




Northshore
Christian Grammar School

2025




Beechboro
Christian School


Ellenbrook
CHRISTIAN COLLEGE


Kalamunda
CHRISTIAN SCHOOL


Mundaring
CHRISTIAN COLLEGE


Northshore
Christian Grammar School


SOUTHERN HILLS
Christian College


Swan
Christian College



Contents

Our School	1
Principal's Report	4
Christian Education	5
Our Students	6
Our Staff	8
Our Care	9
Our Priorities	10
Student Achievements	11
Satisfaction Surveys	15
School Income	16



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.

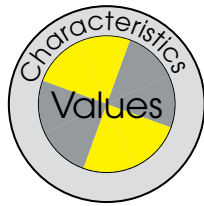
Wisdom – Wisdom goes beyond the accumulation of knowledge or intelligence. It encompasses the ability to think critically, make wise judgments and apply knowledge in meaningful and ethical ways. Wisdom involves understanding the complexity of situations, considering different and sometimes opposing perspectives 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.

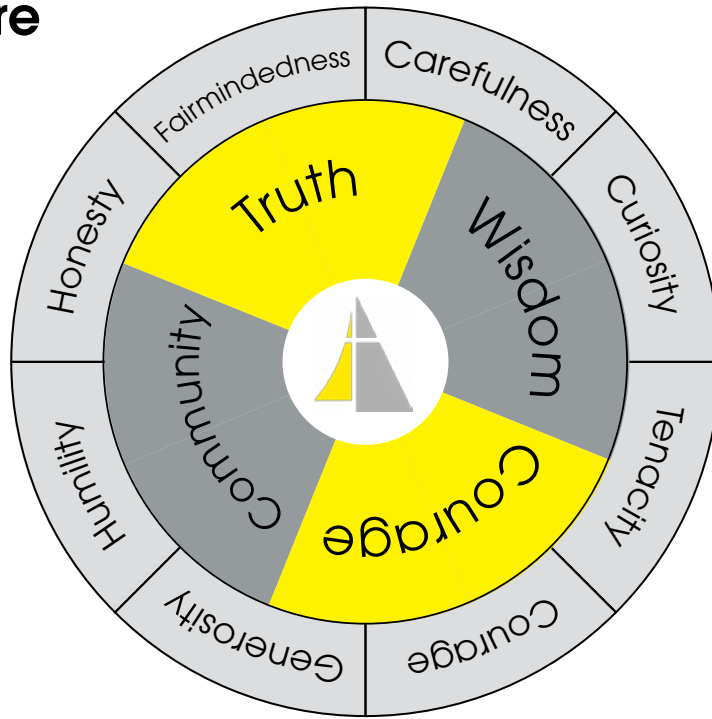
Courage – Courage is not simply the absence of fear but rather the ability to face fears and challenges. Courage is bravery, but it is also being persistent or strong. Courage is seeking and holding on to Truth. Courage is doing what is right, not what is popular or easy. Courage takes commitment, sacrifice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

"I have come that they may have life, and have it to the full." - John 10:10b

Northshore's mission is to provide an education that enables students to flourish academically, spiritually, socially and personally. The words of John 10:10 remind us that Christ calls us to live life in its fullness, and throughout 2025, I saw many encouraging examples of that flourishing within our community.



It has been a year of significant progress for Northshore. We celebrated strong academic growth, continued enrolment growth, new learning facilities and the long-awaited resolution of a traffic access challenge that had affected many of our families.

One of the most encouraging developments was the progress of our Year 9 students in the National Assessment Program – Literacy and Numeracy (NAPLAN). Just two years ago, this same cohort recorded results below State, National and SCSA averages across all domains. In 2025, those same students achieved results above State, National and SCSA averages in every domain. This remarkable improvement reflects the effectiveness of targeted literacy and numeracy programs, along with the dedication of our hardworking students and committed staff.

Our Year 12 students also achieved excellent outcomes. In 2025, 100% of students successfully attained their Western Australian Certificate of Education (WACE). The cohort achieved a median ATAR of 91.46, with 71% of students attaining an ATAR of 90 or above. These results place Northshore among the strongest performing schools in the region and reflect a culture of high expectations, care and support within our Senior School.

Supporting students to experience life in its fullness remains central to our pastoral care programs. Programs such as Aussie Optimism, ySafe, Collective Shout and The Rite Journey help students develop resilience, character and a strong sense of purpose - equipping them to grow into thoughtful, capable and compassionate adults.

Student responses, aligned with Harvard University's Human Flourishing Program research, reflected strong belonging, positive peer relationships and a clear sense of meaning and purpose - affirming the relational culture at the heart of Northshore.

Our community has continued to grow, with enrolment reaching 844 students in 2025. To support this growth, eight new classrooms were completed during the year, including three new Science laboratories that significantly expand opportunities for students in STEM learning.

Traffic congestion at the school entrance had been a longstanding challenge for families, particularly during peak times. With around 850 students and only one access point, delays of up to 40 minutes were not uncommon. I am very pleased that through constructive collaboration with local and state government, a solution was achieved before the end of the year. The installation of traffic lights at the intersection of Marion Road and Bluewater Drive has already made a significant difference to traffic flow and safety for our community.

Looking ahead, we remain committed to ensuring Northshore continues to be a place where students grow and flourish. In 2026, we plan to develop additional sporting fields, construct a new library designed to accommodate 250 students, build eight further classrooms and establish a new administration and student services building.

These developments will support continued growth while ensuring that Northshore remains a school where students are challenged academically, supported pastorally and encouraged to live the full and abundant life described in John 10:10.

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	30	26	-	1	7	56	2
Pre-Primary	38	19	14	4	8	57	2
Year 1	21	36	22	1	8	57	2
Year 2	24	33	25	3	7	57	2
Year 3	25	31	24	1	8	56	2
Year 4	28	36	27	2	7	64	2
Year 5	38	25	30	2	11	63	2
Year 6	38	26	18	3	21	64	2
Year 7	58	37	26	2	13	95	3
Year 8	41	51	16	1	21	92	3
Year 9	43	51	24	4	15	94	3
Year 10	23	25	13	1	7	48	2
Year 11	8	11	5	-	7	19	1
Year 12	11	7	2	-	4	18	1
Total	426	414	246	25	144	840	29

Student Country of Birth

Country of Birth	Number of Students	Country of Birth	Number of Students
Australia	666	Hungary	2
South Africa	55	India	2
New Zealand	32	Indonesia	2
England	21	Malaysia	2
United Kingdom, Channels Islands and Isle of Man	17	Belgium	1
Zimbabwe	11	Botswana	1
Thailand	5	Chile	1
Ireland	4	Egypt	1
Brazil	3	Germany	1
Philippines	3	Kenya	1
Scotland	3	Mauritius	1
Cambodia	2	Uganda	1
Ethiopia	2		
Total 840			

Attendance Rate of Each Year Cohort

Enrolment by year group	Average student attendance %
Kindergarten	94.5%
Pre-Primary	93.3%
Year 1	92.6%
Year 2	93.2%
Year 3	92.9%
Year 4	92.6%
Year 5	93.9%
Year 6	94.0%
Year 7	93.4%
Year 8	92.1%
Year 9	91.4%
Year 10	88.8%
Year 11	91.4%
Year 12	91.9%
Total	92.6

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 2025 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	21	4	2	31
Female	10	39	30	2	81
Indigenous	0	1	0	0	1

Qualifications of Teaching Staff

Highest Qualification of Teaching Staff	Number of Staff
Doctorate	-
Master's degree	10
Postgraduate Diploma	5
Bachelor's Degree	50
Graduate Diploma	-
Diploma	-
Total	65

Staff Attendance and Retention Rate

Staff Satisfaction surveys are strong, and this contributes to our strong retention rates. Staff attendance and retention remained strong in 2025, reflecting the positive culture and strong sense of community that underpins Northshore.

As the School continues to grow, we have welcomed new staff across teaching and support areas, strengthening our ability to meet the needs of students while maintaining a stable and well-supported workforce.

Staff satisfaction remains a key contributor to retention, with a continued focus on wellbeing, professional support and creating an environment where staff feel valued and equipped to succeed.

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 (30 minutes Primary School and 12 minutes Secondary School)
- 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 2025

Priority and Annual Target	Strategies	Achieved or Progress
<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>Continue to develop the Biblical Foundation Curriculum across the K-12 School.</p> <p>Staff will implement the four guiding principles into their 2025 inquiry and Bible lessons units.</p> <p>Time/resources given to planning and implementing the 2025 K-12 Biblical Principles program.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>
<p>Literacy Establish baseline literacy data, monitor growth, implement literacy programs and equip staff to use assessment data to guide teaching and intervention.</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>	<p>Yes</p> <p>Yes</p> <p>Yes</p>
<p>Numeracy Establish and track student numeracy growth using assessment data, strengthen STEM with Biblical integration, and equip staff to use data, moderation, and targeted teaching practices to improve learning and OLNA outcomes.</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>	<p>Yes</p> <p>Yes</p> <p>Yes</p>
<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>	<p>Yes - Primary 90% - Secondary</p> <p>Yes</p> <p>Limited</p> <p>Yes</p> <p>Yes</p>

Student Achievements

Analysing data was a key priority in 2025. 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 Program for Literacy and Numeracy)

The earlier administration of NAPLAN in 2025 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)	405	402	414	405	408
State Mean (Average)	397	392	407	396	398
College Mean (Average)	400	378	403	390	364
% of College students above the National Minimum Standard	95%	81%	90%	77%	74%

Year 5

	Numeracy	Reading	Writing	Spelling	Grammar & Punctuation
National Mean (Average)	492	492	480	497	497
State Mean (Average)	488	486	474	487	493
College Mean (Average)	472	483	462	474	485
% of College students above the National Minimum Standard	80%	89%	84%	80%	85%

Year 7

	Numeracy	Reading	Writing	Spelling	Grammar & Punctuation
National Mean (Average)	545	538	538	542	539
State Mean (Average)	545	534	539	544	536
College Mean (Average)	521	519	534	528	513
% of College students above the National Minimum Standard	73%	80%	80%	78%	81%

Year 9

	Numeracy	Reading	Writing	Spelling	Grammar & Punctuation
National Mean (Average)	573	568	575	569	559
State Mean (Average)	586	580	587	573	570
College Mean (Average)	578	576	592	573	563
% of College students above the National Minimum Standard	75%	77%	80%	84%	71%



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 2025 will guide the ongoing development of pathways that balance rigour and support for all students.

In 2025, there was a continued diversification of student pathways. While ATAR participation remained steady, a significant proportion of students engaged in VET and alternative entry pathways, including endorsed programmes and bridging courses. This reflects increasing student agency in selecting pathways that align with their future aspirations, strengths and learning preferences.

A number of strategic academic and pastoral measures were implemented to support the Year 12 cohort. Structured academic counselling, regular wellbeing check-ins, targeted study support sessions and clear communication of expectations contributed to a strong and supportive learning environment. These approaches ensured that students were well-prepared for both internal and external assessments.

Efforts to provide tailored support to students at academic risk continued, with a strong emphasis on early identification and intervention. The integration of OLN support into the timetable, alongside six-monthly academic counselling, enabled students to make steady progress toward meeting WACE requirements.

WACE results

- 100% of students achieved a WACE certificate.
- 18 students were eligible for WACE, reflecting continued growth in senior secondary enrolments and improved retention into Years 11 and 12.
- A total of 22 VET certificates were completed across Certificate II, III, and IV levels, highlighting the continued importance of vocational pathways in supporting student success.
- The 2025 cohort demonstrated strong academic performance, with a median ATAR of 91.45 - an exceptional improvement from 2024 and indicative of a high-performing and well-supported group of students.
- ATAR results showed a clear shift toward higher achievement bands, with no students in the lower ATAR ranges and a significant proportion achieving scores above 90.
- All students enrolled in ATAR pathways successfully completed their courses, and there was no variance between enrolment and completion across VET and alternative pathways, demonstrating strong engagement and program alignment.
- Students undertaking UniPrep programs continued to achieve a 100% pass rate, further supporting multiple pathways into tertiary study.

We are incredibly proud of our 2025 Year 12 graduates. The resilience, commitment and maturity they have demonstrated - particularly in achieving such strong academic outcomes - will serve them well in their future endeavours.

Summary of Results	2023	2024	2025
Number of Year 12 students	10	16	18
Number of students achieving WACE	9	16	18
Number of Students with an ATAR	0	7	7
Percentage of students in the top third of state performance	NA	57%	71%

2025 ATAR Subjects offered

1. English	5. Human Biology
2. Mathematics Applications	6. Chemistry
3. Mathematics Methods	7. Physics
4. Geography	8. Psychology

Median ATAR Scores

2025	91.45
2024	68.75
2023	N/A

VET Qualifications Attained

VET Course	Cert II	Cert III	Cert IV
BSB20120 Workplace Skills	7		
BSB30120 Business		8	1
ACM20121 Animal Care	2		
CHC22015 Community Services	1		
SIS30321 Fitness	1		
UEE22011/UEE22020 Electrotechnology	1		
CUA30720 Design Fundamentals		1	
SHB30221 Make-Up		1	
CUA40920 Music			1
CUA40730 Design			1

Post-secondary Pathways

All students successfully transitioned into post-secondary pathways, including university entry (via ATAR and UniReady), vocational training and employment-based pathways. Strong participation in UniReady programs, with a 100% pass rate, supported multiple students in gaining access to tertiary study.



Satisfaction Surveys

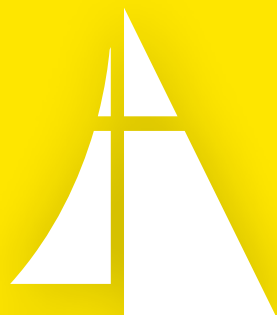
	Parent	Staff	Student (Yrs 4-6)
Number and % of Responses	158 (28.4%)	55 (48.2%)	317 (81.6%)
Satisfaction with the school/college overall	73.4% of parent respondents were 'likely' or 'very likely' to recommend the school.	75.5% of staff respondents were 'likely' or 'very likely' to recommend the school.	45.5% of student respondents rate 'high' wellbeing regarding school climate (culture).
Christian ethos/ Christian education	77.1% of parent respondents were 'satisfied' or 'very satisfied' with the emphasis on Christian Education.	92% of staff respondents 'agreed' or 'strongly agreed' that the workplace culture is what they would expect of a Christian working environment.	55.3% of student respondents rated 'agree' or 'strongly agree' to Christian virtues being embedded in all aspects of learning and school life.
School Leaders and support provided	65.3% of parent respondents 'agreed' or 'strongly agreed' that leaders are accessible and interested in their concerns.	83.1% of staff respondents 'agreed' or 'strongly agreed' that their wellbeing is supported.	Only 6.8% of student respondents claim to not be cognitively engaged by our teachers.
Staff Behaviours	81.7% of parent respondents 'agreed' or 'strongly agreed' that Northshore staff are always helpful and professional.	91.5% of staff respondents 'agreed' or 'strongly agreed' that staff at Northshore treat each other with respect.	74.2% of student respondents rated 'agree' or 'strongly agree' to having at least one teacher that really cares about them.
School Safety	85.2% of parent respondents 'agreed' or 'strongly agreed' that their children feel safe at school.	61.3% of staff respondents 'agreed' or 'strongly agreed' that their working conditions allow effective role performance.	9.3% of student respondents reported 'low' levels of wellbeing regarding the absence of bullying.



School Income

Net Income 2025	\$ Total
Australian Government	\$ 10,421,603
State Government	\$ 2,686,557
Fees, charges and parent contributions	\$ 4,222,791
Other private sources (Enrolment Fee, Computer Rental & SDF Fees)	\$ 892,155
Total gross income (Excluding income from government capital grants)	\$ 18,223,106





Northshore
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1300 388 905

www.northshore.wa.edu.au

50 Scotthorn Drive, Alkimos WA 6038