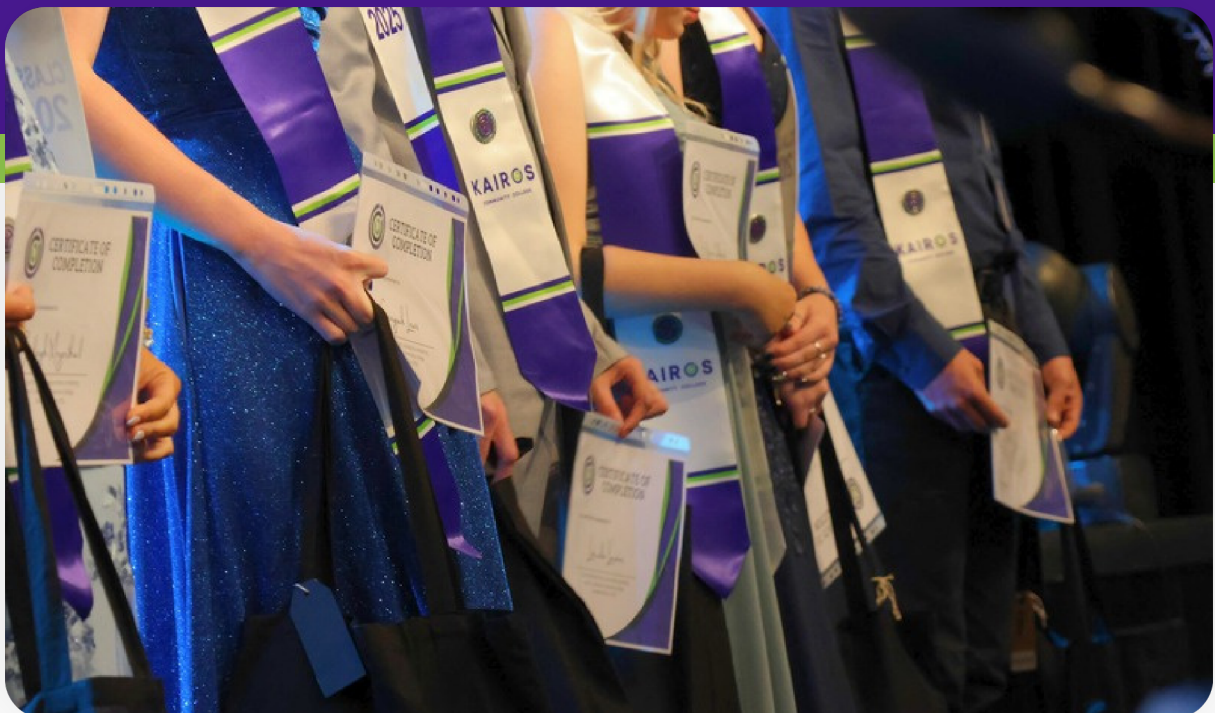


KAIROS

COMMUNITY COLLEGE

ANNUAL REPORT 2025







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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 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



WELLNESS OF
MIND

CONNECTION THROUGH
RELATIONSHIPS

ACADEMIC
SUCCESS



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, teacher aides 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 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.

EXECUTIVE PRINCIPAL'S REPORT

By Tony Andrews

2025 was a defining year for Kairos Community College. One marked by growth, consolidation, and the strengthening of the systems that will carry our organisation into its next phase of expansion. As we continued to mature as a multi-campus organisation, our focus remained firmly on the young people we serve, and the strategic direction set out in the Kairos Strategic Plan. Across both campuses, 2025 demonstrated that growth does not need to come at the expense of quality. In fact, the year proved the opposite, despite significant organisational change, our campuses achieved “their best results yet”.

A major achievement this year was the deliberate and structured development of our leadership capacity. A key focus was preparing the State Principal to assume full operational oversight in 2026. This investment has positioned the organisation for a smooth leadership transition and greater operational resilience.



We also strengthened our organisational infrastructure through the recruitment of two critical roles:

- a Marketing Manager, who delivered a significant uplift in branding, collateral, and community presence, including the 10-year Celebration event, and Caloundra Build Soil-turn, and
- an IT Manager, who commenced the foundational work required for our future IT upgrade plan, resolved long-standing internet issues, and led a full refresh of student laptops.

These appointments directly support our strategic objectives around scalability, consistency, and readiness for future growth.

Major Projects and Campus Development

2025 was a year of substantial capital progress. We secured BGA funding for Nambour, completed design works, and advanced the Caloundra building project through Development Approval and Operational Works. Deception Bay also saw the commencement of veranda renovations. While some projects experienced delays, the overall trajectory remains strong demonstrating tangible progress toward our long-term stability.

Preparing for Organisational Growth

Extensive preparatory work was undertaken to position Kairos Community College for future expansion. This included:

- Reviewing company structure and the constitution.
- Reviewing Board meetings and strengthening governance.
- Planning enrolments and staffing for the new Nambour campus.
- Developing formal onboarding and offboarding processes.

Despite the administrative load, the growth in campuses did not impact student outcomes. This is a testament to the professionalism and dedication of our staff across all campuses and at the Hub.

Student Outcomes and Educational Impact

Our campuses continued to deliver strong academic and wellbeing outcomes for young people. The Kairos model grounded in relational practice, trauma-informed approaches, and highly structured learning remained central to our success.

EXECUTIVE PRINCIPAL'S REPORT

Key Student Outcome achievements for 2025 include:

- Continued implementation of literacy and numeracy interventions
- Strengthened use of BKSB and tutoring models
- Improved consistency in unit planning and embedded LIT/NUM strategies
- Ongoing development of the All Kinds Of wellbeing framework
- Increased opportunities for community connection and student engagement

These achievements directly support our strategic goals around academic growth, wellbeing, and post-school readiness.

Community, Marketing, and Engagement

2025 marked a turning point in how Kairos presents itself to the community. With the appointment of our Marketing Manager, we saw:

- A refreshed and consistent brand identity
- Increased social media presence
- High-quality collateral for enrolments and events
- Strong community engagement through celebrations and campus activities

This work lays the foundation for the whole-of-organisation marketing, engagement, and fundraising strategy outlined in the 2026 School Improvement Plan.

A Year of Growth, Stability, and Strategic Momentum

Reflecting on 2025, it's clear that the organisation has matured significantly. We strengthened leadership capability, improved operational systems, advanced major capital projects, and prepared the groundwork for future expansion, all while maintaining strong student outcomes and campus stability.

The achievements of 2025 demonstrate that Kairos is no longer simply growing; it is evolving into a robust, scalable, multi-campus organisation with a clear identity and a strong strategic direction.

I extend my deepest thanks to our staff, Board, families, and most importantly, our young people. Their resilience, commitment, and belief in the Kairos model continue to inspire our work every day.

As we move into 2026, we do so with confidence, clarity, and a shared commitment to ensuring that every young person who walks through our door experiences belonging, growth, and opportunity.



BOARD CHAIRPERSON'S REPORT

By Mike Jeffrey, Board Chair of CYEO

I am pleased to present the Chairperson's Report for Kairos Community College for the 2025 school year.

2025 was a defining year for Kairos. It was a year of growth, consolidation and preparation for the next stage of our journey as a multi-campus organisation. Importantly, amid expansion and organisational change, the heart of Kairos remained clear. Our focus continued to be on creating a school environment where young people feel safe, known and connected, and where those relationships become the foundation for learning, wellbeing and future opportunity.

In previous reports I have reflected on the Ripple Model and the way small, intentional actions can have lasting effects in the lives of young people, families and communities. In 2025, we saw those ripples continue to expand. Growth has not come at the expense of quality. Despite the demands of a maturing organisation, our campuses continued to deliver strong outcomes for students. This is a significant achievement and a credit to the leadership, professionalism and commitment of staff across the College.

A key focus for the Board in 2025 has been stewardship through growth. As Kairos continues to mature as a multi-campus organisation, the Board has focused on ensuring that expansion is supported by strong governance, financial discipline, leadership depth, risk oversight and organisational systems. Growth is only worthwhile if it protects and strengthens the culture, practice and student outcomes that make Kairos distinctive.

One of the most important developments of the year was the continued strengthening of our Senior Leadership team. Tony Andrews has provided outstanding leadership as Executive Principal, with a clear focus on strategic expansion, organisational capability and the foundations required for a future research arm. Luke O'Sullivan has continued to grow into the State Principal role as part of a carefully planned leadership transition, preparing to take on full operational oversight in 2026. Across the campuses and support functions, leadership capability has also continued to deepen, strengthening consistency, culture and student focus during a period of change.

There were many achievements to celebrate in 2025. Progress on major capital projects, including planning for Nambour, the Caloundra building project and improvements at Deception Bay, represents tangible progress towards the long-term stability and reach of Kairos. The continued implementation of literacy and numeracy interventions, strengthened use of assessment and tutoring models, and ongoing development of the All Kinds Of wellbeing framework reflect a strong commitment to supporting the whole student.

The 10-year Celebration was another important milestone. It provided an opportunity to recognise the journey from a bold idea to a growing, multi-campus College with a clear identity, strong purpose and deep impact. It also reminded us that Kairos has been built through the courage, commitment and faithfulness of many people over many years, and that the model must be protected as we grow.

On behalf of the Board, I thank Tony Andrews for his leadership, vision and perseverance throughout the year. I also thank Danielle Twomey for her continued operational and financial leadership, and the State Principal, Heads of Campus, teachers, wellbeing staff, administration staff and broader team for their professionalism, care and commitment. The work of Kairos is deeply human work. It requires skill, patience, courage, consistency and hope.



I also thank my fellow Board Directors for their continued service, wisdom and commitment to good governance, and acknowledge the important work of our Board committees throughout 2025. I also thank Elissa Pearse for her work as Company Secretary during 2025. Her diligence and attention to governance detail made an important contribution to the Board's work during the year.

To our parents, carers, families, community partners and supporters, thank you for your trust and partnership. To our students, you remain the reason Kairos exists. Your courage, humour, resilience, creativity and growth continue to inspire us. Every step matters.

As we look towards 2026, Kairos does so with confidence, clarity and humility. There is still much work ahead, but the foundations are strong. We are growing, but we are also maturing. We are expanding, but we remain committed to protecting the heart of who we are. Together, we continue to create ripples of positive change in the lives of young people, families and communities.

MEET THE TEAM - ADMINISTRATION



Tony Andrews
Executive Principal



Luke O'Sullivan
State Principal



Danielle Twomey
Business Manager



Katy Devers
Marketing and
Administration
Manager



Jackie Faiella
Finance Officer



Darren Freeman
Diverse Learning
and Pathway
Coordinator



Joe Valenzisi
IT Manager

MEET THE TEAM - BOARD OF DIRECTORS



Mike Jeffrey
Board Chair



Kerry Campbell



Judith Gardiner



Nick Stansbie



Simon Steinhofer



Andrew Tout



Sonia Whiteley

MEET THE TEAM - CALOUNDRA



Jason Kupke
Head of Campus



Nigel Riseley
Deputy Head of
Campus



Dana Fink
Senior Youth
Worker



Amanda Pickard
Youth Worker



Kirsty Cammish
Teacher



Cartia Christie
Teacher



Joshua Denniss
Teacher



Owen Lee
Teacher and
Pathways Mentor



Jake Mangano
Teacher



Kristy Anderson
Teacher Aide and
Hospitality Trainer



Hayley Carstairs
Teacher Aide



Oki Nepson-Taunoa
Teacher Aide



Jane Brown
Administration
Officer



Abbey Henderson
Social Work
Placement Student

MEET THE TEAM - DECEPTION BAY



Kelly Chambers
Head of Campus



Andrew Bobadilla
Deputy Head of
Campus



Emma BurrIDGE
Senior Youth
Worker



James Finau
Acting Senior
Youth Worker



Wendy Laimant
Youth Worker



Gabby Cook
Teacher



Drew der Kinderen
Teacher



Daniel Donnellan
Teacher



Madison Kelly
Teacher and
Pathways Mentor



Michael MacDonald
Teacher



Krystle Spanos
Teacher



Emma Bromage
Teacher Aide



Sia Fa'alogo
Teacher Aide



Zion Johnson
Teacher Aide



Emily Keates
Teacher Aide



Joseph Small
Teacher Aide



Nyah Whapshott
Administration
Officer

HEAD OF CAMPUS REPORT - CALOUNDRA

By Jason Kupke

2025 has been a year of challenges and successes. Right from the beginning of the year with Cyclone Alfred seeing us have to cancel the Year 12 Leadership camp and close the school, to the construction works (or promise of) that have seemed to drag on for an eternity and a thousand other little things that have thrown obstacles in our way.

These challenges have only spurred on the resilience of both staff and students and provided us with more opportunities to demonstrate the support that Kairos is so well known for.

The true struggle for any organisation is its staffing. This year, we have had an extremely fortunate year; with very minimal staff turnover and some fantastic candidates being discovered through the interview process. Both Kirsty and Oki have consistently demonstrated their value through their embracing the school, its principles, and the way they have both been fully accepted by both staff and students, leaving an indelible impact on all.

The year has been one of so many positive memories made; sports carnivals, Kokoda, school camp, and a myriad of other activities that have forged positive lifelong memories for all who attended. The quirks and nuances of the new students, and their individual impact on the school dynamics, have been a telling aspect of the year's progress; no two days have been the same.

When I reflect on the year, the sounds of laughter and happiness are the things that stand out the most. There has been a true joy throughout the school, and a level of engagement that has been inspiring to see.

Staff engagement has been outstanding this year and a truly collaborative and a collegial atmosphere is evident in all aspects of daily life. Once again, laughter has dominated the staff room, and where support has been needed the tribe has rallied. The staff at Kairos Caloundra are an amazing group of humans who regularly demonstrate true dedication to the students.



CALOUNDRA

Our afternoons and evenings for parents, grandparents and carers were extremely well received, and a hit for all involved. Our focus on improving literacy and numeracy levels has also been a success with no Kairos student currently sitting below and ACSF Level 3 and assessment completion and success numbers soaring.

The implementation of the “Rebecca Program” for the girls and the “Top Blokes” program for the boys were both extremely successful and will become consistent key elements of the student’s time here at Kairos. Our Kairos “Fun Days” were also a huge hit with both staff and students and the dress up day for Halloween was truly a sight to behold. This is a key focus for Kairos, to change student perceptions of school.

Community involvement has been a standout this year with many organisations being utilised, and some old relationships being rekindled. Gateway Care and Foodbank Queensland have both been stalwarts of support and provided significant amounts of assistance with food. We were fortunate enough to be able to share this abundance with our parents and families to ease their loads.

In summary, 2025 has been another outstanding year of successes with a highlight reel of memories that will last a lifetime and none of it could have occurred without the amazing staff of Kairos.



HEAD OF CAMPUS REPORT - DECEPTION BAY

By Kelly Chambers

Parent/carer and community involvement in education is increasingly recognised as a pivotal factor in enhancing students' educational experiences and outcomes. Collaboration between parents/carers, communities, and schools has been shown to positively influence student attendance, academic performance, social-emotional wellbeing (for both students and their families), and broader social participation (Shukla et al., 2022). With this in mind, the focus for the Deception Bay campus in 2025 has been on strengthening community partnerships.

Our Youth Workers play a central role in fostering meaningful and sustained relationships between our students and the wider community. In 2025, they collaborated with a range of community organisations, including Kingdom Makers Food Outlet, Lighthouse Deception Bay, Pasifica Families (Playgroup), Mermaids Café, and the Salvation Army, to support our Year 10 students in completing their volunteering hours and attaining their Certificate II in Active Volunteering. The generosity of these organisations not only enabled students to achieve this important qualification but also opened pathways to employment and contributed to increased confidence and self-esteem. We look forward to continuing to build on these partnerships and connect with other organisations in 2026.

Significant time was also dedicated to strengthening our connections with the broader business community through the Redcliffe Peninsula Chamber of Commerce. This partnership allowed us to foster more meaningful relationships with community stakeholders. Through these collaborations, Bendigo Bank recognised the impact of our work by nominating us for the Bendigo Bank Community Group of the Year Award, part of the Queensland Community Achievement Awards. Kairos Community College Deception Bay is proud to have been selected as a semi-finalist, an honour that acknowledges not-for-profit organisations committed to strengthening communities, promoting inclusion, and enhancing social wellbeing. It was a privilege to attend the awards ceremony on behalf of the campus and accept this recognition.



Shukla, S. Y., Theobald, E. J., Abraham, J. K., & Price, R. M. (2022). Reframing educational outcomes: Moving beyond achievement gaps. *CBE—Life Sciences Education*, 21(2), es2.

DECEPTION BAY



In 2025, we also worked with Federal Member for Bancroft Chris Whiting and State Member for Petrie Emma Comer, to highlight the important work undertaken at the college. Both have shown genuine interest in our students and have generously sponsored several graduation awards. These relationships also created an exciting opportunity for one of our Year 12 students to join the Bancroft Youth Advisory Council, a platform that empowers young people to voice their perspectives on local issues and contribute to shaping future policies and initiatives. We are grateful for the continued support of both Chris Whiting and Emma Comer.

Our ongoing partnership with Soroptimist International Moreton North Inc, Lighthouse Deception Bay, Eat Up Australia and PCYC are highly valued and appreciated. These organisations provide us with significant support in ensuring that our students have access to healthy food choices and well-equipped sports facilities. They are pivotal in helping us deliver our services and our curriculum and we look forward to continuing to work with them in 2026.

A strong sense of school belonging is associated with increased academic achievement, improved mental health, and greater feelings of safety at school (Allen et al., 2022). On campus, we prioritise opportunities for students to build meaningful connections with peers and educators. Events such as Battle of the Grades, sports carnivals, Senior Leadership camp and school camp, and numerous excursions bring our college community together and help ensure that each young person feels valued and connected. These experiences are essential in creating positive and memorable schooling journeys.

Tribal Lunch remains a cornerstone of our mission to strengthen social relationships and cultivate a sense of belonging at Kairos. This year, we welcomed many organisations and guests to join us, and we introduced a new initiative 'Bring a Family Member or Friend to Tribe Lunch', which coincided with 'Are U OK? Day'. This event allowed students to share the unique Kairos community with someone important to them. Parent and carer involvement continues to be crucial in supporting student engagement, and in 2025 we worked intentionally to deepen these partnerships. Parents and carers have become valued volunteers at events such as the Bunnings Sausage Sizzle and the Kokoda Challenge, and they have been warmly welcomed at sports carnivals and school celebrations. We hope to expand these opportunities even further in 2026.

Our commitment to strengthening community connections, fostering student belonging, and deepening partnerships with families, organisations, and local leaders has significantly enriched students' educational experiences, and these collaborations have opened pathways, created opportunities, and reinforced the supportive environment that defines our campus.



Your time. Your future. Your school. These words are emblazoned on the buses that carry our young people to school every morning. They also carry us into 2026. The time we invest into our community. The future open for the young people. The vibrant and connected school we have. One where every young person feels comfortable, supported and aware of their own capacity to thrive.

Allen, K. A., Jamshidi, N., Berger, E., Reupert, A., Wurf, G., & May, F. (2022). Impact of school-based interventions for building school belonging in adolescence: A systematic review. *Educational Psychology Review*, 34(1), 229-257.

CURRICULUM REPORT - CALOUNDRA

By Nigel Riseley

Kairos Community College continues to uphold its commitment to providing an inclusive and supportive learning environment where every young person is known, valued, and empowered to succeed. Our school community celebrates diversity and ensures that all students, regardless of background or circumstance, are supported with the structures, relationships, and opportunities they need to thrive.

Our educational philosophy remains grounded in the Ripple Model, which underpins all aspects of teaching and learning at Kairos. This holistic approach recognises that academic success is strengthened through the development of social and emotional wellbeing. By intentionally nurturing each of these areas, we create a learning environment where students are better equipped to engage, grow, and achieve meaningful outcomes.

In 2025, we have continued to see a strong commitment from our young people toward improving both their personal growth and educational outcomes. Students have demonstrated increased ownership of their learning, setting goals, engaging in feedback processes, and striving to attain their Queensland Certificate of Education (QCE).

Our staff remain deeply committed to continuous improvement in curriculum delivery and student outcomes. Through reflective practice, collaboration, and ongoing professional learning, teachers have refined their approaches to better meet the diverse needs of our learners. Differentiated instruction, targeted support, and flexible pathways continue to be central to our success.

In addition to academic programs, we have prioritised the provision of meaningful learning experiences beyond the classroom. Camps, workshops, industry exposure, and wellbeing initiatives have all contributed to a richer, more engaging educational journey for our students. These experiences not only enhance learning but also help build confidence, resilience, and a sense of belonging.

As we look ahead, Kairos Community College remains committed to strengthening our curriculum, deepening student engagement, and ensuring every young person is supported to achieve their best possible future.



CURRICULUM REPORT - DECEPTION BAY

By Andrew Bobadilla

At Kairos Deception Bay, we aim to provide a learning environment that is underpinned by our Ripple Model, and as such, we remain committed to delivering engaging and inclusive curriculum that is not only compliant with the legislative requirements, but also connects with the lives of our young people and contributes to their social wellbeing. We want our young people to feel inspired and become lifelong learners by providing them with numerous opportunities and life fulfilling experiences.

Our Senior Leadership Team, educators and support staff continually strive for improvement to enhance student experience and expand opportunities. In 2025, we embedded the following processes to strengthen academic integrity and improve learning outcomes:

- **Assessment Orientation** - Assessment orientation sessions were introduced at the beginning of each assessment block. These sessions revisit expectations, support structures and procedures, including academic integrity, referencing protocols, ethical use of AI, drafting supports and submission processes.
- **Ethical Use of AI** - Staff collaborated to introduce an Ethical Use of AI Declaration Form. Students were explicitly taught what ethical AI use looks like and how to appropriately declare its use, supporting academic integrity while exploring how AI can be used responsibly as a learning tool.
- **Learning Skills Development** - A small-group tutoring program was implemented twice weekly and embedded into the school timetable. This program supports students identified through BKSB testing as requiring additional assistance in English or Mathematics. The goal is to provide dedicated time, staff and space for targeted support, with the aim of all students achieving a minimum of Level 3 in the Australian Core Skills Framework (ACSF) by the end of each year.
- **Transition to Canvas** - We commenced the transition to Canvas as our primary online learning platform, enabling students to access course materials, learning goals, success criteria, assessments and daily lesson content. From 2026, all assessments will be published, drafted and graded through the Canvas platform.

All Kairos educators and support staff continue to develop their professional practice through a combination of online and face-to-face professional development courses. This year saw many of our educators engage with professional development in the space of curriculum design, improving pedagogical practice, trauma informed practice and artificial intelligence.

While our staff remain deeply committed to refining practice and achieving excellence, none of this work would be possible without the determination and resilience of our young people. Their willingness to show up each day and strive for success inspires us to continue improving and giving our best to the Kairos community.



YOUTH WORKER REPORT - CALOUNDRA

By Dana Fink

At the beginning of the year, our new Year 10 cohort commenced their Kairos journey with a noticeably different mindset. They spent the early months stabilising, adjusting, and adapting to the expectations and rhythm of our community. Many were beginning to explore their emotions, test boundaries in search of safety, and build trust with staff as they transitioned into life at Kairos. For some, feeling safe, protected, and accepted within a school environment was an entirely new experience. Staff supported them patiently, observing these developments as they unfolded. Our Year 11 students had developed a confidence, based on the previous years experience and approached the first term with an enhanced maturity. For our Year 12 students, their first term brought excitement and apprehension for many. By the start of Semester 2, the challenges associated with the new cohort and the adjustment period had largely settled, allowing the Kairos Caloundra community to embrace a more relaxed and cohesive atmosphere.



Wellbeing Program Development

This year, we introduced the HALT and Top Blokes programs, while continuing the Rebecca program for our students. Each of these mentoring initiatives supports young men and women as they explore and challenge misconceptions around building healthy, positive relationships during their teenage years. All three programs were met with strong engagement and enthusiastic participation.

Driving Programs

A range of driving programs has been introduced to help young people obtain their learner's licences and develop their driving skills. Initiatives like RYDA, PCYC - Braking the Cycle and Murriss on the Move offer valuable guidance and support throughout the process. Young people have also continued to access driving lessons with Ray, ensuring consistent encouragement and ongoing skill development.

Community Volunteering and Support

Our Youth Work team took an active role in a variety of volunteering initiatives, including Clean Up Australia Day for Schools, the Look for Books program, Cyclone Alfred community preparation, and broader involvement within the Kairos community. These experiences help our young people understand the importance of giving back to the community, one that continually supports Kairos throughout the year.

Leadership and Student Engagement

With guidance from educator Josh, Year 11 and 12 students met each Monday to research and prepare a simple recipe for all students to enjoy throughout the week. The process encouraged teamwork, budgeting, shopping, and cooking, highlighting their care for and connection to the Kairos community.

YOUTH WORKER - CALOUNDRA



Health and Wellbeing Support

Throughout the year, our daily interactions created countless opportunities for meaningful conversations and timely interventions. Alongside our Personal Learning Plan meetings, these moments have been essential in helping us understand the challenges our young people face, allowing us to work together on strategies that build problem-solving skills and strengthen resilience. The support we provide spans a broad spectrum: crisis intervention, emotional regulation, information sharing, education, case management, referral assessments, and often a blend of these approaches. We have also continued to facilitate referrals for mental health, sexual health, and food assistance, ensuring students can access the resources they need. These supports remain vital for young people navigating personal and educational challenges.

Counselling and Emotional Support

Imogene and Sadie from The Shack have continued to offer free, voluntary counselling sessions for students. Held fortnightly, these sessions provide a safe and supportive environment where young people can openly discuss their concerns and receive professional guidance.

Networking and Expansion

Our Youth Worker team have been proactively connecting with Headspace Caloundra, Emerge, Gateway, Foodbank, IFYS Urban Angels and local organisations to establish a strong foundation of programs and support options. This forward-thinking approach ensures a broad network of services are accessible for future youth engagement.

Staffing and Student Adaptation

In 2025, staffing changes brought fresh dynamics to the team. Students demonstrated impressive resilience and adaptability throughout this transition, continuing to engage positively with the various programs on offer. The Youth Work team also coordinated our start- and end-of-term trips, annual camp and Parent Nights, further strengthening our school community.

As we look ahead to 2026, Amanda and I remain committed to providing ongoing support, advocacy, and practical strategies that enhance the wellbeing of young people at Kairos. Through structured programs, volunteer opportunities, and sustained emotional and practical support, we aim to continue fostering resilience and creating meaningful, lasting impact in the lives of our students.

YOUTH WORKER REPORT - DECEPTION BAY

By James Finau

2025 was filled with significant milestones and special memories for Kairos Deception Bay. We welcomed several new staff members into our tribe, celebrated a colleague commencing maternity leave, and farewelled campus favourites as they moved toward new career opportunities.

Youth Work Impact

The statistics from the past year highlight the vital role of our Deception Bay Youth Work team. Throughout the school year, our team engaged in over 1,600 conversations with young people, with the most frequent contact centring around education (392), family (282), and relationships (278). We also provided significant support for anxiety (243), general mental health (189), physical health (122), and employment (89). In addition to these daily interactions, we conducted 32 home visits to check in on the wellbeing of young people struggling with attendance and made 34 referrals to external support services to ensure our students received the specialised care they required.

Community Engagement

As always, our Youth Workers prioritised building strong networks with external providers and attending local events. We are committed to showing the wider community how our tribe strengthens the region through volunteering and collaboration.

A major highlight was Kairos Community College being represented at the SAY Collaborative Summit 2025, held at the State Library Queensland's Edge Auditorium. One of our Youth Workers hosted this event, which was themed ***"Our Futures, Stronger Communities: Youth Initiatives Driving Change."*** This Summit provided a wonderful platform for the Australian community to learn more about our school and tribe.

Highlights and Looking Forward

The past year was filled with success stories, most notably our ten-year anniversary. This celebration showcased the journey of our campus and the many individuals who have been part of our history. Past and present students, educators, and youth workers gathered to reminisce on how Kairos Community College was instrumental in their personal growth. We also celebrated our 2025 graduates, who were the first to wear commemorative sashes to mark the completion of their journey with us.

While 2025 was a significant year in the Youth Worker office, we look forward to the new dynamics and fresh beginnings that 2026 will bring for those joining our tribe.



Fa'afetai Lava (Thank you)

QCE ATTAINMENT AND ACADEMIC OPPORTUNITIES

100%

of our 2025 graduating cohort achieved their Queensland Certificate of Education (QCE).

The QCE is Queensland's senior schooling qualification, is internationally recognised and provides evidence of senior schooling achievements.

20

minimum credits are required from contributing courses of study.

These include QCAA-developed subjects or courses, Vocational Education & Training (VET) qualifications, and other approved courses.

CURRICULUM SUBJECTS

Category	Year 10	Year 11 and 12
QCAA Applied Subjects	- Science in Practice - Business Studies	- Essential English - Essential Mathematics - Religion and Ethics - Social and Community Studies
Short Courses	- Short Course in Literacy - Short Course in Numeracy	Short Course Career Education
Electives	- The Arts - Health and Physical Education	QCAA Applied Subjects - Arts in Practice - Sport and Recreation - Tourism (<i>Deception Bay only in 2025</i>)
VET Course	Certificate II in Active Volunteering	Certificate II in Hospitality (<i>optional</i>)

PATHWAYS REPORT

By Darren Freeman

In 2025, Pathways at Kairos Community College continued its commitment to supporting young people as they explore, prepare for, and transition into their post-school futures. This year marked a period of consolidation and growth, with strengthened programs, expanded partnerships, and enhanced individualised support.

A key development in 2025 was the expansion of our Pathways Team. We now have a dedicated Pathways Mentor on each campus, working alongside the Diverse Learning and Pathways Coordinator (DLPC) to guide students through their options, connect them with opportunities, and ensure every young person feels supported in their journey beyond school. This additional layer of support has broadened our capacity to provide personalised guidance and improved continuity for students across both campuses.

Structured Work Experience Program

This year, students continued to engage in meaningful work experience opportunities designed to build confidence, clarify career interests, and strengthen essential employability skills. Through our structured one-week block model, 21 students immersed themselves in industries of interest, gaining firsthand insights into workplace expectations and potential career paths. Students were encouraged to take initiative by contacting businesses directly, an approach that supports skill development in communication, independence, and self-advocacy. This practical engagement remains a cornerstone of our commitment to preparing young people for life beyond school.

External Certificate Courses and University Partnerships

In alignment with Kairos subject offerings, students again were provided opportunities to engage in a wide range of external certificate courses contributing to Queensland Certificate of Education (QCE) points. Through TAFE Queensland, iVet, CQUniversity, and various Registered Training Organisations, students pursued qualifications in Community Services, Business, Hospitality, Animal Care, Engineering Pathways, Apparel, Fashion and Textiles, Health Support Assistance, Retail Cosmetics and more.

We also had several students engage in School-based Apprenticeships and Traineeships, gaining valuable hands-on experience in fields such as Individual Support, Business, and Sport and Recreation. Our continuing partnership with the University of the Sunshine Coast (UniSC) enabled two students to participate in the HeadStart program, providing real-world exposure to tertiary education through university-level study while still at school.



Industry Initiatives

In 2025, we continued our engagement with the Gateway to Industry Schools Project (GISP) for Community Services. This initiative, led by the Department of Employment, Small Business and Training, is a cornerstone of industry engagement in Queensland. It aligns with our vision to equip young people with the skills, confidence, and connections they need to thrive in the wider community.

Looking ahead, we have already signed a memorandum of understanding to join GISP for Construction, expanding our reach into the Moreton Bay and Sunshine Coast regions. This move will open doors for our students to engage with the construction industry, a sector full of innovation, opportunity, and growth.

PATHWAYS



Digital and Community Connections

Pathways continue to leverage digital platforms to support students in understanding their strengths, interests, and future options. The Kairos Community College Pathways website remained a key component of the Career Education short course, helping students explore personality traits and identify suitable career areas.

Additionally, strong community partnerships remained central to our work, particularly our collaboration with Link and Launch, which supports young people beyond Year 12 who are not currently engaged in education, training, or employment. This partnership continues to play a vital role in helping young people navigate post-school transitions with confidence.

Student Destinations

The efforts invested in guiding students towards their desired pathways yielded promising outcomes. Among the 2025 graduates, five students enrolled in full-time vocational education and training (VET) studies to pursue their dreams, and two students have commenced apprenticeships in their chosen field.

As we reflect on 2025, our Pathways team remains steadfast in its mission to empower young people as they shape their futures. Our young people have worked hard, embraced challenges, and stepped boldly into their futures. Their success reflects their dedication and the support from our staff, families, and community partners.

SCHOOL INFORMATION

School Sector

Independent

Total Enrolments

113

Year Levels Offered

10, 11 and 12

Co-Educational or Single Sex

Co-Educational

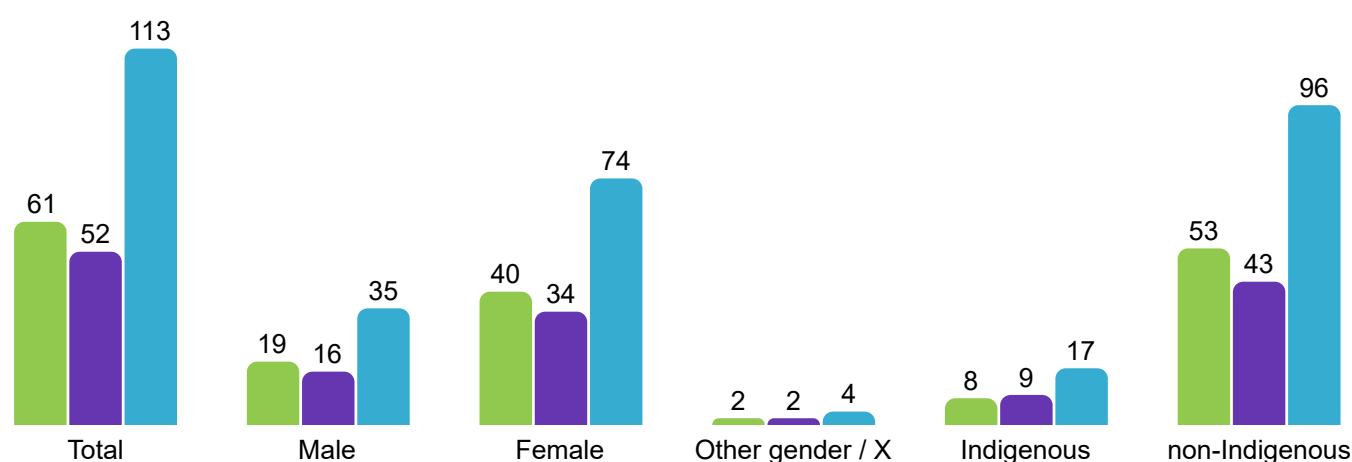
Characteristics of the Student Body

Students travel from a wide range of locations, with some committing to a daily commute of over an hour to reach Kairos campuses.

Each student has been referred to Kairos by a professional (such as a Principal, Guidance Officer, or specialist) who recognises their unique educational history and their need for a supportive environment.

2025 STUDENT POPULATION

● Caloundra ● Deception Bay ● Total



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
My young person's learning needs are being met	100%	100%
Kairos works with me to support my young person's learning	100%	100%
Kairos has a strong sense of community	100%	100%
I would recommend Kairos to others	100%	100%

STAFF SATISFACTION

Percentage of staff who agree:	Caloundra	Deception Bay
I enjoy working at Kairos	100%	92%
I am encouraged to be responsible for my work	91%	100%
Staff are proud to work at Kairos	100%	100%
Students encouraged to do their best	100%	92%

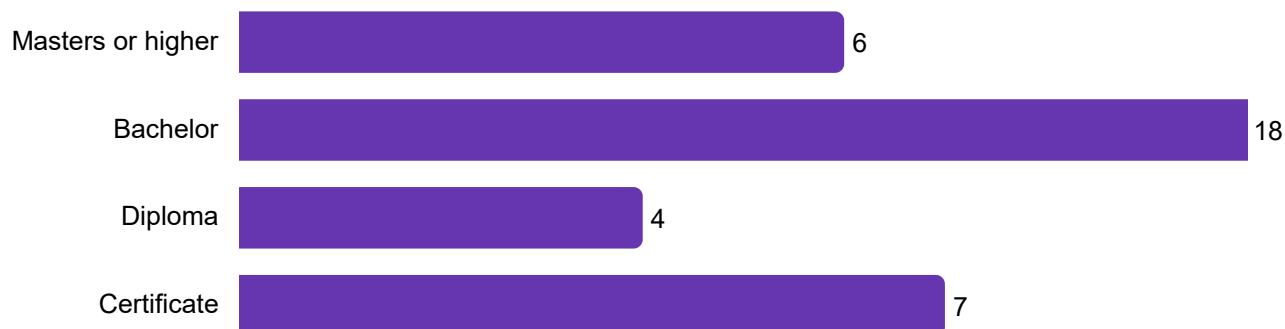
STUDENT SATISFACTION

Percentage of students who agree:	Caloundra	Deception Bay
Educators at Kairos expect me to do my best	95%	87%
My learning needs are being met at Kairos	85%	87%
Educators at Kairos are interested in my wellbeing	85%	83%
Kairos has a strong sense of community	82%	87%

WORKFORCE

In 2025, Kairos Community College employed a total of 37 staff, comprising a blend of full-time and part-time roles. Among these, 18 hold teaching qualifications. The team also includes six business and administration professionals, five youth workers, and eight teacher aides.

CAMPUS STAFF QUALIFICATIONS



STUDENT ATTENDANCE

AVERAGE STUDENT ATTENDANCE

The average student attendance rate for the whole school in 2025 was 93%.



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

- Roll is marked each lesson.
- 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.
- Responses to SMS are recorded. Non-explained absences are then phoned.
- We also have a bus service to pick up students in the wider Deception Bay and Caloundra areas.

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

For more information, visit <https://www.myschool.edu.au/school/51496/attendance/2025>

2025 STUDENT OUTCOMES

OUR GRADUATES ARE READY FOR WHAT'S NEXT

In 2025, every Kairos Year 12 graduate achieved their senior certification, with 100% of QTAC applicants receiving a tertiary offer. Our students continue to thrive across academic, vocational, and career pathways.

29

STUDENTS AWARDED SENIOR EDUCATION PROFILE

6

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

81

VOCATIONAL EDUCATION AND TRAINING (VET) QUALIFICATIONS ATTAINED

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 2025 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.



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