

About Our School

School context

North Geelong Secondary College (NGSC) is a single-campus, academic Year 7–12 college that fosters a creative, caring, and diverse learning environment. At NGSC, students develop into autonomous learners through engaging, intellectually rigorous programs that prepare them for meaningful achievement and active participation in both local and global communities.

The school's core values—Respect, Excellence, Achievement, and Diversity (READ)—are the foundation of all activities and are consistently promoted within the broader school community. NGSC has successfully implemented School-Wide Positive Behaviours (SWPBS) and Respectful Relationships, further reinforcing these values.

Student Demographics & Community

The majority of NGSC students come from Geelong's northern and western suburbs. Due to the school's small designated zone, which includes fewer than 200 secondary-aged students, 83% of the student population resides outside the limited school zone. NGSC is proud to serve a culturally diverse community, with a 2024 enrolment of 967 SRP-funded students and 21 international students. Key demographic insights include:

-
- 79 students with English as an Additional Language (EAL)
 - 33.7% of students from a Language Background Other Than English (LBOTE)
 - 8% of students from a refugee background
 - 4% Aboriginal and Torres Strait Islander (ATSI) enrolment
 - The school's Socio-Educational (SFOE) band is High, indicating a high level of socio-educational disadvantage

NGSC offers a comprehensive EAL program from Year 7 to Year 12, including Multicultural Education Aides (MEAs) who provide classroom support for EAL and refugee-background students. Additionally, the College serves as a campus for the Geelong English Language Centre (GELC), supporting students from other secondary schools in Geelong.

Equity & Support Programs

As a recipient of Equity/Disadvantage funding, NGSC enhances its focus on teaching and learning by:

- Strengthening Literacy and Numeracy intervention programs (e.g., STAR and ACE)
- Integrating ICT across the curriculum
- Investing in teacher and leadership capacity-building
- Running Homework and Tutorial programs

NGSC also maintains a well-resourced Wellbeing Team, including:

- 2.6 Social Workers
- 0.6 ES Wellbeing Assistant
- 1 Sickbay Officer
- 0.4 School Nurse
- 0.4 School Chaplain
- 0.8 Mental Health Practitioner

The STAR (Strive To Achieve Results) Program supports Years 7–8 students who are performing at level but have the potential to exceed expectations. Meanwhile, the ACE (Achieving Core Education) Program targets students performing below expected levels, employing ACE Tutors to provide dedicated support.

The school also ensures:

- Smaller class sizes in Year 7 (average of 22 students per class)
- Small VCE class sizes in subjects such as Physics, Specialist Mathematics, Accounting, and English Literature
- A three-sub-school structure (Junior, Middle, and Senior), each led by a Leading Teacher and an ES Attendance Officer/Sub-school Assistant, overseen by an Assistant Principal

Specialist & Enrichment Programs

NGSC is committed to academic excellence and student engagement through various specialist programs, including:

- Literacy & Numeracy Focus: DET MYLNS Literacy and Numeracy & Victorian High Achievers Student Excellence (VHAPL) programs
- Technology & STEM Initiatives: e-Learning, NAO Robot, Robotics, Drones, STEAM education kits, Arduino Project Kits, 3D printing, and iLeaders programs
- Selective & Accelerated Learning: SEAL (Select Entry Accelerated Learning Program) for high-performing students
- Scholarship Program: Recognizing student achievements and providing enriched learning opportunities
- Excellence in Sports Program: Soccer, Football, and Volleyball
- Performing Arts & Instrumental Music Program
- Student Leadership Program

Additionally, the Homework Club and Library remain open from 8:30 AM to 4:30 PM, ensuring students have access to resources and support.

Senior Pathways & VCE/Vocational Major

The VCE/Vocational Major Program integrates Work-Related Skills and Personal Development, catering to students with kinesthetic learning styles while still providing access to VCE subjects.

International Student Program & Student Wellbeing

NGSC's International Student Program saw a strong rebound in 2023, with enrolments steadily returning to pre-COVID levels. The school also continues to operate a full-time Breakfast Club, serving approximately 150–170 students daily.

Parent & Staff Satisfaction

The 2024 Parent Opinion Survey reported a 77% parent satisfaction rate, exceeding the state average of 72%. Likewise, the Staff Opinion Survey showed a 90% endorsement of the school's collective focus on student learning, significantly surpassing the state average of 73%.

Commitment to Student Success

NGSC remains dedicated to addressing individual student needs by placing them at the center of all decision-making—whether in curriculum design, extracurricular activities, student engagement, wellbeing, values education, leadership, or student agency. The College fosters a strong partnership with parents, working collaboratively to guide students toward success in education and beyond.

Progress towards strategic goals, student outcomes and student engagement

Learning

North Geelong Secondary College's School Strategic Plan (SSP) 2024-2027 was developed following the school's comprehensive review last year. The 2024 Annual Implementation Plan (AIP) prioritizes Teaching & Learning, with a strong focus on improving student outcomes.

The Tutor Learning Initiative (TLI) continued in 2024, further expanding our A.C.E. (Achieving Core Education) and S.T.A.R. (Strive To Achieve Results) programs. These intervention programs are heavily resourced to ensure maximum accessibility for students requiring additional support.

Academic Performance & Curriculum Development

A new Differentiation Model, G.R.O. (Gain, Reflect, Optimize), was introduced to support students performing below, at, and above the expected standard. Staff also focused on refining NGSC's instructional model, incorporating Hattie's Visible Learning, Gradual Release strategies, and High Impact Teaching Strategies (HITS) to establish a consistent and well-documented curriculum for Years 7-10.

Teacher judgments of student achievement in English and Mathematics indicated that results were lower than the state average and below similar schools. In response, the English and Mathematics KLA Leaders, alongside curriculum and leadership teams, have strengthened efforts in:

- Implementing consistent assessment strategies
- Moderating Year 7-10 student work to ensure uniform evaluation standards
- Enhancing Professional Learning opportunities for staff
- Ensuring that the documented curriculum is audited and updated to follow Victorian Curriculum 2.0 and the new G.R.O. model
- Expanding curriculum time to extend student learning, particularly within the S.E.A.L. (Select Entry Accelerated Learning) program

Literacy & Intervention Programs

To strengthen literacy outcomes, the College engaged Kath Kokkidas, a Literacy Consultant, to conduct a full audit of the English curriculum, observe classroom practices, and collaborate with the leadership team to drive improvements.

The A.C.E. intervention program was further expanded, ensuring classes were fully resourced and effectively utilized to support students needing targeted assistance. An ACE coordinator was also added to oversee the program

Elite Sports & Performing Arts Expansion

The E.I.S. (Excellence in Sports) Volleyball, Soccer, and Football programs continue to thrive, supported by elite coaches such as:

- Tom Lonergan (Premiership-winning Geelong AFL player, former Geelong Falcons Manager, and current Carlton Assistant Coach)
- Steve Lustica (Western United player)
- Rob Struabe (State Volleyball coach and Geelong Volleyball legend)

The E.I.S. program is structured to align with the Victorian Curriculum, ensuring that student-athletes not only excel in sports but also receive the necessary Literacy and Numeracy support to succeed academically.

Furthermore, the Performing Arts program expanded with the introduction of VET Music at NGSC for the first time, providing students with industry-focused training and qualifications in the music sector.

2024 NAPLAN Results

Reading:

- Year 9: 54% of students were in the "Strong or Exceeding" category, outperforming similar schools (50%).
- A 12.6% improvement was observed in Reading for students transitioning from Year 7 to Year 9.

Numeracy:

- Year 7: 64% of students placed in the top three bands, well above similar schools (50%) and the state average (62%).
- Year 9: 48% of students achieved in the top three bands, falling below the state average (59%) and similar schools.
- In response, the school assessed all Year 9 students together and emphasized the importance of NAPLAN testing, ensuring students understand how this data informs their learning progress.

2024 VCE & Vocational Major Results

NGSC's VCE mean study score improved in 2024 and was above similar schools (26.13) and the state average (28), though slightly lower than in 2023.

- 100% of students successfully completed their VCE.
- The Victorian Certificate of Education Vocational Major (VCE VM) achieved a 99% completion rate.
- 26% of students undertook the Vocational Major, with a 100% completion rate, outperforming similar schools (95%).

These results are a testament to the dedication of teachers across all year levels, ensuring students receive ongoing support and preparation for their final exams. Classes for Unit 3-4 students remained open until exams, providing a structured environment for revision and teacher guidance.

Notably, this cohort's Year 9 NAPLAN results in 2020 were not particularly strong, highlighting the effectiveness of NGSC's intervention programs and long-term academic strategies in supporting student growth.

Wellbeing

The Student Attitudes to School Survey (AtoSS), conducted annually for Years 7–12, measures various aspects of student experience, including Sense of Connectedness and Management of Bullying.

Student Connectedness & Well-being Data

- In 2024, 53% of students reported a positive Sense of Connectedness, outperforming the state average of 45.3%.
- The Management of Bullying factor showed 52% positive endorsement, compared to 47% in similar schools and 46.6% statewide (2022 data).

These promising results reflect the impact of NGSC's Berry Street Model, Respectful Relationships initiative, and School-Wide Positive Behaviour Support (SWPBS).

To further develop SWPBS, the school introduced:

- Dedicated whole-school meeting time twice per term for all staff
- A structured, school-wide approach called "Improving Classroom Systems", enhancing consistency in classroom management. This was implemented by all staff.

Additionally, strategies to improve Student and Learner Agency have been further embedded through leadership opportunities, including:

- Year Level SRC (Student Representative Council)

- School Captains
- Sports Houses leadership
- iLeaders Program
- "Be Bold, Be Heard" Initiative

These initiatives continue to strengthen school culture, reinforcing a sense of belonging for all students, regardless of their diverse backgrounds.

Student Well-being & Support Services

In 2024, NGSC continued its commitment to student well-being by employing a comprehensive team of professionals, including:

- 2 full-time Psychologists/Social Workers
- 0.4 FTE School Nurse
- 0.4 FTE School Chaplain
- 1.0 FTE Youth Worker
- 0.8 FTE Student Support Services Officer (SSSO)
- 0.8 FTE Mental Health Practitioner
- Doctors in Schools Program

Additionally, a 0.4 FTE Catholic Care Counsellor provided targeted support for refugee-background students and their families.

The Student Well-being Team worked closely with the Student Management Teams to address the increased mental health challenges post-COVID. These teams include:

- Sub-School Leaders
- Year Level & Assistant Year Level Coordinators
- Home Group Teachers
- Sub-School Assistants
- Principal Class Officers

This collaborative approach has been instrumental in maintaining and, in some cases, improving student engagement and well-being.

Positive School Culture & Behavioural Improvements

- Positive Green Entries, Student Support Group (SSG) meetings, and proactive home-school communication increased in 2024, further strengthening relationships between students and staff.
- Suspensions decreased by nearly 50% across most categories compared to 2023, reflecting the success of the school's supportive behaviour strategies. These figures are now returning to pre-COVID levels.

Support for Students with Disabilities (PSD Program)

- All students in the Program for Students with Disabilities (PSD) had Individual Education Plans (IEPs), supported by Student Support Group (SSG) meetings to monitor progress.
- In 2024, the school successfully completed 31 Disability Inclusion Profiles (DIPs), with 28 approvals, ensuring tailored support for eligible students.

Engagement

Attendance and Student Engagement

In 2024, student attendance improved by an average of one day per student compared to the previous year. Attendance was 18.11 average absence days per student and was below the state mean. Despite post-pandemic recovery efforts, statewide attendance levels have declined, raising concerns across the education sector. Recognizing this trend, NGSC is committed to implementing targeted attendance improvement strategies to ensure students remain engaged in their learning.

The school continued to build on its key strengths, including student well-being programs, student voice, and learner agency, in alignment with the School Strategic Plan (SSP) and Annual Implementation Plan (AIP).

NGSC's structured Student Management and Well-being framework supported these efforts through:

- Junior, Middle, and Senior Sub-Schools, each led by an Assistant Principal and a Leading Teacher.
- A team of Year Level Coordinators, Well-being staff, and external providers offering student support.
- Comprehensive Well-Being Services, including:
 - Two Social Workers
 - Mental Health Practitioner
 - Doctors in Schools Program
 - School Nurse & Chaplain
 - Sub-School Assistants & Attendance Officers
 - External support services, including The Geelong Project, BCYF/MELI, Emerald Tree Counselling, and allied health professionals linked to individual students' NDIS plans.

In 2024, NGSC maintained a strong focus on vulnerable and at-risk students, particularly those with high levels of anxiety and mental health challenges. To further support student well-being, the school introduced two new initiatives:

1. A Social Skills Program
2. An Art Therapy Program

The school also offers 25 different lunchtime activities, with many staff members voluntarily coordinating these programs. These include:

- Anime Club, Chess, Dungeons & Dragons, Coding, Gaming, Computer Building, and Philosophy
- Sports clubs for Volleyball, Soccer, and Football

Student Voice, Agency, and Leadership

The school experienced a 20% increase in well-being entries, reflecting an increase in student-reported mental health incidents. However, student leadership initiatives such as the Multicultural Appreciation Club and Be Bold Be Heard (BBBH) program continued to drive positive student voice and agency.

- Be Bold Be Heard (BBBH) is a Community of Practice (CoP) led by NGSC.
- The program hosted forums and activities aimed at enhancing student engagement.
- Students from various Geelong secondary schools, including non-government schools, participated in these forums, discussing issues and proposing solutions to improve school environments—particularly for Middle Years female students.

The Sub-School Assistants played a key role in improving student attendance and engagement, working closely with:

- Parents/guardians (daily contact for students at risk of non-attendance).
- Student Management and Well-being Teams will provide individualized support for at-risk students.

Encouragingly, student voice and agency improved from 42% to 45%, as identified in the school review. While students have ample opportunities to express their voice, further work is required to enhance student agency in learning.

Pathways, Careers, and Post-School Transitions

In 2024, 60% of students in Years 10–12 progressed to further studies, reinforcing the school's strong focus on career pathways and post-school success. Additionally, 100% of students successfully transitioned into either further study or full-time employment.

Key initiatives contributing to this success included:

- Continued employment of an SBAT (School-Based Apprenticeship and Traineeship) Coordinator.
- A collaborative approach with the Newstart team, working alongside the Careers and Pathways Team to increase school-based apprenticeships.
- A refined Pathways Counselling Process, where:
 - Students, parents, and career counsellors collaborate on subject selection.
 - Parents/carers attend a final counselling session to guide students into suitable pathways.

This structured approach has resulted in:

- Better subject selection aligned with students' interests and prerequisites.
- Improved VCE results due to better course alignment.
- All Year 10–12 students successfully transitioning into apprenticeships, further studies, or sustainable employment.

Other highlights from the school year

In 2024, North Geelong Secondary College maintained its strong VCE results, reflecting its commitment to consistent academic growth and student success. While we take immense pride in these achievements, our dedication extends beyond academics—we strive to foster a respectful, engaged, and inclusive school community.

This commitment is evident in our diverse curricular and extracurricular programs, which provide students with opportunities to excel academically, socially, and personally.

Academic Competitions and Student Enrichment

Students actively showcased their academic talents by participating in Mathematics, Science, and English competitions, demonstrating excellence beyond the classroom.

- Debating remained a key focus, with NGSC teams competing against government and private schools across Geelong, reinforcing our students' critical thinking, public speaking, and teamwork skills.
- With increased interschool games across our three E.I.S. competitions, interschool sports flourished, further enriching the school's vibrant sporting culture.

Performing Arts and Cultural Celebrations

The Performing Arts program thrived in 2024, featuring:

- A highly successful musical concert showcased the exceptional talents of our students.
- An expanded instrumental music program, culminating in introducing VET Music, will be offered for the first time in 2025.

One of the year's most anticipated events, the NGSC Multicultural Day celebration, was once again a resounding success. This year's event featured:

- Vibrant student performances celebrating cultural diversity.
- The largest multicultural parade in the school's history reinforces the inclusivity and unity that define NGSC.

Student Well-Being and Leadership Development

In 2025, NGSC will launch "Connect", a long-anticipated pastoral care program designed to support students' personal growth and well-being. Years in the making, this program has come to fruition after overcoming scheduling challenges, ensuring students receive holistic support to develop into well-rounded individuals.

Additionally, students participated in outdoor education and leadership camps across multiple year levels (Years 7, 9, 10, and 12), offering invaluable opportunities to build resilience, teamwork, and leadership skills.

A highlight of the year was the RACV Energy Breakthrough HPV camp in Maryborough, where students combined sporting excellence with leadership development, further reinforcing our commitment to experiential learning and persona

Financial performance

In 2024, the school achieved a net operating surplus, which has been strategically allocated to programs and initiatives designed to enhance student learning, upgrade facilities, and expand support services. A substantial portion of the funding has been directed towards school improvements, including upgrades to buildings, grounds, and sporting facilities, as well as the provision of essential learning materials.

To support student engagement and development, school-based programs such as Excellence in Sports (Soccer, Football, and Volleyball), Chaplaincy, Youth Work, the Advance HPV Program, and the Sickbay Officer have received dedicated funding. Additionally, the school has prioritized innovative literacy and numeracy programs, including ACE and STAR, to drive student achievement. Investment in the Disability Inclusion (DI) initiative has facilitated the employment of a DI Leader, DI Learning Specialist, DI teaching staff, DI assistants, and ES classroom support staff, ensuring an inclusive and supportive learning environment for all students.

Equity Funding has been allocated to the STAR and ACE literacy and numeracy programs, professional development initiatives to strengthen teacher capacity, and the EAL program, including a targeted EAL transition initiative and the employment of Multicultural Education Aides (MEAs). The school has also reinforced its sub-school structure, comprising Junior, Middle, and Senior sub-schools, each supported by dedicated Leading Teachers, Sub-School Leaders, and PCOs to enhance student guidance and support.

Additional funding has enabled the expansion of essential services, including a full-time School First Aid Officer, ES Librarians providing continuous library support from 8:30 AM to 4:30 PM, an expanded Instrumental Music Program, and a Youth Worker. Support has also been allocated to excursions for the International Student Program, enriching student experiences beyond the classroom.

Infrastructure improvements have been a key focus, with funding directed towards completing an Outdoor Education Teaching Area, the Yarning Circle/Teaching Area, and structural enhancements in the C Wing. Additional refurbishments have been undertaken in the Technology Wing. Ongoing maintenance efforts have included upgrades to synthetic courts, the asphalt driveway, downball courts, table tennis tables, and the school oval's watering system.

These strategic investments reflect the school's unwavering commitment to delivering high-quality education, enhancing infrastructure, and fostering student well-being, ensuring every student has access to a supportive and enriching learning environment.

**For more detailed information regarding our school please visit our website at
<https://ngsc.vic.edu.au/>**

