



Northshore
Christian Grammar School

2024

Annual Report



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Our School

Vision

To be a Christ-Centred School that equips and empowers our community to serve others and experience life in its fullness.

Mission

To empower and equip students with wisdom, compassion and courage so that they may flourish in the light of God's Truth.

Values

Together, we value:

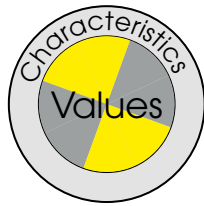
Truth – This pursuit of 'Truth' is not only vital for intellectual growth, but also for the development of character and the ability to make informed decisions in an ethical and responsible manner. Truth-seeking involves critical thinking, evidence-based reasoning, and a willingness to question assumptions and beliefs. Truth seekers must also be willing to consider different perspectives and evidence, even when it challenges our own beliefs.

Wisdom – Wisdom goes beyond the accumulation of knowledge or intelligence. It encompasses the ability to think critically, make wise judgments and apply knowledge in meaningful and ethical ways. Wisdom involves understanding the complexity of situations, considering different and sometimes opposing perspectives and making ethical decisions. Wisdom requires a commitment to self-reflection, to lifelong learning, and a humble recognition of our limitations. By cultivating wisdom, we can better navigate the challenges of life, make sound judgments, and contribute positively to society.

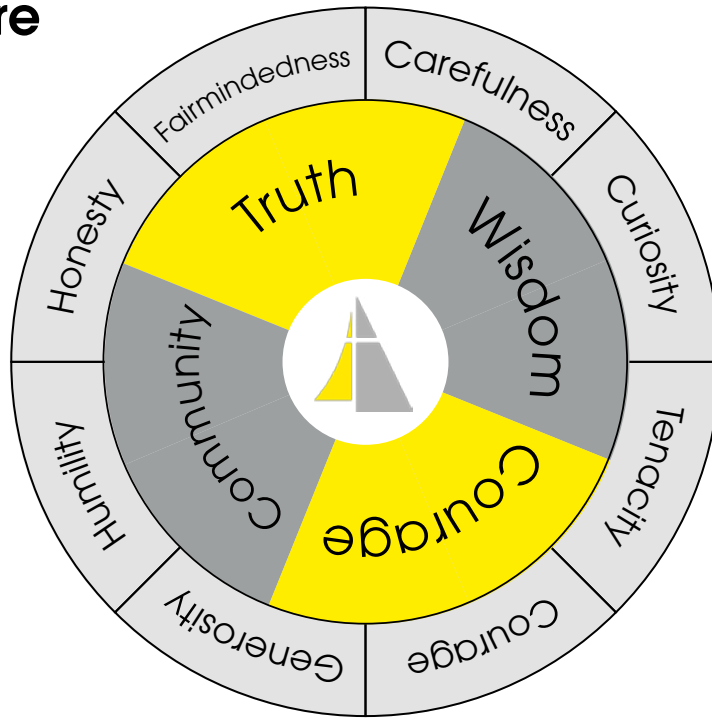
Community – Much like the chicken and egg metaphor, where it's not clear which of the two should be considered the cause or the effect, a similar relationship exists between Northshore and Community. The Northshore community is rich in support and diversity, and it is also grounded in love and compassion. God calls us to live in fellowship and to love one another, and to this end, Northshore is active in creating the environment and opportunities for the community to flourish.

Courage – Courage is not simply the absence of fear but rather the ability to face fears and challenges. Courage is bravery, but it is also being persistent or strong. Courage is seeking and holding on to Truth. Courage is doing what is right, not what is popular or easy. Courage takes commitment, sacrifice and integrity.

Northshore Profile



Empowered
and **Equipped**



Our Graduates

Northshore has created a school community that is raising up internationally-minded, outwardly focused students. A school that exemplifies excellence in teaching and learning so that students emerge with a life-long love of learning and a rigorous academic foundation for a solid future.

Our Community

The Northshore community is rich in support and diversity, and it is also grounded in love and compassion. God calls us to live in fellowship and to love one another, and to this end, Northshore is active in creating the environment and opportunities for the community to flourish.



Principal's Report

This year, Northshore was revealed as Western Australia's fastest growing Private School. In the last 5 years, we have had a 452% increase in student population. Our Primary section stabilised and consolidated its programmes, keeping at two classrooms for each year level, but our High School continued to grow to three classrooms in years 7 and 8. The High School will continue to grow steadily in the coming years.



Buildings and Facilities

At the end of 2023, Buildings F, G and H came online. These have been providing much needed classroom space for our High School expansion in 2024. Building F also houses a media department and specialist woodwork and metalwork. The specialist spaces have enabled our Arts and Design teams to offer greater variety and complexity to their programmes.

Planning for buildings K, L and J as well as the oval and carpark commenced. This will see the Science Department relocate as well as a senior oval and carpark opening in 2025, and building J delivered towards the end of 2026.

Staffing

In a time of national teacher shortages, Northshore has been able to retain and attract excellent staff. Overall staffing grew by 30, to a total of 104. This total includes 9 graduate staff. We have also invested considerably in the professional development of our staff. All staff have access to an array of opportunities, supporting school-wide and professional goals. Additionally, six staff have received financial support towards their Master's degrees, an initiative we are committed to continuing. The school executive team engaged the services of Dr Brian Harris to develop our processes and practices, and two up-and-coming leaders were supported to join a leadership development course provided by Aviner.

School Improvement

In 2024, Northshore undertook re-registration with the Department of Education and received the maximum 5-year registration.

Our School Improvement Targets for Numeracy, Data Analysis and Community were all tracking positively. With a small setback in Literacy, due to staffing changes. Despite these changes, ATAR English results still exceeded expectations.

Overall, 2024 was a fruitful year for Northshore. We celebrated our first ATAR students, increased the subject offerings for our high school students, and grew in staffing and enrolments. Student, Parent and Staff surveys were positive despite rapid growth. These strong results have enabled the school to introduce a number of leadership positions for 2025, including pastoral and curriculum leaders in both Primary and Secondary sections. I thank all staff for working collectively for our community and the parent groups for their strong support.

"For no one can lay any foundation other than the one already laid, which is Jesus Christ." 1 Corinthians 3:11

Blessings

Mr Stuart Chisholm
Principal

Christian Education

General Culture

The culture of the school is a joyful one, based on Biblical foundations, where diversity and differences are celebrated and where doing your best is the norm, not the exception. Most importantly, we welcome families who believe in a real partnership with the school and value open communication about their child's progress. Parents who understand the power of encouragement, as well as the unity of the community.

Christian Living Program

To help ensure that Northshore's mission and vision remain at the core of our educational purpose, the school's executive developed a framework that clearly articulates and guides the teachings encouraged throughout the school. This framework consists of four guiding principles that provide opportunities for all staff to reinforce Biblical values through character development:

1. I am who God says I am
2. God is always with me
3. I make wise and honourable decisions
4. My life reflects Jesus' example

Staff Professional Learning

Northshore highly values Professional Learning for growing organisational and personal capacity. We adopted a two-tiered approach to professional learning; firstly, to develop school initiatives and secondly, the professional growth of individual teachers. As a part of Swan Christian Education Association (SCEA) we are provided with excellent resources for professional learning. However, being part of a system of schools means that we can support our professionals beyond the expectations of a school our size and development.



Our Students

Number of Enrolments

Year Level	Females	Males	Students with Disability	Indigenous	Permanent Resident Visa or 457 Visa	Totals	Streams
Kindergarten	37	19	-	4	6	56	2
Pre-Primary	23	33	15	2	8	56	2
Year 1	24	30	15	3	3	54	2
Year 2	25	31	20	1	11	56	2
Year 3	23	35	23	2	8	58	2
Year 4	37	23	22	2	12	60	2
Year 5	36	25	20	3	17	61	2
Year 6	42	18	30	1	9	60	2
Year 7	43	48	22	1	25	91	3
Year 8	41	49	23	2	15	90	3
Year 9	30	26	20	-	11	56	2
Year 10	17	13	10	-	10	30	1
Year 11	11	7	2	-	3	18	1
Year 12	10	6	1	2	6	16	1
Total	399	363	223	23	144	762	27

Student Country of Birth

Country of Birth	Number of Students	Country of Birth	Number of Students
Australia	594	Malaysia	2
South Africa	54	Phillippines	2
New Zealand	34	Brazil	1
England	27	Cambodia	1
United Kingdom, Channels Islands and Isle of Man	10	Chile	1
Zimbabwe	10	Germany	1
Ireland	5	Indonesia	1
Scotland	4	Italy	1
Thailand	4	Mauritius	1
India	3	Uganda	1
Ethiopia	2	United States of America	1
Kenya	2		
Total 762			

Attendance Rate of Each Year Cohort

Enrolment by year group	Average student attendance %
Kindergarten	96.58
Pre-Primary	95.41
Year 1	96.53
Year 2	96.07
Year 3	96.91
Year 4	94.89
Year 5	95.54
Year 6	95.40
Year 7	95.92
Year 8	95.29
Year 9	95.20
Year 10	93.26
Year 11	94.21
Year 12	93.50
Total	95.33

How Attendance is Managed

Parents are responsible for ensuring that they notify the school office to explain the absence of their child on any particular day. Notifications can be provided via an email to Student Services, using the school app or by calling the school office.

Attendance rollcalls are conducted electronically twice per day in primary, at the beginning of the day and after lunch, and at the beginning of each class changeover in secondary. The first rollcall of the day, for both primary and secondary, will result in an SMS being sent to parents if there is an unexplained absence for their child. The Student Services Officer will then call parents if no reply is received from the SMS.

Regular reports are run for student attendance, and students identified with attendance issues are referred to the relevant Head of School and the Principal to contact their parents.



Our Staff

Executive Staff

The 2024 College Executive Team consisted of the following staff:

Name	Position
Mr Stuart Chisholm	Principal
Mrs Richelle Schokman	Head of Primary
Mr Jethro Sobejko	Head of Secondary
Mr Jean-Andre Spangenberg	Business Manager
Mrs Fiona Jones	PA to the Executive

College Staff Profile

Staff	Support Staff	Teaching Staff	Education Assistants	School Leaders	TOTAL
Male	4	13	6	2	25
Female	12	38	27	2	79
Indigenous	0	1	1	0	2

Qualifications of Teaching Staff

Highest Qualification of Teaching Staff	Number of Staff
Doctorate	-
Master's degree	6
Postgraduate Diploma	5
Bachelor's Degree	39
Graduate Diploma	1
Diploma	-
Total	51

Staff Attendance and Retention Rate

Staff attendance and retention rates are exceptionally good. Over 30 new staff joined the team across the year, bringing it to 109. While this number included a handful of short-term appointments, at the end of 2024, only six staff moved on, with two who sought employment elsewhere and one remaining in SCEA at one of our sister schools. Staff Satisfaction surveys are strong, and this contributes to our strong retention rates.

In 2024, we had 9 graduate teachers on staff. These teachers are ably supported by a number of initiatives including the robust Professional Support and Accountability (PSA) Framework. The AISWA graduate mentor program and the EBA allows additional planning time for our graduates.

TRBWA Registration for Teachers and Leaders

All teachers and leaders at Northshore abide by the Teacher Registration Act 2012 and are registered with the Teacher Registration Board of Western Australia (TRBWA).

Our Care

Pastoral Care and Behaviour Management

Northshore Christian Grammar School has established a structured pastoral care system that provides guidance and support for our students. Key features include:

- Home Room Time (20 minutes every day in both Primary and Secondary)
- Biblical Instruction
- Camps (Year 3 to Year 10)
- House system using cross-age mentoring
- Restorative Discipline System
- Assemblies and Merit Award System
- Extra-Curricular Program After School

Importantly, the Home Room class is part of the academic timetable. It includes checking attendance and absenteeism, making sure that students are organised and that their uniform and appearance are appropriate. Another part of the structure of the Home Room class is that teachers bring a devotion that is relevant to the needs of the year group or focus on specific topics to assist students in everyday life at Northshore. It is within the Home Room class that teachers and students can foster a relationship built on mutual respect and understanding. It is also an opportunity for students to talk about challenges that they might be facing.

Our Chaplaincy team are an integral part of our secondary staff. In addition to this, we have access to a network of trained chaplains across the SCEA system of schools.

Student Wellbeing

Our staff uphold the Christian ethos of the school and firmly believe that alongside learning, children benefit hugely from a firm foundation built on the Christian faith. Our Christian faith permeates every aspect of school life: from the relationships we build within our community to our moral training, the devotions provided each day and the biblical view taught in each subject area.

Northshore has invested in several programs within our school. These include:

- Protective Behaviours Education
- Zones of Regulation
- Peacewise Conflict Resolution

The lessons are taught in Health and integrated into Home Room Time each day.

Our Priorities

School Improvement Plan 2024

Priority and Annual Target	Strategies	On Track to Achieve Target? Y/N
<p>Biblical Foundations That our students grow in understanding of the following four guiding principles:</p> <ul style="list-style-type: none"> • God is always with me • I am who God says I am • I make wise and honourable choices • My life reflects Jesus' example 	<p>Implement a Biblical Foundation Curriculum across the K-12 School.</p> <p>Staff will be guided in adding the four guiding principles into the inquiry and Bible lessons units.</p> <p>Time/resources provided for investigating, planning and implementing a k-12 Biblical Principles program.</p>	Yes
<p>Literacy To improve reading comprehension across the school, equipping teachers to assess better and teach reading comprehension.</p>	<p>Regular screening of all students across the school to assess literacy levels, beginning with the start of the year placement testing.</p> <p>Support programs and streaming in place targeting all areas of literacy.</p> <p>Analyse data to assess needs, program effectiveness and student growth.</p>	Yes
<p>Numeracy To measure and analyse student growth in the area of numeracy.</p> <p>To improve differentiation within class alongside careful moderation.</p>	<p>Regular screening of all students across the school to assess numeracy levels, beginning with the start of the year placement testing.</p> <p>Support programs and streaming in place targeting all areas of numeracy.</p> <p>Analyse data to determine needs, program and moderation effectiveness and student growth.</p>	Yes
<p>Community To promote parent involvement within the school's life, including sharing their skills and talents.</p>	<p>All classrooms to calendar opportunities for classroom rosters, excursions and incursions.</p> <p>Use Educa, parent evenings and social media to keep parents informed of events.</p> <p>Promote parent involvement at assemblies.</p> <p>Use parent nights, Educa and individual parent meetings to make parents aware of the school's learning design, programs and child's needs.</p> <p>Provide opportunities for parents to be involved in events and clubs.</p>	Yes

Student Achievements

Analysing data was a key priority in 2024. The primary and secondary literacy and numeracy professional learning teams were tasked with analysing school-wide standardised diagnostic testing, OLN and NAPLAN data. Importantly, this required taking into consideration that there is limited longitudinal data available in Northshore's current stage of development. Northshore also conducted staff data literacy professional learning in October.

The school's professional learning teams, therefore, focused on two cohorts. Firstly, on the students who have been at Northshore for an extended period to assess the effectiveness of the school's literacy and numeracy programs. Secondly, all the cohorts who do not meet the national standards are accessing targeted programs.

The findings concluded that:

- All students whose results indicated needing extra support are receiving school-based intervention programs and, where appropriate, outside agency support.
- Diagnostic testing leads to the high school accurately streaming their cohorts for targeted instruction.
- Many of the intervention students in our support programs for several years have demonstrated improved NAPLAN results, which is pleasing.
- Continued targeted intervention remains a priority for Northshore in this stage of its development.

NAPLAN (National Assessment Plan Literacy and Numeracy)

The earlier administration of NAPLAN in 2024 allowed additional data to be examined and used to support planning and OLN Preparation. Early release of NAPLAN results then enabled intervention programs to be created in Semester 2 to support students in meeting WA Curriculum and OLN standards.

Year 3

	Numeracy	Reading	Writing	Spelling	Grammar & Punctuation
National Mean (Average)	404	404	416	401	409
State Mean (Average)	400	394	411	398	402
College Mean (Average)	382	345	398	368	358
% of College students above the National Minimum Standard	33.3%	21.6%	36.5%	37.3%	29.4%

Year 5

	Numeracy	Reading	Writing	Spelling	Grammar & Punctuation
National Mean (Average)	487	492	485	486	498
State Mean (Average)	486	486	480	487	497
College Mean (Average)	487	483	479	480	480
% of College students above the National Minimum Standard	47.1%	44.4%	53.7%	41.5%	35.8%

Year 7

	Numeracy	Reading	Writing	Spelling	Grammar & Punctuation
National Mean (Average)	540	535	540	540	537
State Mean (Average)	541	535	540	544	537
College Mean (Average)	527	527	534	534	523
% of College students above the National Minimum Standard	36.0%	31.4%	50%	51.2%	45.3%

Year 9

	Numeracy	Reading	Writing	Spelling	Grammar & Punctuation
National Mean (Average)	565	565	574	567	555
State Mean (Average)	581	581	586	573	568
College Mean (Average)	553	565	572	567	552
% of College students above the National Minimum Standard	40.4%	48.1%	56.6%	51.9%	48.1%



Year 12 Results

As we continue refining academic planning, our focus remains on aligning curriculum offerings with evolving student preferences, student growth and academic goals. The insights gained from the results of 2024 will guide the ongoing development of pathways that balance rigour and support for all students.

Following the significant enrolment in Certificate III courses in 2023, 2024 revealed a noticeable shift in student preferences. A growing number of students chose alternative pathways, such as Endorsed Programmes and dedicated study periods. This reflects greater student agency in selecting learning experiences that align with their future ambitions and study habits.

Efforts to provide tailored support to international students and those at academic risk continued. Enhanced collaboration between teaching staff, pastoral care teams, and curriculum leaders ensured proactive intervention, particularly for students approaching the WACE benchmark.

WACE results

- 100% of students achieved a WACE certificate.
- 13 students completed 20 VET certificates across II, III, and IV levels.
- Despite academic challenges observed in Term 2, prompt intervention strategies—such as targeted academic review meetings and tailored study support—led to a marked improvement in student performance by the end of the year.
- 100% of ATAR students received an early offer to university, a testament to both academic strength and the effectiveness of the school’s tertiary guidance program.
- 5 students were identified as academically at risk during mid-year evaluations. With structured intervention and continuous mentoring, 4 of these students successfully met WACE requirements.

We are incredibly proud of our 2024 Year 12 graduates—the resilience, growth, and maturity they have demonstrated will serve them well in their future endeavours.

Summary of Results	2023	2024
Number of Year 12 students	10	16
Number of students achieving WACE	9	16
Number of Students with an ATAR	0	7
Percentage of students in the top third of state performance	NA	57%

2024 ATAR Subjects offered	
1. English	5. Human Biology
2. Mathematics Applications	6. Chemistry
3. Mathematics Methods	7. Physics
4. Modern History	

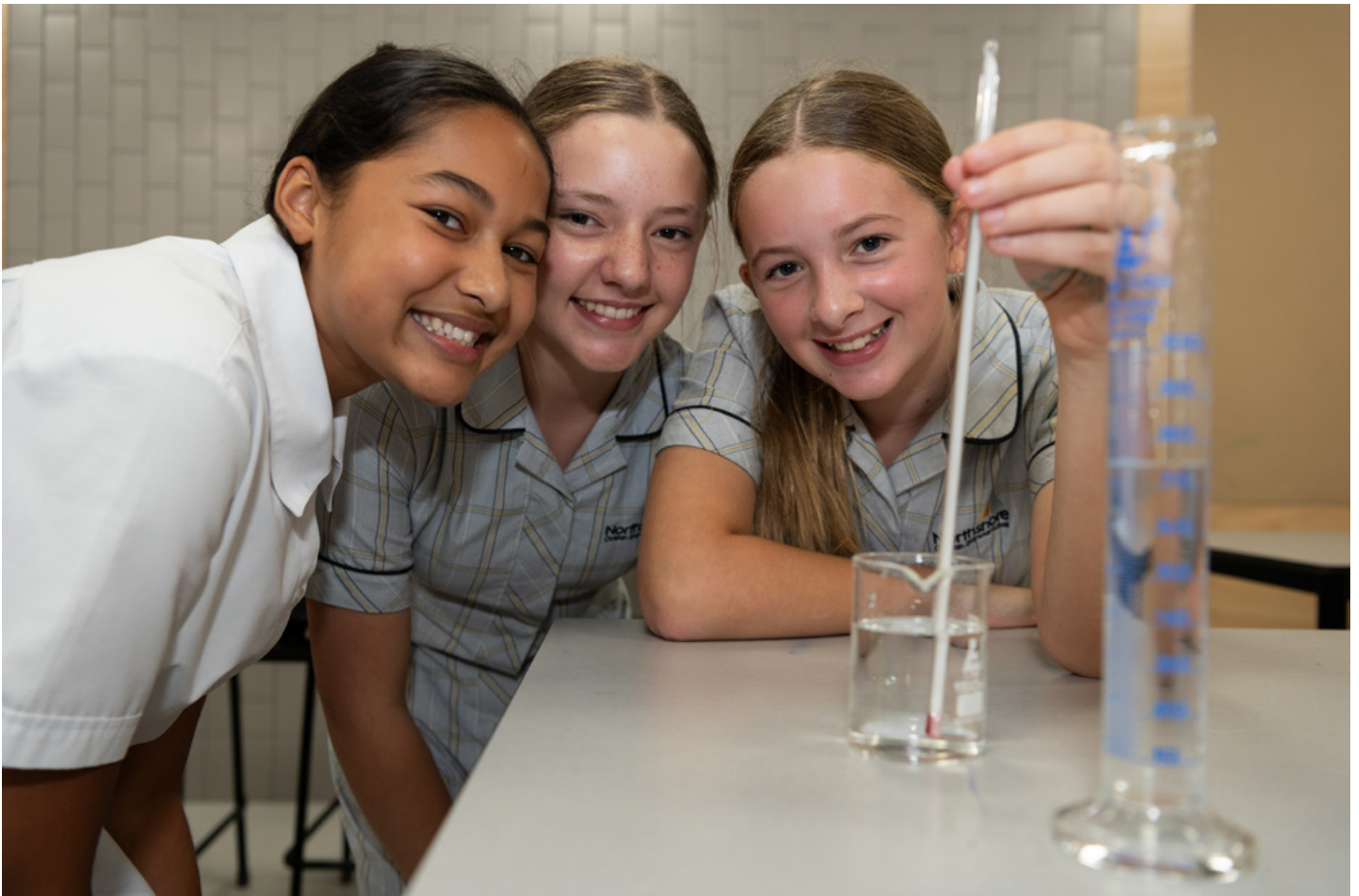
Median ATAR Scores	
2024	68.75
2023	N/A

VET Qualifications Attained

VET Course	Cert II	Cert III	Cert IV
BSB20120 Workplace Skills	1		
BSB30120 Business		11	
CUA30720 Design Fundamentals		1	
SHB30221 Make-Up		1	
CUA40920 Music			1
UEE22011/UWW22020 Electrotechnology	1		

Post-secondary Pathways

	TOTAL	Curtin	ECU	Murdoch	UWA	OTHER
Students enrolled in University	7	2	4		1	
TAFE	1					
Apprenticeship	1					
Employment	4					
Gap Year						
Unknown	3					



Satisfaction Surveys

	Parent	Staff	Student (Yrs 4-6)
Number and % of Responses	127 (8%)	10 (9.6%)	168 (94.6%)
Satisfaction with the school/college overall	87.4% of parents surveyed were 'likely' or 'very likely' to recommend the school.	70% of staff surveyed were 'likely' or 'very likely' to recommend the school.	91% of students rate 'high' wellbeing regarding school climate (culture).
Christian ethos/ Christian education	77.9% of parents surveyed were 'satisfied' or 'very satisfied' with the emphasis on Christian Education.	90% of staff surveyed 'agreed' or 'strongly agreed' that the workplace culture is what they would expect of a Christian working environment.	96% of students rated 'medium' or 'high' levels of care and being listened to by teachers and other adults.
School Leaders and support provided	77.1% of parents surveyed 'agreed' or 'strongly agreed' that leaders are accessible and interested in their concerns.	100% of staff surveyed 'agreed' or 'strongly agreed' that their wellbeing is supported.	Only 9% of students claim to not be cognitively engaged by our teachers.
Staff Behaviours	92.2% of parents surveyed 'agreed' or 'strongly agreed' that Northshore staff are always helpful and professional.	90% of staff surveyed 'agreed' or 'strongly agreed' that staff at Northshore treat each other with respect.	99% of students rated 'medium' or 'high' level of emotional engagement with teachers.
School Safety	92.1% of parents surveyed 'agreed' or 'strongly agreed' that their children feel safe at school.	70% of staff surveyed 'agreed' or 'strongly agreed' that their working conditions allow effective role performance.	6.75% of students reported 'low' levels of wellbeing regarding the absence of bullying.



School Income

Net Income 2023	\$ Total
Australian Government	\$9,414,980
State Government	\$2,264,503
Fees, charges and parent contributions	\$3,486,198
Other private sources (Enrolment Fee, Computer Rental & SDF Fees)	\$58,813
Total gross income (Excluding income from government capital grants)	\$15,224,494

