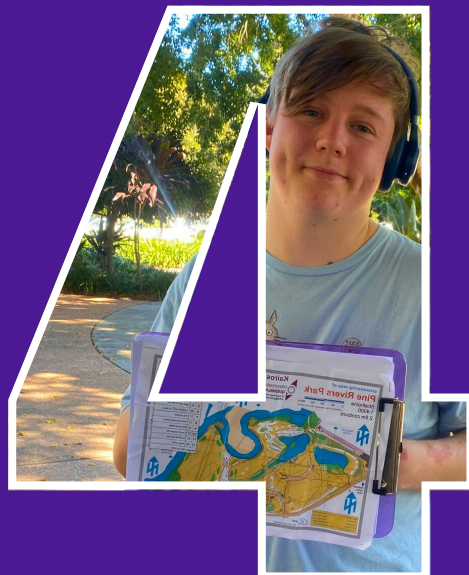


KAIROS

COMMUNITY COLLEGE

ANNUAL REPORT



2024 HAD IT ALL...



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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 MODEL

At Kairos Community College, we believe that positive, trusting relationships are the foundation of all meaningful learning. When young people feel safe, valued and connected, they are more likely to engage, thrive and succeed. Guided by this understanding, we developed the Ripple Model - a whole-school framework grounded in youth work practices and contemporary neuroscience.

This model operates across three interrelated levels, illustrated in our Ripple diagram:



1. Wellness of Mind

At the heart of the Ripple Model is Wellness of Mind - the belief that for a student to engage in learning, three basic neurological needs must be met: safety, a sense of control, and the ability to experience joy or meaning. When these needs are unmet, learning is significantly disrupted. The brain shifts into survival mode - fight, flight or freeze - making it nearly impossible to focus or retain information.

That's why our first priority at Kairos is creating an environment where students feel physically and emotionally safe. We understand that building this sense of safety takes time, and we honour that time as a valuable part of the learning journey. Supporting students through this process is not a detour from education - it is education.

2. Connection Through Relationships

The next layer of the Ripple Model is the importance of secure, positive relationships. Whether through connections with educators, peers, family, culture or community, we know that young people learn best when they feel seen, heard and supported.

Neuroscience confirms what many traditional cultures have practised for generations: learning is deeply social. Our brains are wired to grow and form new pathways when engaged with others in meaningful ways. At Kairos, we draw inspiration from tribal learning communities, where every individual is recognised for their unique strengths, and leadership exists to uplift the whole group.

Unfortunately, modern education systems - shaped by the industrial revolution - often prioritise efficiency over connection. This "production-line" model may be effective for manufacturing, but it fails to meet the complex human needs of young people. Many capable students become disengaged when they are treated as just another number.

At Kairos, we actively challenge this approach. Every day, we work to ensure our students feel like they matter. We build a strong, values-based culture around honesty, respect, participation, safety and legality - principles that create a solid foundation for belonging and learning.

RIPPLE MODEL

3. Academic Success

The final layer of the Ripple Model focuses on academic achievement. While our approach differs from traditional schools, our academic expectations remain high. Every student at Kairos has the opportunity to work towards their Queensland Certificate of Education (QCE), just as they would in a mainstream setting.

There is a common misconception that students who disengage from mainstream education lack academic ambition. In our experience, this is simply untrue. Our students are curious, intelligent and creative - they just need a learning environment that meets their individual needs.

Using the latest insights from neuroscience, we design learning experiences that foster neuroplasticity - the brain's ability to form new connections and adapt. One way we do this is through collaborative lesson planning, where teachers and youth workers co-design lessons that engage both the logical and emotional parts of the brain. We use strategies like storytelling, role play, movement, novelty and music to create dynamic, whole-brain learning opportunities.

Importantly, we don't treat social and emotional learning as a separate program. Instead, we integrate it throughout our curriculum, ensuring that students develop the skills and confidence they need not only to succeed in school, but in life.



BOARD OF DIRECTORS REPORT

It is with great pride and enthusiasm that I present the Kairos Community College Chairperson's Report for 2024. Our foundational Ripple Model continues to guide and inspire our approach to education, wellness, and community connection. The enduring message of our model - that each small action can create expansive and lasting impacts - remains central to our purpose and achievements this year.

2024 was a year marked by strategic progress, innovative growth, and significant milestones. The College is entering an exciting new phase characterised by meaningful expansion and deeper community engagement. A notable highlight has been our continued strategic growth, including significant progress in the planning and development of new facilities at Caloundra and Nambour. These developments reflect our commitment to extending the reach of our distinctive educational approach, aiming to positively influence more communities and provide enhanced opportunities for our students.

In alignment with our strategic objectives, the Board has embraced a forward-thinking approach. This year, we rigorously reviewed and updated our strategic plan, ensuring it robustly supports our ambition to provide exceptional education experiences. Central to our strategy is an unwavering focus on student outcomes, measured not just academically but through wellbeing, resilience, and community connectivity.

We have also seen a strengthening of our leadership team to support this next stage of growth. Tony Andrews was promoted to the role of Executive Principal, a role that will ensure our strategic expansion is carefully stewarded and our research arm is established with clarity and purpose. Luke O'Sullivan has been appointed as State Principal, recognising his leadership and contribution to innovation across campuses. We also celebrate the appointment of Jason Kupke as Head of Campus at Caloundra and Kelly Chambers, who was promoted from Deputy Head of Campus to Head of Campus at Deception Bay. These appointments followed a rigorous external recruitment and selection process, and we are confident they position us strongly for the future.

I would like to extend my deep appreciation to my fellow Board members for their invaluable dedication and strategic insight. This year we welcomed new Board members Kerry Campbell, Andrew Tout, Sonia Whiteley, and Simon Steinhof, each bringing valuable perspectives and expertise. Special thanks to Nick Stansbie and Judith Gardiner for their leadership and diligence in their respective roles.



I would also like to acknowledge and thank Kelie Coffey, who resigned from her position as Deputy Chair and Chair of the Finance and Audit Committee after five years of dedicated service. Kelie was inspirational in her leadership and strategic insight and brought an unwavering passion and commitment to the vision and values of Kairos. Her contribution to the development and growth of our school community has left a lasting legacy, and we are deeply grateful for her service.

Additionally, I would like to express our gratitude to Tejal Shar, who served as a Board Director and member of the Finance and Audit Committee across 2023 and 2024. Tejal brought deep expertise from her many years in school business and finance, which helped guide the Board through several critical policy and financial decisions. We thank Tejal sincerely for her time, service, and dedication.

BOARD OF DIRECTORS REPORT

The guidance provided by our Executive Principal, Tony Andrews, and Business Manager, Danielle Twomey, has once again been exceptional. Their vision and operational expertise have been crucial in driving our ambitious strategic plans forward. I would also like to thank our Company Secretary Elissa Pearse, who ensures that we maintain the highest standards of governance for both the board and the college.

Heartfelt thanks go out to our entire Kairos community. Our dedicated teachers and support staff have consistently demonstrated exceptional commitment, creating nurturing environments where our students thrive academically and personally. To our parents and guardians, your partnership and trust significantly enhance our community's strength, creating vital links between home and school life. To our students - your enthusiasm, determination, and growth inspire us all.

We also continue to value and nurture our relationships with community partners, whose collaboration enriches our educational offering and helps us extend our impact beyond classroom walls.

Looking ahead, our vision is ambitious and clear. We are committed to continuing to build on our successes, enhancing our educational environment, and pursuing strategic opportunities that align with our core values. The road ahead promises significant growth and transformative opportunities, positioning Kairos Community College to positively influence education outcomes for years to come.

Thank you once again to everyone who contributes to making Kairos Community College the extraordinary place it is. Together, we continue to create ripples of positive change.

Michael Jeffrey
Chair of CYEO



PRINCIPAL'S REPORT

This year marks 10 years of operation — a decade of impacting the lives of young people across two regions. While our aims have always clearly stated the importance of quality educational outcomes, I could never have imagined that, 10 years on, we would have achieved 100% QCE completion for all graduates of Kairos.

Many years ago, we set a goal to be Story Changers, Tribal Educators, and Community Impactors, and I can confidently say we are living up to that vision. The outcomes highlighted above show that the Ripple Model is powerfully changing the trajectory of young people who previously believed education wasn't for them (Story Changers). Kairos remains true to its commitment of small, supportive learning communities (Tribal Educators), and we are now consistently transforming not only the lives of students but also their families and wider communities (Community Impactors).

2024 stands as a significant milestone — a moment to reflect on what has been achieved by our students, dedicated staff, and visionary board members. These achievements have positioned Kairos to embark on a new strategic direction, set to positively impact even more young people, families, and communities.

We are excited to announce that we have secured a 30-year lease and received BGA funding for our Caloundra campus — a major accomplishment that will shape the next chapter at Kairos. The Development Application has been submitted to the Sunshine Coast Council, and we are working toward starting construction before the beginning of the 2025 school year.

Expanding our impact has been a strategic goal of the Board. Now that both the Deception Bay and Caloundra campuses are well established, it's time to move forward with new campuses. You may already be aware that we have purchased property in Nambour for this purpose, and our focus is now on activating this campus as soon as possible.

To support this growth, the Board has reviewed our staffing structure and made key changes:

- The role of Principal is now titled Executive Principal, with an increased focus on growth and strategic leadership.
- A new role of State Principal has been created to oversee day-to-day campus operations, staff development, innovation, and the implementation of policies and procedures. Luke O'Sullivan, formerly Head of Campus at Caloundra, has been appointed to this position.
- The new Marketing and Administration Manager role will focus on brand awareness, fundraising, event coordination and high-level administration, and has been taken on by Katy Devers, previously Campus Administration Officer at Caloundra.



PRINCIPAL'S REPORT

The Board has also strategically diversified its skill set to support our continued growth. Mike Jeffrey, our Board Chair, has provided exemplary leadership and positioned the Board to make informed decisions that preserve and strengthen the legacy of Community Youth Education Options (Kairos Board).

Another key strategic focus in 2024 was operational consolidation. Rather than developing new programs, we concentrated on strengthening existing processes, procedures, and offerings that directly benefit student learning. Highlights include enhanced literacy and numeracy tracking with targeted tutoring, as well as the implementation of iVET programs in Volunteering and Hospitality at Caloundra, both of which have led to improved student outcomes. These successes are evident in our curriculum and pathways reports and mark a decade of growth in offering diverse, meaningful educational experiences — truly creating opportunities for each young person to have their Kairos Moment.

In closing, I want to thank:

- Our young people for making positive choices in their educational journey,
- The parents and caregivers who trust us to educate their children,
- Our committed staff who continue to show up — even during tough times — to support our tribe, and
- Our Board, for trusting our leadership to grow and strengthen the College.

Bring on 2025!

Tony Andrews
Executive Principal



MEET OUR TEAM - ADMINISTRATION



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 & Pathways Coordinator

Darren Freeman supports students across both our Caloundra and Deception Bay campuses, coordinating VET programs and diverse learning support (NCCD). He holds a Bachelor of Education (First Class Honours), a Diploma of Ministries and Theology, and a Certificate IV in Career Development. Darren is passionate about helping young people grow holistically and reach their full potential. He focuses on guiding students to complete their QCE while gaining external qualifications such as Certificate courses, SBATs, TAFE or Trade Training.

Outside of work, he enjoys time with his family, being outdoors, and cheering on the Carlton Football Club.



Tanya Paton
Finance & Administration Officer

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

MEET OUR TEAM - CALOUNDRA



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.



Dana Fink
Senior Youth Worker

Dana is a qualified social worker with a Dual Diploma in Vocational Education, Training, and Design. With extensive experience across the disability, education, and youth work sectors, she began her career as a trainer over ten years ago, driven by a passion for sharing her knowledge with those aspiring to work in support roles. Dana has primarily taught qualifications in mental health, youth work, and child, youth, and family intervention. She also partnered with PeakCare Qld in 2023 to develop and deliver a 10-day training course for aspiring youth workers throughout Queensland, offering valuable insights into the Residential Youth sector. Dana is dedicated to empowering and mentoring young people, tailoring educational approaches that foster confidence and open doors to future opportunities.

Outside of work, Dana loves spending time outdoors, playing soccer, travelling, and being with family and friends.

MEET OUR TEAM - CALOUNDRA



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.



Cartia Christie
Teacher

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.

MEET OUR TEAM - CALOUNDRA



Josh Denniss
Teacher

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
Teacher

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
Teacher

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



Kristy Anderson
Hospitality Trainer and Teacher Aide

With over a decade of experience in both Primary and Secondary education, including roles in Mainstream and Special Education Units, Kristy brings a wealth of knowledge to her current position at Kairos. As both our Hospitality Facilitator and a dedicated Teacher Aide, Kristy is committed to nurturing students' educational journeys within a SAS school environment rooted in a tribal philosophy.

Kristy is deeply committed to supporting young people in realising their full potential, both academically and personally. She thrives on creating inclusive and diverse educational experiences that cater to individual learning needs, creating learning environments where all students can thrive and contribute positively to their communities. Beyond the classroom, Kristy mentors students in essential life skills such as cooking and budgeting, reflecting her passion for practical education.

Outside of work, Kristy enjoys exploring her culinary interests, staying active, and cherishing moments with family and friends. Her appreciation for life's joys, including great coffee and culturally inspired foods, further enriches her dedication to student success and holistic development.



Hayley Carstairs
Teacher Aide

Hayley has undertaken a number of teaching roles with young people of all ages. She began working with the NRL to teach rugby league in schools for two years, and taught learn-to-swim survival skills for five years. Hayley began her studies in a Bachelor of Education (Secondary), and is currently studying a Certificate IV in School Based Education Support.

Hayley has a drive to show young people today that they are all capable of achieving incredible things and believes everyone deserves an educational support system that works with care to consider the diverse requirements of people from all backgrounds.



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.

MEET OUR TEAM - CALOUNDRA



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 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, she is passionate about all Kairos staff contributing to our young people's school experiences.

Katy is dedicated to exploring pathways to greater good and amplifying marginalised First Nations and LGBTQIA+ voices, and is completing a Dual Diploma in Business, and Business Leadership and Management.



MEET OUR TEAM - DECEPTION BAY



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 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 Burridge
Senior Youth Worker

Emma has had the privilege of working in the Deception Bay community since 2007. She joined Kairos Community College in 2016 as a Youth Worker and stepped into the role of Senior Youth Worker in 2019. In this role, Emma supports and guides young people, helping them navigate challenges and build stronger connections within their community.

Outside of work, Emma is passionate about travel, having visited more than 20 countries and spending two years living in Ireland—experiences that have broadened her perspective and shaped her personal journey. Sport has also been a lifelong passion, particularly soccer, which she has played for over 25 years. It's an activity that keeps her active and connected with others. Emma is also a proud mother to a two-and-a-half-year-old daughter and is expecting a son in July.

MEET OUR TEAM - DECEPTION BAY



James Finau
Youth Worker

James is a passionate member of the Kairos team and has worked with youth and their families for the past 20 years. He has greatly enjoyed this journey which has helped him shape his life as a husband, father and grandfather.

He has a positive outlook on life which involves bringing happiness, joy and a bubbly energy to a room and to all his everyday connections, youth, educators and the wider community.



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.



Andrew Bobadilla
Teacher

Andrew, known to many as Bobby, is a highly experienced educational leader with a strong passion for supporting young people through his work as a teacher, mentor, and coach.

Beyond the classroom, he is a dedicated basketball coach, committed to fostering the development of athletes across Brisbane. Bobby enjoys using his extensive teaching expertise to support the growth and success of students within the Kairos Community College community.



Drew der Kinderen
Teacher

Prior to his career in education, Drew worked extensively in Brisbane's theatre industry as a writer, director, performer, and creative artist. He has delivered performance and physical actor training both nationally and internationally.

Drew is passionate about the role of the Arts in the education and development of young people and brings a wealth of industry experience and creative expertise to the learning community at Kairos.

MEET OUR TEAM - DECEPTION BAY



Madison Kelly
Teacher

Madi has over five years' experience supporting young people across a range of school environments. Alongside her studies, she worked as a makeup artist and still enjoys using her skills to assist friends and family with special event makeup, including weddings.

Madi is passionate about making a positive difference in the lives of young people and values the opportunity to continue learning from them in return.



Michael McDonald
Teacher

Originally from Canada, Michael came to Australia for a gap year eight years ago—and never looked back. With a background in youth work, disability support, and coaching, he has always been drawn to roles that support young people, making teaching a natural next step. Passionate about life and adventure, Michael loves encouraging students to pursue what excites them and embrace new challenges.

Drawn to Kairos for its tribal ethos and belief in the power of small communities, he feels right at home inspiring change alongside his students.



Krystle Spanos
Teacher

Krystle is originally from Perth, Western Australia, where she completed a Bachelor of Health and Physical Education with a minor in Mathematics. After graduating in 2014, she began her teaching career at a Catholic Indigenous Care school in Perth. A keen sportswoman, Krystle enjoys playing AFL, soccer, and netball. She is passionate about helping young people succeed and values the role education plays in opening up opportunities.

Drawn to Kairos for its safe, supportive environment, Krystle finds purpose in walking alongside students in their personal and educational growth.



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. She is currently studying a Master of Secondary Education, further deepening her commitment to inclusive and student-centered learning.

At Kairos, Emma is dedicated to creating a fair and supportive environment where all students have the opportunity to succeed. She believes in fostering integrity, respect, and dedication in both students and educators.

MEET OUR TEAM - DECEPTION BAY



Zion Johnson
Teacher Aide

Since finishing school, Zion has built strong skills through his work in disability support, including respite care and lifestyle assistance. Growing up with parents involved in counselling and social work, he spent time in the Northern Territory and developed connections with people from diverse backgrounds and a passion for supporting disadvantaged and Indigenous youth.

His commitment to advocating for equal opportunities has led him to Kairos, where he now empowers young people as they prepare for life after school. Outside of work, Zion is a keen sportsman who enjoys a good laugh and is also pursuing a career in professional sport.



Emily Keates
Teacher Aide

Emily is working towards completing her Bachelor of Educational Studies at Australian Catholic University (ACU). She has worked in various Queensland Government 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 family and friends.



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."



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 enjoys 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 Jeffrey

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.



Kerry Campbell

Kerry is a Chartered Accountant with extensive business leadership and governance experience in the education sector. Over her 30+ year career, Kerry has held the role of Chief Financial Officer for a large co-educational independent school in Brisbane where she was responsible for strategic leadership, financial management, capital development and master planning, ICT strategy including cyber security and data governance, enterprise risk management and compliance. Kerry has completed a Bachelor of Commerce degree at Melbourne University, is a Graduate of the Company Directors Course through the Australian Institute of Company Directors and a Member of the Governance Institute.

Kerry enjoys getting outdoors with her family and two dogs and contributing to the community through Not-for-Profit Board work, fundraising and volunteering for community tree planting projects to regenerate natural bushland in her local area.



Kelie Coffey

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.

MEET THE BOARD



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. 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.

She 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.



Tejal Shah

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.

MEET THE BOARD



Simon Steinhofer

Simon is an accomplished Civil Engineer with over 16 years' experience leading, managing, and coordinating complex infrastructure projects across Australia, the United Kingdom, and the Middle East, consistently delivering innovative and effective engineering solutions while achieving the highest levels of client satisfaction.

His commitment to leadership extends beyond his professional work, as demonstrated by his involvement in prominent organisations such as Engineers Australia, where he has held roles as the Cairns and Sunshine Coast Regional Chair and as a committee member of the Queensland Division Committee. Furthermore, Simon has contributed significantly to Surf Life Saving Australia as a Leadership Advisor on the National Membership Services Committee and as a Membership Service Committee member for Surf Life Saving Queensland.



Andrew Tout

Andrew is a property, facilities and asset management executive with extensive experience in the management of infrastructure across a wide range of industry sectors. With experience in primary, secondary, tertiary and higher education institutes he brings a wealth of experience in the role of the built environment in supporting education outcomes.

Andrew has completed postgraduate research into the effects of the indoor environment on performance and satisfaction in education and this remains a professional interest.



Sonia Whitely

Sonia brings over 25 years of experience in the secondary and tertiary education sectors. Her career has spanned roles as a researcher, consultant, and project leader, specialising in innovative, large-scale, human-centred research methodologies.

Sonia is passionate about improving student experiences and driving inclusion and equity in education. She has completed degrees in psychology and research methods and has pursued professional development in governance and organisational leadership.

HEAD OF CAMPUS REPORT CALOUNDRA

Walt Disney once said, “Always keep moving forward, opening new doors, and doing new things because we are curious, and curiosity keeps leading us down new paths.” At Kairos, we embrace this philosophy, encouraging our students to explore new opportunities, remain curious, and take bold steps toward their future.

For our graduating students, and those still on their journey, Kairos represents a place of growth and transformation. The path forward is rarely linear - on average, people experience up to seven different careers in their lifetime. This reinforces the importance of resilience and adaptability, of being unafraid to take roads less travelled, even when the direction is uncertain. Throughout the years, our students will face many pivotal moments - opportunities they may not have seen coming. We encourage them to be brave, to back themselves, and to seize these moments, because if they don't, someone else will.

My own journey to Kairos was one such moment. Leaving my comfort zone was a challenge, but I knew that if I didn't embrace this opportunity, someone else would. I took a leap, walked a path unfamiliar to my colleagues, and, with the support of our students and staff, helped change perceptions of what Kairos is and what we strive to achieve. When I recently reconnected with a former mentor on an excursion, he was amazed at the transformation of our campus and the impact we are making. The success of Kairos is rooted in our students - their resilience, determination, and willingness to embrace new beginnings.

Each of our students experienced their own defining moment the day they sat in my office for their enrolment interview - their first sliding doors moment. They took a chance, backed themselves, and, along the way, learned from mistakes, sought support when needed, and persevered. Where others may have lost faith, these young people chose to believe in themselves, setting them on a new path toward success.



Likewise, every educator at Kairos has their own story of how they arrived here. Some, like Josh, first heard about Kairos through a casual conversation at an AFL game. Others, like Amanda, took a leap of faith and joined us at a time of global uncertainty. Each of us made a choice, one that ultimately led to being part of this incredible learning environment.



HEAD OF CAMPUS REPORT CALOUNDRA



Looking ahead, the future of Kairos is bright. Our students continue to leave a lasting impact, paving the way for expansion and the opportunity to support even more young people. Their success is not only personal - it creates a ripple effect, opening doors for others who may have once thought they had no path forward.

Moving forward, we remind our students that effort alone won't guarantee success - it's effort on effort that will get them where they want to be. Some of the most inspiring success stories come from those who faced setbacks - Michael Jordan, who was cut from his college basketball team; Bethany Hamilton, who overcame the loss of her arm to become a professional surfer; Steve Jobs, who turned a major career setback into an opportunity to reshape the tech industry; and Walt Disney, who was once told he lacked imagination. These stories remind us that success rarely comes easily, that failure is part of growth, and that perseverance is key.

As we reflect on the past year, we extend our gratitude to everyone who has been part of this journey - families, educators, mentors, and peers. To our students, we encourage you to take a moment to acknowledge those who have supported you, because often, they too are changed by the experience of walking this path alongside you.

Luke O'Sullivan

HEAD OF CAMPUS REPORT DECEPTION BAY

2024 was a year of complex challenges and tremendous rewards. Student numbers were extremely positive and attendance was excellent. Despite a handful of students moving on from Kairos to pursue different paths, we were fortunate that the good name of the school had been spread to the right people and we were able to fill the vacancies with students who could truly benefit from their time here and appreciated the opportunity presented to them; however, the ever-increasing complexities of the student presentations, including trauma and specialised individual needs has left its mark on every staff member. It truly does reinforce the absolute necessity for organisations like Kairos to exist to continue to help these young people.

On a staffing level we have been fairly blessed with deeply caring and passionate staff who bring their best day in and day out, 2024 saw us lose a truly integral member of the Kairos tribe, as she moved on to new adventures with her family. It was with deep regret that we said goodbye to a longstanding member of the tribe in Zoey- Brooke, as she made a return to her roots and moved North. Zoey-Brooke left quite a gap in the Youth Worker office, and in turn, throughout the entire school. Kairos wishes her every success and happiness for the future.

Fortunately, we found a quality replacement for the position in the form of the previous Head of Wellbeing here at Kairos; James Finau. James brought a new and diverse energy to the school, and this coupled with his extensive community affiliations and passion for Youth Work made him a very welcome addition to the Kairos tribe. Recognising the significant growth and change in recent years, the team worked closely with Youth Workers to support James' smooth transition into his new role.



Very early on in the year we were left facing a gap in our teaching team with our newest staff member, Michael Van Beek deciding that teaching was not for him. Fortunately, we managed to secure an outstanding replacement in Andrew “Bobby” Bobadilla. His calm demeanour, extensive teaching knowledge and ability saw him fit seamlessly into the teaching team, and the school. He consistently impressed with his work ethic and values-based approach to each and every day. As the year progressed, and new growth opportunities presented themselves, it was Bobby who shone through in the interview process for the newly open Deputy Head of Campus position.



It was with a great deal of trepidation and anticipation that I vacated the Head of Campus position in Deception Bay at the end of 2024, and accepted the role of Head of Campus in Caloundra, taking over from Luke O’Sullivan who had also moved on into his new role as State Principal. All this movement provided the opportunity for a new, and fresh, Head of Campus to take up the reins in Deception Bay and after a rigorous search and interview process Kelly Chambers, the previous Deputy Head of Campus for Deception Bay, has been successfully appointed to commence in this role in 2025. I am sure Kelly will continue to move Kairos Deception Bay forward with her enthusiasm and dedication.

HEAD OF CAMPUS REPORT DECEPTION BAY

Staff culture this year has been outstanding, with the team rising to meet the growing needs of our students. Highlights included the popular Staff vs Student tournaments and Battle of the Grades, which brought fun, connection, and plenty of healthy competition to our school community.

Staff commitment to providing meaningful and engaging learning experiences was a real strength in 2024. Excursions, incursions, and outdoor activities created valuable opportunities for students to learn in different ways, and their positive engagement reflected genuine appreciation for these experiences. Staff continually inspired students to push themselves, resulting in higher levels of achievement across the board.

Throughout the year, we also began rolling out elements of our Operational Plan. This included the launch of our tutoring program, the popular Battle of the Grades competition, and a renewed focus on strengthening everyday teaching practices and parent engagement. These combined efforts have helped set the school on a positive and collaborative path forward.

Our parent-teacher evening was our best attended yet, with over 26 families joining us and the night considered a great success. Alongside this, events like our NDIS Access Evenings, Minute to Win It, State of Origin night, and our start-of-year parent session all contributed to a noticeable increase in parent engagement.

This year's school camp was an emotional roller coaster, with the stunning beauty of Stradbroke Island competing against almost constant rain. Despite the weather, the experience was unforgettable, with staff and students pushing through the challenges and making lifelong memories. New levels of resilience were on display every day, and no one was ready to leave when the final day arrived.

Graduation 2024 was another fantastic success with staff digging deep to create an amazing day for the young people who had worked so hard all year. While the day definitely belonged to the graduating Year 12s, it was also a celebration of the achievements of every single student at Kairos in 2024.

Our volunteer connections and community links continue to develop every year, with Soroptimist International continuing their long-term commitment to working with the school to foster positive outcomes. Zonta Club of Caboolture continued their support of their Zonta Banksia Award which recognises a young woman who has overcome adversity and achieved outstandingly.

As I opened with, it has been yet another super challenging year, but watching staff and students rise to the challenges and reap the rewards of their efforts has been inspirational. It is with mixed feelings that this will be my last Annual Report as the Head of Campus in Deception Bay, but I know the school is truly in great hands and I can look forward to the challenges of getting to know the staff, students, and parents of Kairos Caloundra.

There are exciting times ahead...

Jason Kupke



CURRICULUM REPORT CALOUNDRA

Kairos Community College celebrates diversity and cultivates an inclusive, supportive learning environment where every student has the opportunity to thrive. Dedicated to providing equal opportunities, the school ensures that all students - regardless of race, ethnicity, identity, religion, or disability - receive the guidance and resources they need to succeed.

At the heart of its approach is the Ripple Model, a holistic curriculum that nurtures students' academic, social, and emotional growth. This includes a diverse range of extracurricular activities designed to support their overall development. Recognizing that every student has unique learning needs, Kairos employs differentiated instruction strategies, tailoring challenges, support, and teaching methods to effectively engage all learners.

Collaboration is a cornerstone of the Kairos experience, with active involvement from parents and the broader community. By fostering strong partnerships with families and local organizations, the school enhances educational opportunities and ensures students receive valuable support both in and beyond the classroom.

In 2024, Kairos continued its proud tradition of 100% Queensland Certificate of Education (QCE) attainment among its graduating class. To achieve a QCE, students must earn 20 points across Years 11 and 12 through QCAA Authority Registered Subjects offered at Kairos, with each core subject contributing four points. The pursuit of a QCE remains a powerful motivator, providing students with a clear sense of purpose and direction as they prepare for their futures.

In 2024, all Kairos educators at the Caloundra Campus enhanced their professional practice through a combination of online and in-person professional development courses. Additionally, three educators pursued or continued tertiary studies to deepen their knowledge and skills, ultimately enriching the learning experience and educational outcomes for our students.

Nigel Riseley



In 2024 our Year 11 and 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

Our Year 10 students studied a combination of 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 Arts (elective)
- ACARA HPE (elective)
- Certificate II in Volunteering

CURRICULUM REPORT

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 2024 our Year 11 and 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
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- QCAA Short Course Literacy
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- ACARA Business and Economics
- ACARA Digital Technologies
- ACARA Arts (elective)
- ACARA HPE (elective)
- Certificate II in Volunteering

CURRICULUM REPORT

DECEPTION BAY

As Kairos offers Authority Registered Subjects students are eligible to gain their QCE (Queensland Certificate of Education) upon the completion of Year 12. All of our 2024 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 Version 9 of the Australian Curriculum. In 2024, we began a staged implementation of v.9 subjects in our Year 10 curriculum, starting with Economics and Business and Digital Technologies. We will continue the roll-out for all other subjects in 2025.

2025 will also see the implementation of the new QCAA Syllabus for Essential English and Essential Mathematics and educators have been engaging in professional development for these courses.

A focus set in our 2024-2026 Operational Plan is to increase our students Literacy and Numeracy levels as outlined by the following goal: *'To get all new young people to an ACSF level 3 by the end of their first year in literacy and numeracy through targeted intervention'*.

ACSF levels refer to the Australian Core Skills Framework and is used to describe an individual's performance in five core areas:

- Learning
- Reading
- Writing
- Oral communication
- Numeracy

Our reasoning for having all students reach level 3 is that this is the required level for entrance into TAFE courses as it is deemed that 'Level 3' in language, literacy, and numeracy skills was the minimum required for individuals to meet the complex demands of everyday life and work. As such, it is our goal to ensure that each young person meets this level prior to graduation.

In 2024 we trialled several educational platforms such as 'Education Perfect' and 'Mathletics' with a target group of Year 10 students. These platforms provided us with a variety of resources and students found them engaging. We also trialled a tutoring program for these students and early data indicates that these interventions have increased student's ACSF levels. We have decided to invest in 'Education Perfect' for 2025 and will continue to expand the tutoring program in 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

At the outset, our new Year 10 2024 cohort found themselves in a markedly different mindset. They were beginning to explore their emotions, testing boundaries in search of safety, and working to build trust with staff as they acclimated to Kairos. The concepts of feeling safe, protected, and accepted within a school environment were novel to some young people. However, staff members patiently provided support and observed as these shifts took place. By the start of Semester 2, most challenges associated with their new cohort and change had largely subsided, leading the Kairos Caloundra community to embrace a more relaxed and cohesive atmosphere.

Wellbeing Program Development Quinn successfully developed a wellbeing program centred around three key pillars: Fuel, Movement, and Rest. This initiative aims to assist young people in maintaining a balanced and healthy lifestyle, fostering both physical and mental wellbeing.

Driving Programs Several driving programs have been introduced to support young people in obtaining their learner's licenses and enhancing their driving skills. The educational program RYDA was attended by Year 10 students, and Amanda also led a learner's licence and driving lesson program utilising Murri's on the Move, a grant obtained from IFYS Inclusive Kids, and referrals to PCYC Braking the Cycle. The grant funding contributed to young people undertaking a 3-6 lesson pack with Ray from Right Turn Driving School for ongoing driving lessons, ensuring continued support and progress.

Community Volunteering and Support As part of engaging in the Certificate II in Volunteering, our Year 10 students were actively involved in initiatives with Bonnie at Gateway Care, focusing on providing food and fostering community connections for vulnerable individuals. These efforts help bridge gaps in food security and social support for those in need. Additionally, students engaged with Meridan Community Centre towards the end of the year in assisting with their garden maintenance with the students being rewarded with free access to the basketball and pickle ball courts.



YOUTH WORKER REPORT CALOUNDRA



Health and Wellbeing Support Throughout the year, our daily engagements facilitated many meaningful interactions and interventions. Alongside our Personal Learning Plan meetings, these conversations have been central in understanding the challenges our young people encounter, enabling collaborative strategising and problem solving. The support provided spans a wide range, including crisis intervention, emotional regulation, information dissemination, education, case management, referral assessments, and often a combination of these approaches. Ongoing referrals have been facilitated for mental health, sexual health, and food assistance, ensuring young people have access to the necessary resources. These referrals provide critical support for those facing challenges in their personal and educational journeys.

Counselling and Emotional Support Imogen and Sadie from The Shack have provided free counselling sessions for students who choose to engage. These sessions, available fortnightly, offer a safe space for young people to discuss their concerns and receive professional support.

Networking and Expansion Our Youth Worker team has been actively networking with Headspace in Caloundra prior to its opening, helping to establish a range of options and programs for young people. This proactive approach ensures that support systems are in place for future youth engagement.

Staffing and Student Adaptation 2024 saw staff changes, including the addition of a new Youth Worker, however our students have demonstrated remarkable resilience and adaptability. This transition has strengthened their ability to adjust to change while continuing to engage in the various programs available.

Moving into 2025, Amanda and I are dedicated in providing support, advocacy and strategies that continue to assist to the wellbeing of the young people at Kairos. Through structured programs, volunteer initiatives, and ongoing support, these initiatives continue to create positive impacts and foster resilience among young individuals.

Dana Fink

YOUTH WORKER REPORT DECEPTION BAY

As we reflect on 2024, it has been a year filled with both significant milestones and challenges for the Kairos community. Through the ups and downs, one constant has been the unwavering commitment of our youth workers to supporting the students in their journey, fostering trust, and creating meaningful connections that have made a real difference in their lives.

One of the most positive outcomes of this year has been the depth of engagement between our youth workers and the young people in our care. Over the course of the year, there were 1,239 individual contacts between youth workers and students. Of these, 468 conversations focused on mental health, 431 centered on relationships, and 416 conversations delved into education. These numbers highlight the wide range of support offered and demonstrate the trust students have in our team.

What is particularly encouraging is that 63% of these conversations ended with the young person choosing to re-engage, either by returning to the classroom or working independently. This not only speaks to the dedication and support our youth workers provide but also reflects the resilience of our students, who are actively making choices to continue their educational and personal growth. It is a testament to the trust, connection, and the safe space we have cultivated here at Kairos, where students feel heard and supported.

However, as much as this year has been a period of growth, it also brought a sense of sadness as we bid farewell to one of our most beloved team members, Zoey-Brooke. Zoey-Brooke had been a pillar of Kairos for five years, bringing heart, passion, and dedication to her role. She was an unwavering advocate for the young people she worked with, walking alongside them to help them achieve their goals. Her vibrant energy, infectious enthusiasm, and strong community spirit were a source of strength for both students and colleagues alike. Zoey-Brooke's departure marks the end of an era for our team, and she will be greatly missed.



As we look ahead to 2025, it's important to celebrate the incredible achievements of our young people throughout 2024. Their resilience and determination to overcome challenges have been truly inspiring. From re-engaging in classrooms to working independently, the growth we've witnessed this year has been nothing short of remarkable. The strength they've shown in navigating personal, educational, and emotional hurdles is a testament to their character and the supportive environment we've worked together to create. We are immensely proud of each individual's progress.

Emma BurrIDGE

PATHWAYS REPORT



In the pursuit of guiding students towards fulfilling and purposeful post-schooling endeavours, Pathways at 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, Pathways endeavours 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, thereby 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 2024, Pathways facilitated students in accessing certificate courses in diverse fields through TAFE, CQUniversity, iVet and other Registered Training Organisations in fields such as Community Services, Hospitality, Animal Care, Sports Coaching, Business, Automotive Refinishing, Salon Assistant, Retail Cosmetics and Health Support Assistance. A further 8 students engaged in School-based Apprenticeships or Traineeships in a variety of different fields from Individual Support 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, Pathways 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. Furthermore, the Alumni Facebook group fosters networking opportunities and ongoing support for students beyond graduation.

Pathways at 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 their formal education.

PATHWAYS REPORT

As we reflect on the accomplishments of the past year, Pathways at 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 2024 graduates, 6 embarked on Tertiary Preparation Pathway course as a precursor to tertiary education. Furthermore, 5 students enrolled in full-time vocational education and training (VET) studies at TAFE Queensland to pursue their dreams, while 2 students embarked on apprenticeships.

A significant achievement worth noting, this year across both campuses we had young people undertake 86 nationally recognised Vocational Education and Training qualifications, alongside 8 students who completed School-based Apprenticeships or Traineeships. Additionally, from our combined 40 Year 12 graduates, a total of 40 nationally recognised Vocational education qualifications were attained, along with one student earning a Credit for a University of the Sunshine Coast HeadStart course in Criminology.

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



CONTEXTUAL INFORMATION

SCHOOL SECTOR Independent

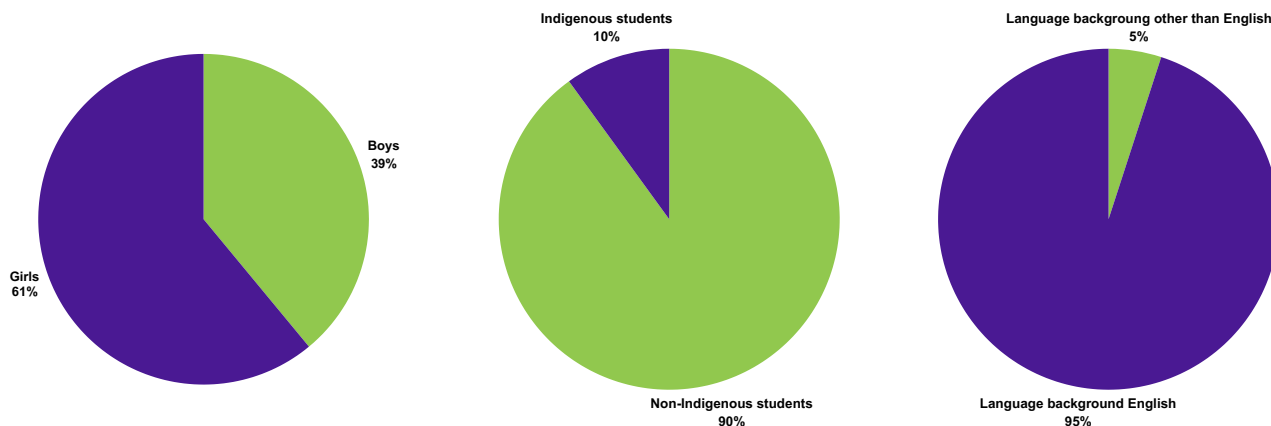
TOTAL ENROLMENTS Deception Bay Campus: 66
Caloundra Campus: 56

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 | 97% | 97% |
| Their student feels safe at Kairos | 100% | 100% |
| They would recommend Kairos to another person | 100% | 100% |

STAFF SATISFACTION

| Percentage of staff who agree: | Caloundra | Deception Bay |
|--|-----------|---------------|
| They enjoy working at Kairos | 90% | 100% |
| They are encouraged to be responsible for their work | 100% | 100% |
| They are proud to tell people they work at Kairos | 90% | 100% |

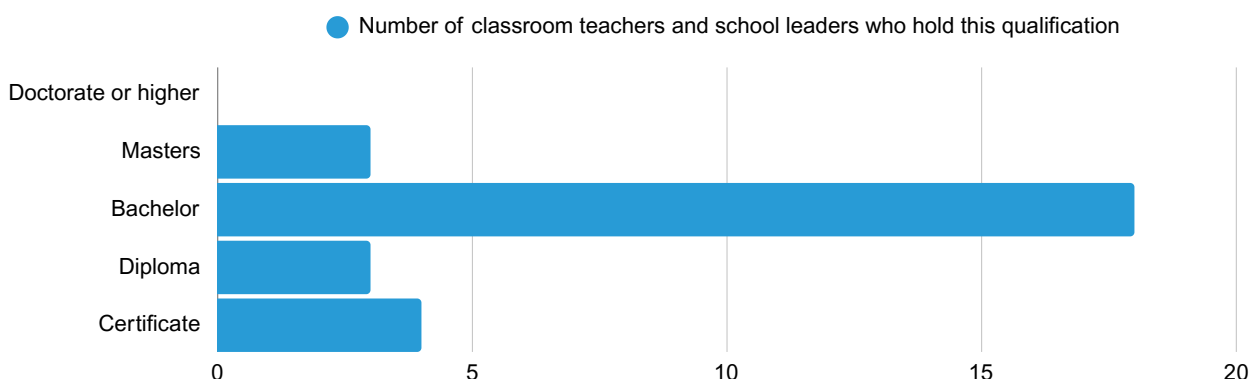
STUDENT SATISFACTION

| Percentage of students who agree: | Caloundra | Deception Bay |
|---|-----------|---------------|
| Kairos is a good school | 96% | 100% |
| Kairos educators expect them to do their best | 100% | 100% |
| Their wellbeing is catered for | 97% | 93% |

WORKFORCE

Kairos Community College employs 32 staff across its two campuses, comprising a blend of full-time and part-time roles. Among these, 16 hold teaching qualifications. The team also includes four business and administration professionals, four youth workers, and seven teacher aides.

Eight staff members work part-time, with the remainder employed on a full-time basis.



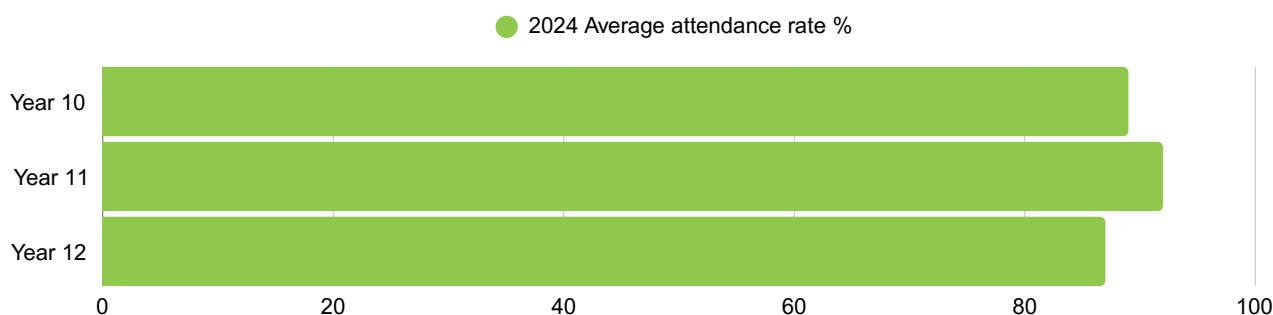
STUDENT ATTENDANCE

9

AVERAGE STUDENT ATTENDANCE

The average student attendance rate for the whole school in 2024 was 94%.

For more information, visit <https://www.myschool.edu.au/school/51496/attendance/2024>



Kairos 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 Deception 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.

2024 YEAR 12 STUDENT OUTCOMES

Our Graduates Are Ready for What's Next

In 2024, every Kairos Year 12 graduate achieved a senior certification or qualification, with 100% of QTAC applicants receiving a tertiary offer. Our students continue to thrive across academic, vocational, and career pathways.

40

STUDENTS AWARDED SENIOR EDUCATION PROFILE

5

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

35

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

100

PERCENTAGE OF 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 2024 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.

CELEBRATING 2024!





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<https://kairos.qld.edu.au>

KAİROS

COMMUNITY COLLEGE