of our students.

As educators, their approach transcends textbooks and exam results. They understand that education is not solely about filling young minds with facts and figures. Instead, they see the bigger picture. They recognise the whole young person in front of them, with unique dreams, challenges, and aspirations. They don't just teach; they mentor, they guide, and they inspire. With compassion and empathy, they create a safe space where our students learn the invaluable lessons of accountability, trust, resilience, and self-belief.

They challenge our students, not for the sake of difficulty, but to instil in them a hunger for growth and improvement. They understand that through challenge comes growth, and they create an environment where mistakes are not failures but stepping stones toward success.

This power of trust. They embark every day on building meaningful relationships with our students, fostering an environment where trust becomes the cornerstone of personal development. Through these relationships, they impart wisdom and guidance that goes beyond the confines of the classroom.

I want to extend my heartfelt appreciation to this exceptional group of staff. Your dedication, compassion, and unwavering commitment to our students' holistic development are the bedrock upon which our educational community stands.

Thank you for not only teaching lessons but for being mentors, role models, and champions of our students' growth. Your efforts shape not just their academic success but their character, integrity, and readiness to embrace the world beyond these walls.

To our Year 10 and 11 students, this is just the beginning and before too long, it will be you standing here before your families and friends, graduating with certificate in hand. There is a long road still to navigate but we are proud of where you were, where you are now and excited for where you will be at the end of your journey.

To our graduating class, this marks an incredible milestone in your lives. As we gather here to celebrate your achievements, it's essential to reflect on the journey that brought you to this momentous day.

Over the past years, you've shown remarkable dedication, resilience, and passion in navigating through the challenges of school. From the highs of success to the lows of setbacks, each experience has contributed to shaping the individuals you are today.



HEAD OF CAMPUS REPORT - CALOUNDRA

But let's pause for a moment to recognise that this isn't just an endpoint. It's a mere threshold. A threshold leading to an entirely new chapter of your lives, one with endless opportunities and boundless potential.

As you step into the vast landscape of adulthood, I implore you to remember one thing – that the only barriers that exist are the ones we construct within our own minds. It's easy to fall into the trap of self-doubt or believe that certain goals are beyond our reach.

The road ahead may not always be smooth. There will be twists, turns, and unexpected challenges. But remember, it's not the adversity that defines us; it's our response to it. Embrace the obstacles as opportunities to learn, grow, and evolve like you have in your time here at Kairos. Let them fuel your determination rather than deter your spirit.

So, graduates, as you stand on the precipice of this new phase, believe in your abilities, embrace the unknown with courage, absorb wisdom, never underestimate the power of perseverance and above all, never let anyone, especially yourself, convince you that your dreams are unattainable.

It is years like this that is the reason why the work we do here at Kairos needs to have a presence elsewhere. 2023 saw an opportunity to explore another state in Victoria, to see how we can be successful in another system. Tony and I spent three days exploring and seeing how what we do could be transferred. With another 100% QCE attainment from our graduating class, a record number of VET qualifications and a staff group to boot, is it any wonder we took the time to do so. The future is bright, and the possibilities are endless. The model caters for many but not for all, providing opportunities for those whose time is now.

Luke O'Sullivan



HEAD OF CAMPUS REPORT - DECEPTION BAY

2023 was a year of much movement in Deception Bay with an unusually large turnover. This was due to some staff expanding their professional careers, while others were expanding their families and moving to be closer to supports. Staff that moved on from Kairos at the end of 2022 were Chris and Grant, with both staff moving on to pursue career advancement. With Amy, Tammy, and Jaye Jean following suit in the first few months of 2023. This flux in the workforce placed an incredible amount of stress on all staff and only through sheer determination and the supportive culture of Kairos did it all eventually right itself again.

The loss of this wealth of Kairos culture was extremely nerve wracking from a Leadership perspective and the search for suitable candidates to continue the care and support provided by the staff in Deception Bay was a very rigorous one; with an extremely large number of candidates being interviewed for the available positions. Fortunately, through this process we were able to locate some truly amazing staff who brought some unique qualities with them and seamlessly complimented our existing staff. Drew, Madison, Zion and Nyah have continued the culture of Kairos in a way that could have only been hoped for, with their caring natures and student-centered approaches ensuring the young people of Kairos continued to receive the supports they require.



2023 was also a year of roller coaster emotions for staff for other reasons as well, with several members of Leadership scouring the country for our next Kairos site with myself and Tony touring to Western Australia to investigate the possibilities it had to offer. Its suitability was immediately apparent, with a fantastic site being identified and my willingness to kick start the new school, it appeared that 2023 would be the last graduation I would have the pleasure of hosting in Queensland. Unfortunately, it was not to be, with the site becoming unavailable in the very early part of 2024.

2023 was another outstanding year for our academic and further education achievement with record numbers of students demonstrating success in these areas.

The emotional weight of working at Kairos cannot be underestimated with our students often presenting with extremely complex trauma, academic and emotional needs. While all staff here are integral in working with our young people there are two staff who are at the forefront of working with our students through these times. It was with a huge sigh of relief that our Lead Youth Worker returned midway through Term Two, as Zoey-Brooke, our acting Lead Youth Worker had been flying solo since the first few weeks of the year.

HEAD OF CAMPUS REPORT - DECEPTION BAY



Our community links continued to develop over the year and another successful Bunnings sausage sizzle enabled us to further assist our young people in creating more amazing memories of school as well as bank some money to further alleviate the costs of school for our determined young people. The year was simply filled to the brim with activities including crowd favourites; Annual camp, Sports Carnival, Kokoda, Swimming Carnival and so many more excursions around the beautiful South East and Moreton districts.

Once again it was fantastic to see the level of community shown by both the ZONTA Women's Club and our long term, ever supportive, local organisation SIMNI and, in particular, Chris Knight. Her unwavering effort and support once again demonstrated that just one person can truly have a positive impact on a community.

While 2023 was another successful year with so much to be thankful for, all eyes are now looking to 2024 and the opportunities and potential it will offer to all of those involved here at Kairos.

Jason Kupke



CURRICULUM - CALOUNDRA

Kairos Community College is a school that celebrates diversity and provides a supportive learning environment essential for fostering inclusivity, understanding, and academic success among students. The school values practices that ensure equal opportunities for all students, regardless of race, ethnicity, gender identity, sexual orientation, religion, or disability.

The school provides a multi-faceted curriculum that focuses on the holistic development of students, including academic, social, emotional, and physical growth. This means incorporating extra-curricular subjects and activities that nurture various aspects of a student's personality. Kairos Community College recognises that students have different learning needs and abilities, and provides a supportive curriculum incorporating differentiated instruction strategies. This involves offering varying levels of curriculum complexity, providing additional support or challenges as needed, and using a variety of teaching methods to reach all learners. Our curriculum involves active engagement with parents and the wider community. The collaboration between schools, families, and community organisations enriches the educational experience and provides additional support for students both inside and outside the classroom.

The primary focus for young people enrolling in Kairos is the opportunity to graduate Year 12 and achieve a Queensland Certificate of Education (QCE). In order to attain a QCE students need to accumulate 20 QCE points by the end of Year 12. Across Years 10 to 12 Kairos offers the opportunity for students to accumulate 35 QCE points.

With the dedicated support of all staff Kairos Community College offers a broad range of educational, social and high interest programs and activities for our young people including but not limited to:

Dungeons and Dragons, Functional Fitness, the Kokoda Challenge, Artistic Fencing, 3D Design and Printing, Sporting Masterclasses, DJ Skills, Cooking, Meditation and Mindfulness.

All these opportunities form part of our extra-curricular program offering our young people the opportunity to engage, participate and make social connections within our community, and these are provided before and after school hours.

Nigel Riseley



In 2023, Year 11/12 students studied the following Queensland Curriculum Assessment Authority Registered Subjects:

- Essential English
- Essential Mathematics
- Social and Community Studies
- Religion and Ethics
- Sport and Recreation (elective)
- Arts in Practice (elective)
- Short Course Career Education
- Certificate II in Hospitality

Year 10 students studied Short Courses, QCAA Applied subjects, Australian Curriculum, Assessment and Reporting Authority subjects and VET course consisting of:

- QCAA Short Course Literacy
- QCAA Short Course Numeracy
- QCAA Applied Science in Practice
- ACARA Business and Economics
- ACARA Digital Technologies
- ACARA Arts (elective)
- ACARA HPE (elective)
- ACARA History
- Certificate II in Volunteering

CURRICULUM - DECEPTION BAY

At Kairos Community College we aim to provide a learning environment built on The Ripple Model of Wellbeing of Mind, Social Relationships and Community and Academic Outcomes. As such we pride ourselves on relevant curriculum that, while meeting the legislative requirements of Education Queensland, also connects with the lives of our young people and contributes to their social well-being. We seek to inspire our young people to become life-long learners by providing them with opportunities that allows them to engage productively with society.

In 2023 our Year 11 and 12 students studied the following QCAA Registered Subjects:

- Essential English;
- Essential Mathematics
- Social and Community Studies
- Religion and Ethics
- Sport and Recreation (elective)
- Arts in Practice (elective)
- Short Course Career Education

Our Year 10 students studied Short Courses, QCAA Applied subjects, Australian Curriculum, Assessment and Reporting Authority subjects and a VET course consisting of:

- QCAA Short Course Literacy
- QCAA Short Course Numeracy
- QCAA Applied Science in Practice
- ACARA Business and Economics
- ACARA Digital Technologies
- ACARA History (Semester 1 only)
- ACARA Arts (elective)
- ACARA HPE (elective)
- ACARA History
- Certificate II in Volunteering



As Kairos offers Authority Registered Subjects students are eligible to gain their QCE (Queensland Certificate of Education) upon the completion of Year 12. The QCE requires that 20 credit points be achieved across Years 11 and 12 through a variety of subjects. Each core subject is worth 4 credit points. All of our 2023 graduates exceeded expectations in achieving their QCE and we celebrate our continued focus of ensuring 100% QCE outcomes for all of our students.

All Kairos educators continue to develop their professional practice through a mixture of online and face-to-face professional development courses. This year saw teachers engage in several courses to prepare them for the implementation of the new 2024 QCAA Applied Syllabus and Version 9 of the Australian Curriculum. Kairos will begin a staged implementation of v.9 of the Australian Curriculum over 2024-2025.

As always, we look to improve on current practices and develop our teachers to become the best in this sector. But of course, no curriculum work could be achieved without the efforts and determination of our students, whose resilience and grit to show up every day and achieve amazing things gives us the passion to work harder and to become better at what we do.

Kelly Chambers

YOUTH WORKER REPORT - CALOUNDRA

2023 blended the cyclical nature of school life with the unpredictability unique to the Kairos experience. We introduced a diverse cohort of Year 10 students. Stabilising, adjusting, and adapting to the expectations and flow of our community. Our Year 11 students grew in confidence and maturity, building upon their experiences from the previous year and demonstrating a heightened academic focus. Our Year 12 students assumed leadership roles, at times reluctantly, whilst balancing their remaining academic commitments against charting their individual paths beyond Kairos. This dynamic environment provided constant opportunities to refine and implement a creative approach to the wellbeing and the Youth Work practice applied in the space.

Across all grades, our timetabled 'All Kinds Of' sessions adopted an intuitive approach to meeting the needs of our community, drawing guidance from individual interactions and emerging trends. We hosted guest speakers from a variety of organisations and collaborated again with IFYS to offer a customised program exploring the significance of safe and respectful romantic relationships. During challenging times, we crafted sessions centred on personal expression, fostering connections, and realigning around shared values. We included informative seminars on Complex Trauma, Mental Health, and Neuroscience, supplemented by lighter sessions incorporating various art and craft activities, mindfulness exercises, and social outings tailored to the group's preferences.



Through our daily engagement, we facilitated over 1,000 significant interactions and interventions over the course of the year. Complementing our Personal Learning Plan meetings, these conversations serve as crucial platforms for developing a clear comprehension of the hurdles our youth face, enabling us to strategise and devise solutions collaboratively. These interactions encompass a spectrum of support, ranging from crisis intervention and emotional regulation to providing information, education, case management, assessment for referrals, and often a combination of these approaches.

Continuing the cultivation of meaningful relationships with external partners remained a key focus for Amanda and I, acknowledging the constraints of our role and the limited time we have available against the often-extensive needs of our young people. Our students often require extensive guidance, and time, to understand the intricacies of external services, hold appropriate expectations, and develop the personal readiness required to engage with support successfully. Throughout the year, we facilitated numerous referrals spanning housing, mental and physical health, mentoring, driver's education and support, substance abuse counselling, relationship mediation, outreach youth work, NDIS assistance, and financial support.

As Amanda and I embark on our third year together as the Youth Work team here, we continue to be deeply invested and dedicated to making a difference. Even amid the fatigue that can accompany the nature of this work, there are moments of profound clarity that stem from the growth and positivity exhibited by the young individuals we support. Kairos is a space to foster potential, connection, healing, and progress. We are both profoundly grateful for the opportunity to apply our trade and contribute within this transformative environment.

Quinn Witika

YOUTH WORKER REPORT - DECEPTION BAY

Change is something Kairos faces every year, as we farewell graduates onto their next adventure, and welcome new tribe members to the beginning of theirs. Students were further challenged with developing greater resilience when met with changes in the staffing cohort. Zoey-Brooke and I assisted the young people in riding the waves between the loss of those connections and the pursuit of fostering new relationships with the incoming staff. 2023 challenged us all to keep our heads above the swell, as we re-centered ourselves to building the foundations of safety, relationships and fun as we found our flow and settled into the ripples of the terms.

As a Youth Worker within a school, you must know your 'why' and ground yourself in that purpose throughout your interactions with young people. One of our focus points, when students access our support, is re-engagement back into classes while maintaining flexible options to honour what is going on for that young person at that given time. Our Youth Workers use their knowledge and expertise in these interactions, ensuring the young person feels heard and has access to strategies to assist their journey. This is evident with an outcome of 75% of students returning to class.



Across all year levels, relationships were the second highest barrier faced by students in 2023 with 309 contacts with Youth Workers being made across their days. Most of the young people join our tribe with a want to make friends and feel accepted for who they are, however, find it difficult to start and maintain those relationships. It is a skill that we as Youth Workers strive tirelessly to foster and develop within the safe confines of Kairos. This is done through encouraging them to address issues directly with the person, youth worker facilitated mediations and a redirection back to our principle of respect. To extend upon this, during the class 'All Kinds Of', our Year 12 students engaged in Love Bites, a Respectful Relationships Education Program delivered through Lutheran Services.

Zoey-Brooke and I provide a space for recognising that the young person's emotional and social development is foundational to their overall growth and success, the core of our Ripple Model. With another year of investing in wellbeing, and a commitment to nurturing the whole student, Kairos has ensured it remains a safe, supportive, and inclusive environment where young people can seize their opportune moment.

Emma Burrige

PATHWAYS REPORT

In the pursuit of guiding students towards fulfilling and purposeful post-schooling endeavours, Kairos Community College continues to provide support and opportunities for personal and professional development. Through structured work experience programs, external certificate courses, university partnerships, and strategic collaborations, we endeavour to equip students with the necessary skills and experiences to thrive in their chosen path.

Structured Work Experience Program

In the past year, 12 students actively engaged in a structured work experience program. This program offered students the invaluable opportunity to immerse themselves in various industries of interest, aiding them in making informed decisions about their future pathways. Through a one-week block of work experience, students not only gained practical insights but also cultivated essential skills such as proactivity, communication, and adaptability. Encouraging students to initiate contact with businesses further bolstered their confidence and broadened their horizons by exposing them to both unfamiliar experiences and environments.

External Certificate Courses and University Partnerships

Aligned with the subject offerings at Kairos Community College, students had the opportunity to pursue further qualifications through external certificate courses and university partnerships, contributing to Queensland Certificate of Education (QCE) points. In 2023, Kairos facilitated students in accessing certificate courses in diverse fields through TAFE, CQUniversity, iVet and other Registered Training Organisations in fields such as Aviation, Community Services, Hospitality, Animal Care, Justice Studies, Automotive Electrical Technology, Salon Assistant, Retail Cosmetics and Health Support Assistance. A further 9 students engaged in School-based Apprenticeships or Traineeships in a variety of different fields from Bricklaying through to Business or Sport and Recreation. Additionally, partnerships with institutions like the University of the Sunshine Coast (UniSC) enabled students to study university subjects through the HeadStart program, providing invaluable real-world experiences in tertiary education.

Other Initiatives

In addition to work experience programs and external qualifications, Kairos also focuses on utilising digital platforms to enhance students' career prospects and understanding of their strengths and interests. The Kairos Community College Pathways website serves as a valuable resource in the Career Education short course, providing students with an understanding of their personality and the career areas that they are best suited. The Alumni Facebook groups foster networking opportunities and ongoing support for students beyond graduation.

Kairos Community College has forged strong partnerships with entities such as Link and Launch, a service dedicated to supporting young individuals who have completed Year 12 but are not currently engaged in education, employment, or training. This collaboration aims to assist students in navigating their options and choosing pathways conducive to successful transitions to study, training, or employment post formal education.



PATHWAYS REPORT



In the pursuit of guiding students towards fulfilling and purposeful post-schooling endeavours, Kairos Community College continues to provide support and opportunities for personal and professional development. Through structured work experience programs, external certificate courses, university partnerships, and strategic collaborations, we endeavour to equip students with the necessary skills and experiences to thrive in their chosen path.

Outcomes

As we reflect on the accomplishments of the past year, Kairos Community College remains committed to empowering students, fostering personal growth, and facilitating transitions into fulfilling post-schooling endeavours.

The efforts invested in guiding students towards their desired pathways yielded promising outcomes. Among the 2023 graduates, 1 student secured direct entry into university, studying Bachelor of Biomedical Science, while 4 embarked on Tertiary Preparation Pathway course as a precursor to tertiary education. Furthermore, 4 students enrolled in full-time vocational education and training (VET) studies at TAFE Queensland to pursue their dreams, while 3 students embarked on apprenticeships. Notably, 15 students transitioned into the workforce, equipped with the skills and experiences garnered through Pathways initiatives.

A significant achievement worth noting, this year across both campuses we had young people undertake 83 nationally recognised Vocational Education and Training qualifications, alongside 7 students who completed School-based Apprenticeships or Traineeships. Additionally, from our combined 38 Year 12 graduates, a total of 49 nationally recognised Vocational education qualifications were attained, along with one student earning a Distinction for a University of the Sunshine Coast HeadStart course in Psychology.

Through a multifaceted approach encompassing work experience programs, external qualifications, digital initiatives, university partnerships, and strategic collaborations, Pathways continues to support students as they embark on their individual journeys towards success.

Darren Freeman

2023 AWARD RECIPIENTS

CALOUNDRA

Tribal Principles – Cooper Buswell

The Tribal Principles Award is presented to the student who has consistently followed our tribal principles of Respect, Legal, Honesty, Participation and Safety throughout the year.

Most Improved - Amber Armstrong

The Most Improved Award is presented to the student who has progressed the furthest not just academically, but also personally.

Fisher Award – Atlas Elcock

Sponsored by Andrew Wallace, Federal Member for Fisher, the Fisher Award is presented to the student who has given back to the community, is an allrounder, consistently does their best and helps others.

Academic – Zariya Rogers

The Academic Award is presented to the student with the highest-grade average across all subjects in 2023.

VET Student of the Year Award – Link Lansaw

The VET Student of the Year Award recognises significant achievements by a vocational student in a course of study leading to a nationally recognised qualification, alongside the student's commitment to their formal studies at school.

Australian Defence Force Long Tan Youth Leadership and Teamwork Awards

The Australian Defence Force Long Tan Youth Leadership and Teamwork Awards are an initiative by the Australian Government and began in 2006 to recognise students who demonstrate leadership and teamwork within both the school and the broader community. At the same time, they recognise those who display strong values, such as doing one's best, respect for others and 'mateship', characteristics that are integral to Australian society.

Year 10 Long Tan Youth Leadership and Teamwork Award - Lucinda Drabsch

Year 12 Long Tan Youth Leadership and Teamwork Award - Claire Kinsela

Australian Defence Force Future Innovators Awards

The Australian Defence Force Future Innovators Awards have been designed to recognise recipients' science and mathematics abilities. The awards are a means to formally recognise those students who have demonstrated motivation and innovation in the areas of STEM within their school, and who display strong personal ethical values, such as doing one's best.

Year 10 Future Innovator Award – Anna Lucia Starks

Year 12 Future Innovators Award – Rhone Archer

Year 11 Emerging Leaders Award – Lachlan Thomas

Sponsored by Jason Hunt, State Member for Caloundra, the Emerging Leaders Award recognises a student in Year 11 who has excelled at displaying natural leadership qualities throughout the year to uphold the culture of the College.

Kairos Award – Jaxson Whitney

Sponsored by Jason Hunt, State Member for Caloundra, the Kairos Award is presented to the student who has seized their Kairos moment; the student who most sums up the essence of why Kairos originally came to be - 'for young people to seize the most opportune moment with passion and conviction'.



2023 AWARD RECIPIENTS

DECEPTION BAY

Tribal Principles – Mason Lanham

The Tribal Principles Award is presented to the student who has consistently followed our tribal principles of Respect, Legal, Honesty, Participation and Safety throughout the year.

Most Improved – Travis Mara

The Most Improved Award is presented to the student who has progressed the furthest not just academically, but also personally.

Academic – Ollie Reilly

The Academic Award is presented to the student with the highest-grade average across all subjects in 2023.



Kairos Award – Liam Joscelyne

The Kairos Award is presented to the student who has seized their Kairos moment; the student who most sums up the essence of why Kairos originally came to be - 'for young people to seize the most opportune moment with passion and conviction'.

VET Student of the Year Award – Montana Flitcroft

The VET Student of the Year Award recognises significant achievements by a vocational student in a course of study leading to a nationally recognised qualification, alongside the student's commitment to their formal studies at school.

Australian Defence Force Long Tan Youth Leadership and Teamwork Awards

The Australian Defence Force Long Tan Youth Leadership and Teamwork Awards are an initiative by the Australian Government and began in 2006 to recognise students who demonstrate leadership and teamwork within both the school and the broader community. At the same time, they recognise those who display strong values, such as doing one's best, respect for others and 'mateship', characteristics that are integral to Australian society.

Year 10 Long Tan Youth Leadership and Teamwork Award - Baileigh Meyerthal

Year 12 Long Tan Youth Leadership and Teamwork Award - Liam Joscelyne

Australian Defence Force Future Innovators Awards

The Australian Defence Force Future Innovators Awards have been designed to recognise recipients' science and mathematics abilities. The awards are a means to formally recognise those students who have demonstrated motivation and innovation in the areas of STEM within their school, and who display strong personal ethical values, such as doing one's best.

Year 10 Future Innovator Award – Ella Simpson-Cooke

Year 12 Future Innovators Award – Troy Kahler

Year 11 Banksia Award – Isabella Barker

Sponsored by Zonta Club Caboolture, the Award is presented to a young woman in Year 11 who displays traits of honesty, integrity and self-responsibility, someone who is generous and helpful to her peers, a student who displays the tenacity to overcome any obstacle.

Petrie Shields

Named after Andrew Petrie, an altruistic local builder, explorer, and pioneer who was hardworking, adventurous, and entrepreneurial, the Petrie Shields are awarded to students who have approached a field of study or extracurricular activity with passion and dedication.

The Petrie Awards are divided up into three categories: Academic, Sport and Music and Community.

Petrie Academic – Ella Simpson-Cooke

Petrie Sporting – De-andra Currie

Petrie Community Service and Leadership – Connor Free

CONTEXTUAL INFORMATION

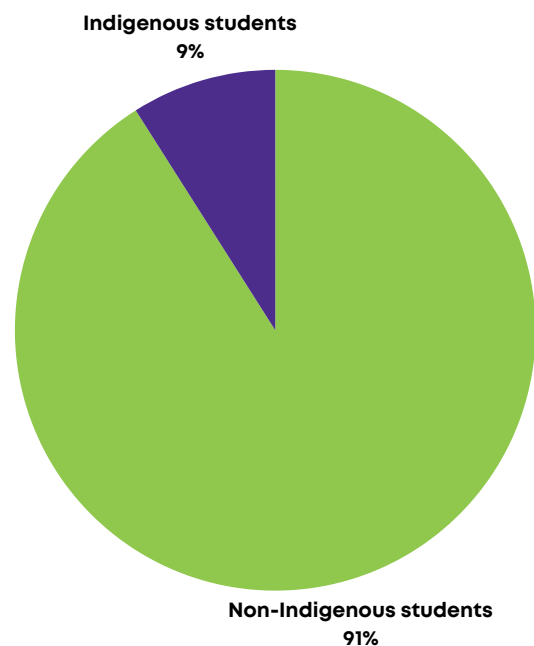
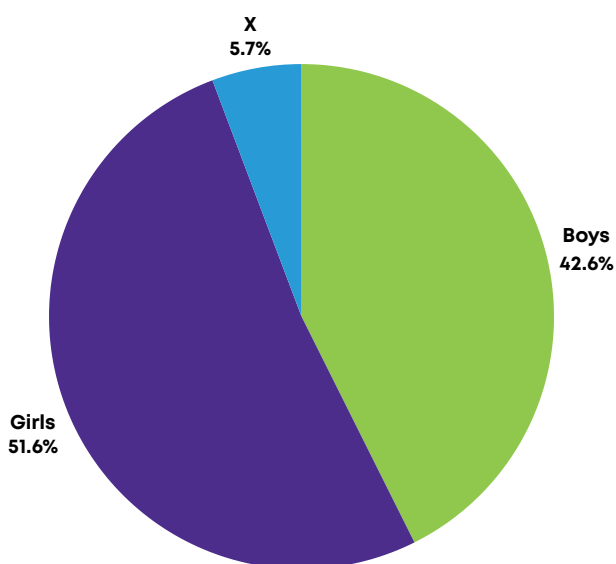
SCHOOL SECTOR Independent

TOTAL ENROLMENTS Deception Bay Campus: 65
Caloundra Campus: 57

YEAR LEVELS OFFERED Years 10 -12

CO-EDUCATIONAL OR SINGLE SEX Co-Educational

CHARACTERISTICS OF THE STUDENT BODY Students are in Years 10-12 and come from a variety of locations with some travelling over an hour to get to school each day. All students have been referred to Kairos by a suitable referee (Guidance Officer, Principal, Deputy Principal, Specialists etc.), who understand the student's educational background and see a need for support.



FUNDING INFORMATION

A funding breakdown for Kairos Community College can be found at www.myschool.edu.au/school/51496/finances

SOCIAL CLIMATE

PARENT SATISFACTION

Percentage of parents/ guardians who agree:	Caloundra	Deception Bay
Their students' learning needs were met at Kairos	96%	96%
Their student feels safe at Kairos	96%	96%
They would recommend Kairos to another person	96%	96%

There were double the number of parent responses from Caloundra campus in comparison to Deception Bay campus.

This year had significantly more responses than previous years.

STAFF SATISFACTION

Percentage of staff who agree:	Caloundra	Deception Bay
They enjoy working at Kairos	100%	100%
The wellbeing of employees is a priority at Kairos	100%	100%
They feel connected to Kairos	100%	100%

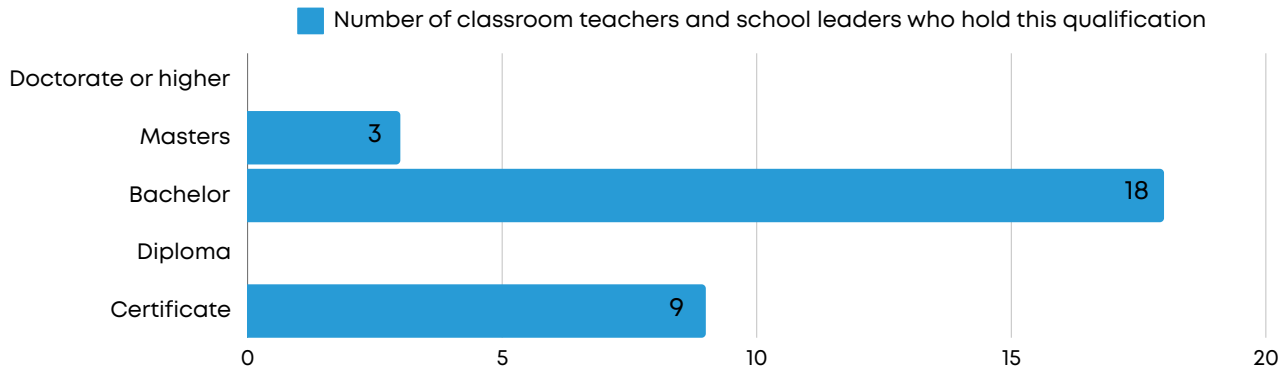
STUDENT SATISFACTION

Percentage of students who agree:	Caloundra	Deception Bay
Kairos is a good school	98%	100%
Kairos educators expect them to do their best	98%	100%
Their wellbeing is catered for	98%	100%

WORKFORCE

Kairos Community College has a mixture of full time and part time staff, employing 31 staff across 2 campuses. 16 with teaching qualifications, 4 business and administration staff, 4 youth workers and 7 teacher aides.

Kairos has 7 part time staff with the remainder being full time.

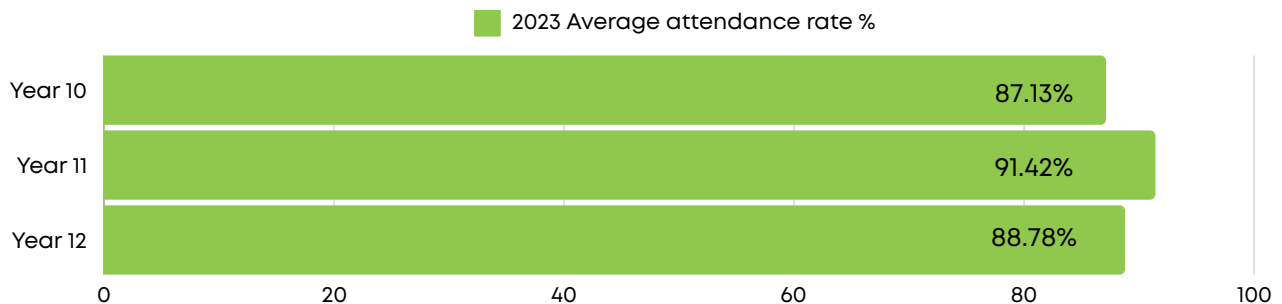


STUDENT OUTCOMES

AVERAGE STUDENT ATTENDANCE

The average student attendance rate for the whole school in 2023 was 89%.

For more information, visit <https://www.myschool.edu.au/school/51496/attendance/2023>.



KCC responds to non-attendance in a number of ways:

1. Roll is marked each lesson.
2. If student is not present and the school has not been notified of their absence, an SMS is sent to parents/carers of absent young people.
3. Responses to SMS are recorded. Non-explained absences are then phoned.
4. We also have a bus service to pick up students in the Moreton Bay and Caloundra areas.

For students who may be having personal or health issues affecting their attendance, we also endeavour to connect with students through outreach to support them to engage in school work and re-engage back into attending school regularly.

2023 YEAR 12 STUDENT OUTCOMES

38

STUDENTS AWARDED SENIOR EDUCATION PROFILE

7

STUDENTS COMPLETING OR COMPLETED SCHOOL-BASED APPRENTICESHIP OR TRAINEESHIP (SAT)

33

STUDENTS AWARDED ONE OR MORE VOCATIONAL EDUCATION AND TRAINING (VET) QUALIFICATIONS

38

STUDENTS AWARDED QUEENSLAND CERTIFICATE OF EDUCATION (QCE)

100

PERCENTAGE OF STUDENTS COMPLETING OR COMPLETED A SAT OR AWARDED ONE OR MORE OF THE FOLLOWING: QCE, IBD, VET QUALIFICATION

100

PERCENTAGE OF QUEENSLAND TERTIARY ADMISSIONS CENTRE (QTAC) APPLICANTS RECEIVING A TERTIARY OFFER

Post-school Destination Information

At the time of publishing this School Annual Report, the results of the 2023 post-school destinations survey, Next Steps – Student Destination report for the school was not available. Information about these post-school destinations of our students will be uploaded to the school's website in September after release of the information.

A FINAL LOOK AT 2023





07 2141 1299



info@kairosc.org.au



<https://kairosc.org.au/>

KAIROS
COMMUNITY COLLEGE