GOAL COLLEGE

Growth • Opportunity • Active • Learning

2023

ANNUAL SCHOOL REPORT

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1. SCHOOL CONTEXT

The College was established in 2015 to provide a pathway to success for students who are looking for a way to do school differently. We offer Year 11 and 12 (Stage 6) courses that allow our students to graduate with an HSC qualification alongside Vocational and industry-based qualifications that are useful for employment – for example, a Certificate 3 in Sport and Recreation, and a Certificate 3 in Business, or a Certificate 3 in early Childhood Education.

GOAL college is a diverse school, with Australian First Nations students making up 11%, and Pasifika students comprising 10% of all enrolments. Geographically students enrol from all over greater Sydney and increasingly relocating from regional and rural areas, and from interstate to Sydney, to complete Years 11 and 12 at our College.

We are proudly non-ATAR, and believe in achieving a balance for every student between developing critical life and work skills, along with academic study. All of our sports students complete volunteering, working in primary schools to deliver free sporting clinics for students aged 4-12 years, and all students complete workplace internships, working in many different industries to develop their skills, talents and personal strengths. Despite being a non-ATAR HSC program, many of our graduates proceed directly into University degree programs, on the basis of their successful completion of our program.

We are incredibly proud of the outcomes out students achieve. We maintain an extremely high rate of both retention from year 11 to year 12 and of HSC completion for students who begin Year 12 with us (99% over the last 8 years). A small number of our enrolled students leave us in year 11, but all of these have a pathway to full time work, apprenticeships, other schools or full-time sporting careers. We are proud that we take the time to ensure every student who enrols with us has a pathway that is personally fulfilling.

The majority of students at GOAL have an interest in and are motivated by sport, and most play sport weekly outside of school. Some of students compete at elite level, but high-level sporting ability is not a prerequisite to attend the College. In 2024 we will be expanding our offering to include distance education for Australian students who are engaged in sports academies overseas, and enrolling our first cohort of students who will specialise in Early Childhood Education.

The College enrols students with a wide range of abilities and strengths, both in sport and in academic learning. We are immensely proud of the academic, sporting, life and volunteering outcomes our students achieve.

Our vision and the measure of our success in achieving the vision is encapsulated below.

Our students

- Believe in their personal value, and know they can learn
- Are treated with respect and treat others with respect
- Become skilled and connected, and sure of their direction after graduation.

Our parents

- See their children succeed
- Know their children are happy
- Have confidence their children are respected and supported.

Our staff

- Love their work and know they are making a difference
- Know they are trusted to make decisions in the best interests of our students
- Feel empowered to be creative and do things differently

Our College strives to build our students' capacities within our system of core (TRIPLE) values:

Tenacity: Accepting challenges and making personal improvements

Resilience: Persisting in tough times, and believing in the capacity to learn and grow

Integrity: Being honest and reliable, and striving for excellence

Professionalism: Representing GOAL College and our partners with respect and maturity

Leadership: Setting goals, making decisions and taking positive action to influence others

Empathy: Building positive relationships and assisting others to achieve

Commitment to Child Safety

GOAL College is committed to child safety. We want all of our students to be safe, happy and empowered.

We support and respect all children, as well as our staff and volunteers.

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our policies and procedures. We have legal and ethical obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.

GOAL College is committed to the cultural safety of Australian First Nations children, the cultural safety of children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

We have specific policies and procedures in place that support our board members, staff and volunteers to achieve these commitments.

2. OUTCOMES and RESULTS

Standardised literacy and numeracy testing

GOAL College does not participate in NAPLAN as we are a senior secondary school.

All students at GOAL College are assisted to achieve the minimum standard in Reading, Writing and Numeracy in order to attain their HSC.

In 2023, 61 individual students (47% of enrolments) had not met this requirement when they enrolled with us into Year 11.

Of these 61 students, 33 had not achieved the Numeracy minimum standard, 26 had not achieved Reading, and 50 had not achieved the Writing minimum standard.

60 of the 61 students had attained the minimum standard in all three areas before completing Year 12. One student achieved the standard in reading and numeracy but not writing.

Senior Secondary Outcomes

In 2023, 100% of Year 11 and Year 12 students participated in vocational (VET) training as part of their HSC.

Qualification	Number completed	Percentage of cohort completed
Cert III Sport and Recreation (Year 12)	114	88%
Cert III Business (Year 12)	113	87%

Qualification	Number completed	Percentage of cohort completed
Year 11 Completion	120	100%
Year 12 Completion	129	100%
HSC attainment	128	98%

Student completion of courses

100% of enrolled students in the Year 12 cohort completed Year 12 in 2023.

98% of enrolled students in the Year 12 cohort gained an HSC in 2023.

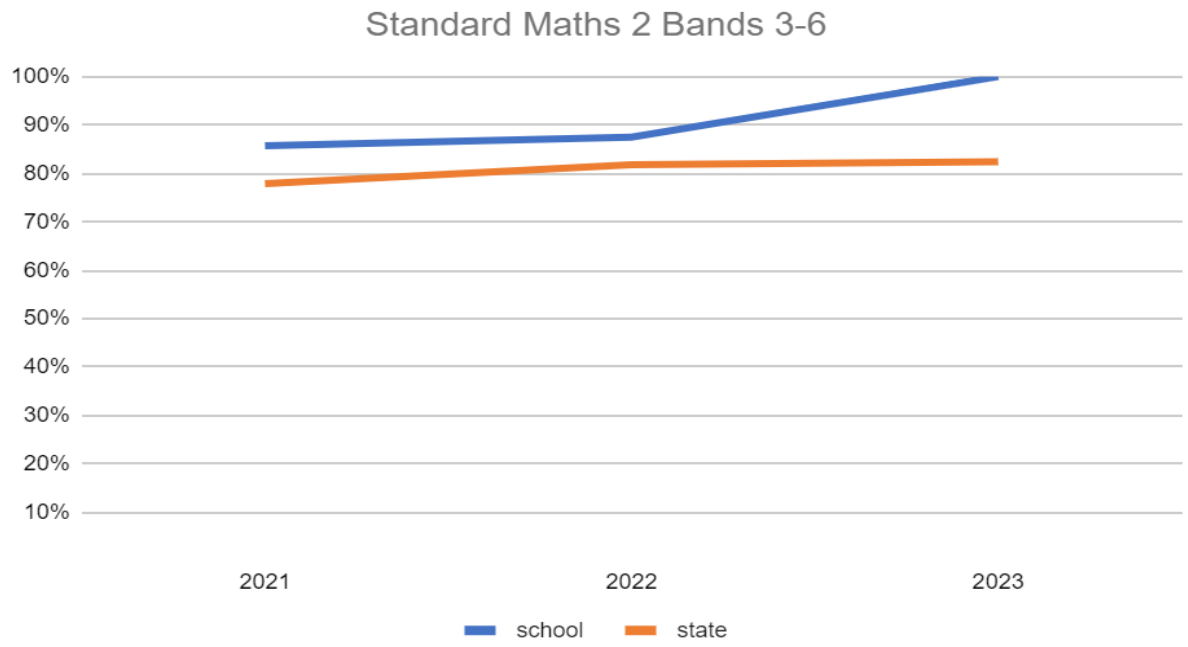
87% of enrolled students in the Year 12 cohort at census date completed the full requirements of their VET courses (Business Certificate III and Sport and Recreation Certificate III) in 2023.

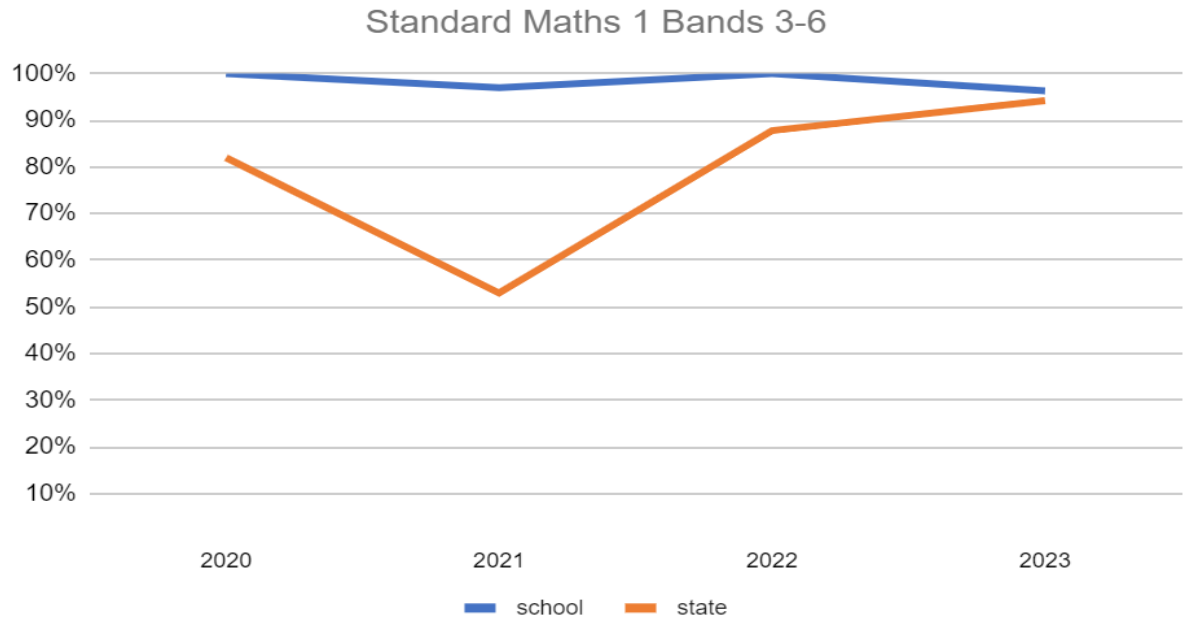
Higher School Certificate Band Results 2021-2023

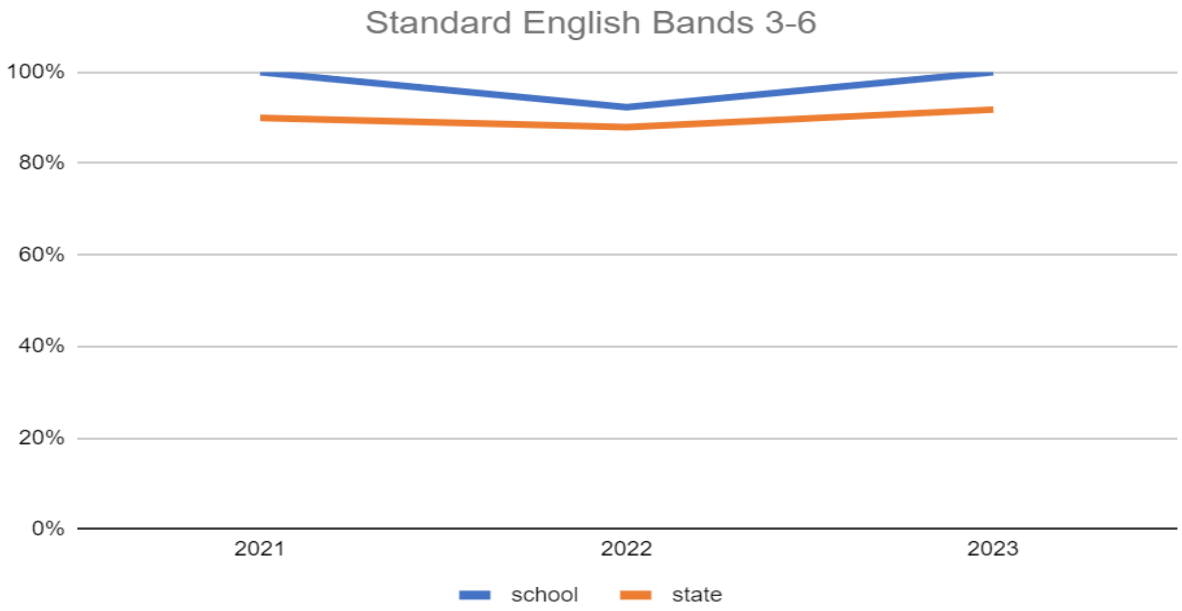
In 2023 GOAL College achieved its best results in PDHPE and the Business Services examination, and achieved 100% of students at **Bands 3-6** in English Standard and Mathematics Standard 2 (18% better than the state results for Maths 2). We also achieved above the state percentages for Bands 3-6 in each of Standard English, Standard Maths 1 and Standard Maths 2.

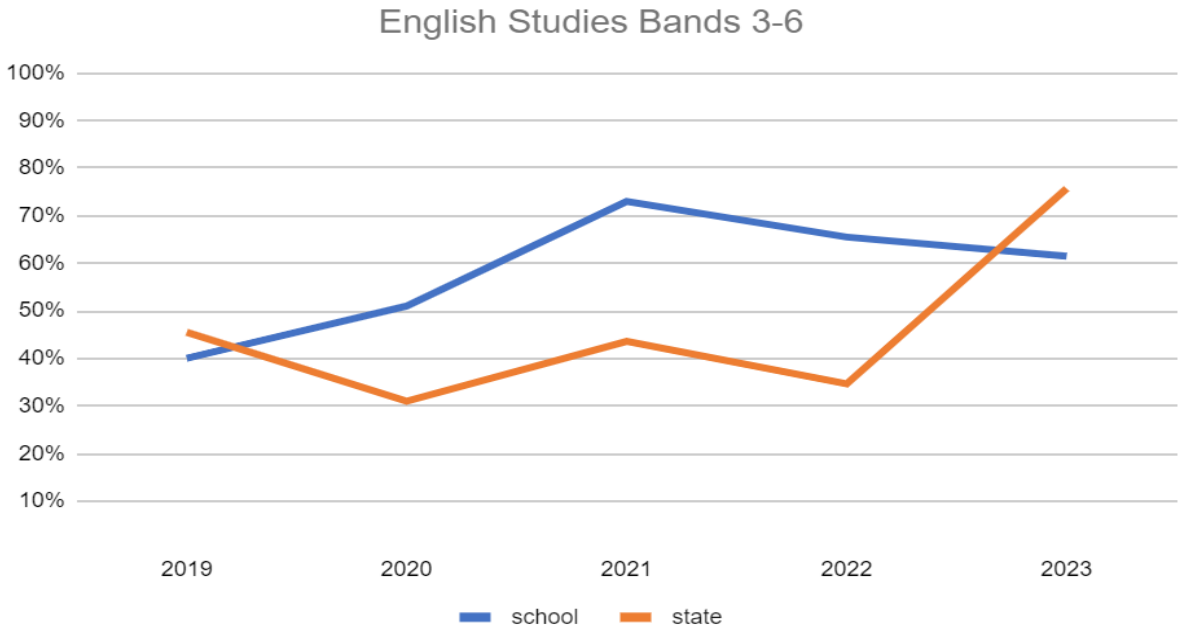
Subject	Year	No. of students	Bands 3-6	Bands 1-2
Business Services	**2023**	**36**	**School: 91.7% State: 94.15%**	**School: 8.3% State: 5.85%**
	2022	21	School: 85.7% State: 91.7%	School: 14.3% State: 8.3%
	2021	76	School: 67.1% State: 71.8%	School: 32.9% State:28.2 %
English Studies	**2023**	**39**	**School: 61.5% State: 75.7%**	**School: 38.5% State: 24.3%**
	2022	29	School: 65.5% State: 34.6%	School: 34.5% State: 65.4%
	2021	78	School: 73.1% State: 56.4%	School: 26.9% State: 43.6%
Standard English	**2023**	**26**	**School: 100% State: 91.8%**	**School: 0% State: 10.2%**
	2022	13	School: 92.3% State: 88.0%	School: 7.7% State: 12%
	2021	5	School: 100% State: 90%	School: 0% State: 10%
Standard Maths 1	**2023**	**27**	**School: 96.3% State: 94.2%**	**School: 3.7% State: 5.8%**
	2022	10	School: 100% State 87.8%	School: 0% State: 12.2%
	2021	30	School: 96.7% State: 54%	School: 3.3% State : 46%
Standard Maths 2	**2023**	**13**	**School: 100% State: 82.4%**	**School: 0% State: 17.6%**
	2022	8	School: 87.5% State 81.8%	School: 12.5% State: 18.2%
	2021	7	School: 85.7% State: 77%	School: 14.3 % State: 22.1%
PDHPE	**2023**	**128**	**School: 61.7% State: 89.7%**	**School: 38.3% State: 10.3%**
	2022	81	School: 42.4% State: 79.9%	School: 57.3% State: 20.1%
	2021	116	School: 44% State: 85.7%	School: 56% State: 14.3 %

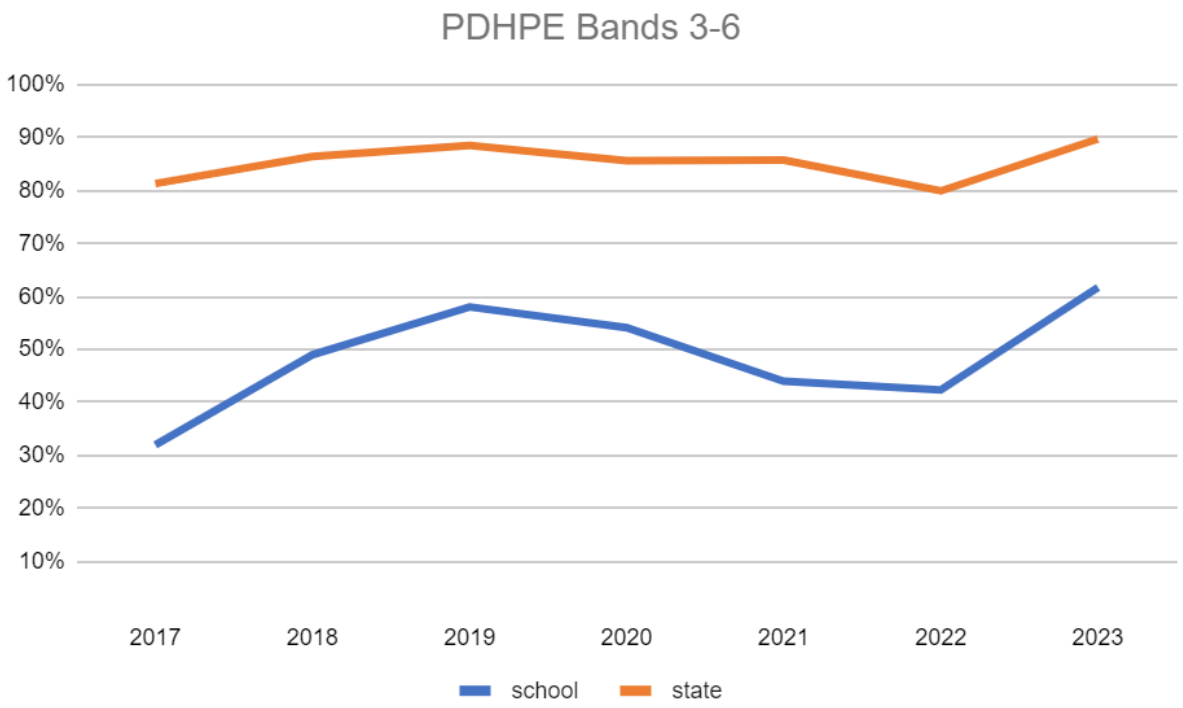
HSC Band results over time - Graphs





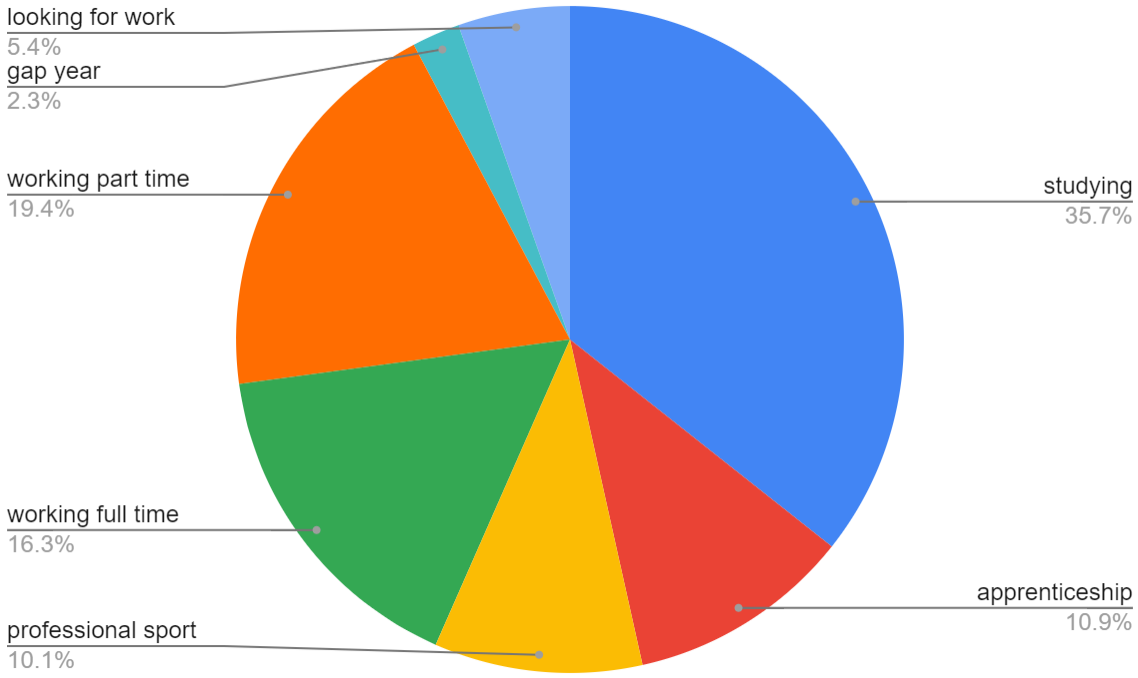

Standard English Bands 3-6
100%
80%
60%
40%
20%
0%
2021
2022
2023
school
state


English Studies Bands 3-6
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
2019
2020
2021
2022
2023
school
state



Post school destinations – 2023 graduates

99% of 2023 graduate students responded to the post destination survey conducted in December 2023.



3. STAFFING

Teacher Accreditation 2023

Level of Accreditation	Number
Conditional	0
Provisional	2
Proficient Teacher	19
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
TOTAL	**21**

Workforce Composition 2023

School Staff	Number
Teaching staff	21
Full time equivalent teaching staff	20.4
Non-teaching staff	10
Full time equivalent non-teaching staff	7.4
Aboriginal and Torres Strait Islander staff	2

4. ATTENDANCE

2023 Year Level	Attendance Rate
11	88.3%
12	89.4%
All students	88.9%

- Students are expected to attend class every day that instruction is given. Students are required to make contact with their teacher on the day that they are reporting that they will be absent from class (parents/carers may make contact on behalf of students where appropriate, eg serious illness and injury).
- Teachers will attempt to contact students directly when a student is absent and no notice of absence has been provided.
- In the case of an unexplained absence or where students can not be contacted, staff will make contact with the student's family for an explanation of the absence.
- Students absent for an extended period of time (e.g. illness, sport commitments) will be provided with work. Teaching staff will liaise with the Principal to make arrangements with students and their families. Regular contact will be made with students who are absent for extended periods.
- Where student attendance falls below 80%, the parent/carer will be contacted and a plan will be developed to best support the student in improving their attendance.
- In the case that a student ceases to attend class and no contact can be made with the student, College staff will contact the student and their parent/carer to attempt to convene a meeting. The purpose of the meeting is to have the student recommence class or confirm their new destination. In instances where a meeting cannot be arranged, this process may be facilitated via phone calls, text messages, emails, online meetings and letters.
- Where the destination of a student below 17 years is unknown, a NESA liaison officer will be notified of the student's full name, date of birth, last known address, last date of attendance, parents' names and contact details, an indication of possible destination, other information that may assist officers to locate the student and any known occupational health and safety risks associated with contacting the parents or student.

5. POLICIES

A variety of important policies are publicly available on our GOAL College website: https://www.goalcollege.nsw.edu.au/about/policies/

Included on the website are the following policies:

Child Protection Policy: https://www.goalcollege.nsw.edu.au/wp-content/uploads/2024/01/GOAL-College-Child-Protection-Policy.pdf

Anti-Bullying Policy: https://www.goalcollege.nsw.edu.au/wp-content/uploads/2024/01/GOAL-College-Anti-Discrimination-Harassment-Bullying-Policy.pdf

Discipline Policy: https://www.goalcollege.nsw.edu.au/wp-content/uploads/2024/01/GOAL-College-Discipline-Policy.pdf

Reporting Complaints and Concerns Policy: https://www.goalcollege.nsw.edu.au/wp-content/uploads/2024/01/GOAL-College-Raising-Concerns-and-Complaints-Policy.pdf

Enrolment Policy: https://www.goalcollege.nsw.edu.au/wp-content/uploads/2024/01/GOAL-College-Enrolment-Policy.pdf

6. STAKEHOLDER SATISFACTION

TEACHERS

The maximum score in a category is 100%.

QUESTIONS 2023 – STAFF ***PERCENTAGE RESPONSE (of all staff): 100%***	**2023**	**2018 TALIS**	**2018 TALIS**
Percentage of staff answering "Strongly agree" or "Agree".	**GOAL COLLEGE**	**Australia[1]**	**International Average**
All in all I am satisfied with my job.	100	90	90
In this school, teachers and students usually get on well with each other.	100	97	96
Most teachers in this school believe that students' well-being is important.	100	99	96
Most teachers in this school are interested in what students have to say.	100	96	92
If a student from this school needs extra assistance, the school provides it.	100	94	92
I would recommend my school as a good place to work.	100	84	83
Staff in this school are well respected by the Principal	100	NA	NA
My personal values are a good fit with the values of this school	100	NA	NA
I feel safe and comfortable working at this school	100	NA	NA

[1] TALIS 2018, The Teaching and Learning International Survey, Australian Report, Volume 1 - https://research.acer.edu.au/cgi/viewcontent.cgi?article=1006&context=talis

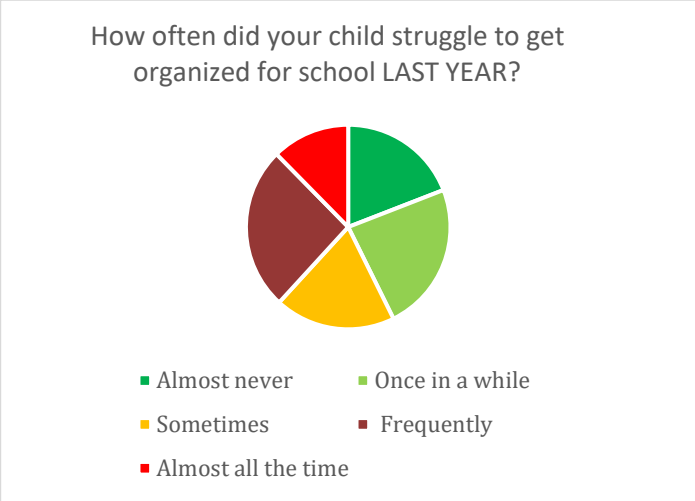
PARENTS

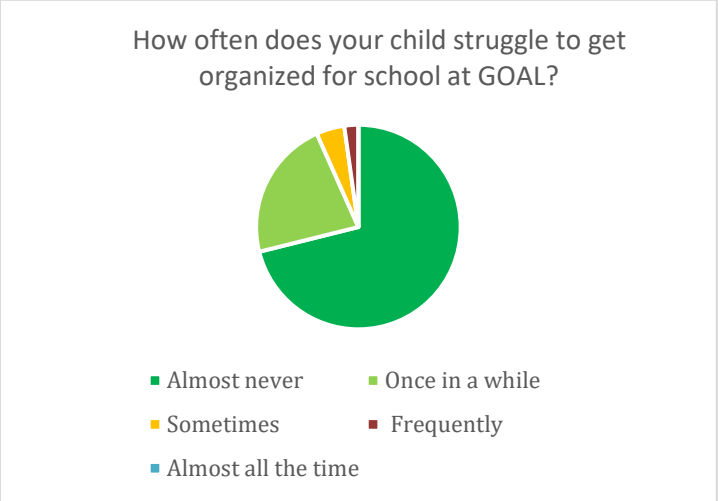
The maximum score in a category is 1.

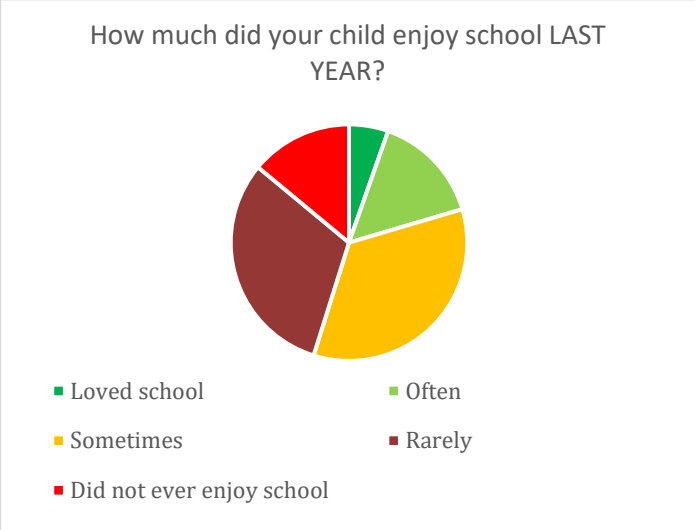
QUESTIONS 2023 – PARENTS	2020		2021		2022		2023	
PERCENTAGE RESPONSE (of school population)	***64%***		***82%***		***86%***		***78%***	
Measure what Matters	**SCORE**	**AVG**	**SCORE**	**AVG**	**SCORE**	**AVG**	**SCORE**	**AVG**
OVERALL SCHOOL SCORE AVERAGE: MAXIMUM SCORE IS 1		**0.85**		**0.86**		**0.86**		**0.81**
relationships		**0.83**		**0.86**		**0.84**		**0.83**
How respectful are teachers to students at GOAL College?	0.91		0.92		0.90		0.89	
How well does GOAL College consider the individual needs of students?	0.87		0.89		0.86		0.85	
How strong are the relationships between your child and his/her teachers at this school?	0.80		0.84		0.82		0.80	
How comfortable does your child feel asking questions in class?	0.75		0.80		0.79		0.78	
responsiveness		**0.88**		**0.87**		**0.87**		**0.84**
How quickly do staff at this school respond to questions from parents?	0.87		0.80		0.87		0.76	
How satisfied are you with the overall quality of teaching at GOAL?	0.94		0.94		0.91		0.91	
How well does GOAL College meet its objectives?	0.85		0.87		0.86		0.84	
How well does GOAL College meet your child's needs?	0.85		0.87		0.85		0.85	
facilities		**0.71**		**0.73**		**0.72**		**0.68**
Are the facilities at GOAL College what you expected?	0.71		0.73		0.72		0.68	
overall satisfaction		**0.94**		**0.92**		**0.92**		**0.90**
How satisfied with GOAL College are you?	0.93		0.93		0.93		0.92	

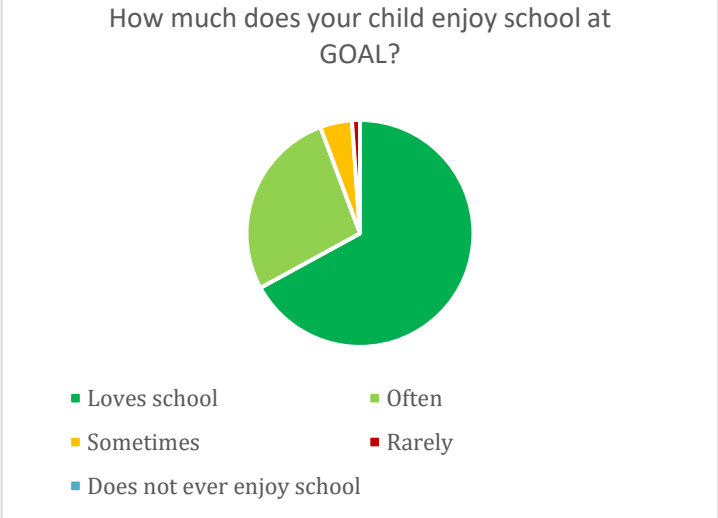
How likely are you to recommend GOAL College to other families?	0.89		0.94		0.91		0.88	
Net Promoter Score (NPS) - parents[2] ***A score above zero is considered 'good', >50 is 'excellent', and >70 is considered 'world class'.***		**64**		**82**		**71**		**72**

Summary of parent/carer questions specific to Year 11 students









[2] *Sourced from a single 'NPS question' in Parent MWM Survey (ie. 'would the promoter recommend ….'); scored over a range of -100 to +100,* ***where a positive score above zero is considered 'good', >50 is considered 'excellent', and >70 is considered 'world class'.*** https://www.questionpro.com/blog/nps-considered-good-net-promoter-score/

STUDENTS

The maximum score in a category is 1.

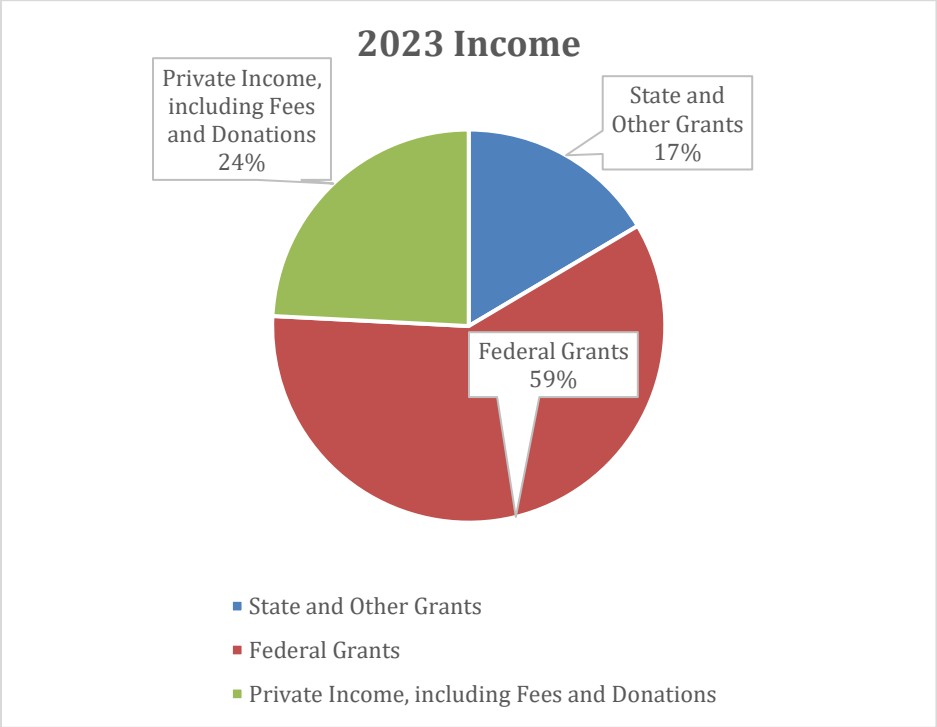
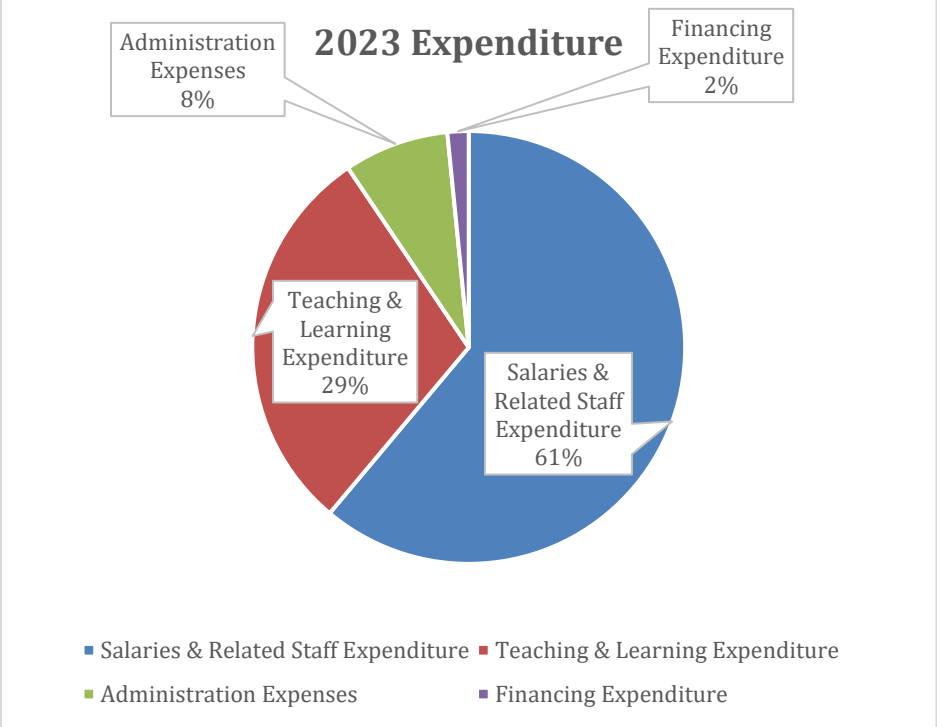
*Note: Questions marked with an * have had the scores reversed to show the outcomes in a way that is consistent with all other questions, and to allow averages to be calculated.*

	QUESTIONS 2023 – STUDENTS	2020		2021		2022		2023	
	PERCENTAGE RESPONSE (of school population)	**94%**		**81%**		**90%**		**85%**	
	Measure what Matters: MAXIMUM SCORE IS 1	**SCORE**	**AVG**	**SCORE**	**AVG**	**SCORE**	**AVG**	**SCORE**	**AVG**
TOTAL	**OVERALL SCHOOL SCORE**		0.86		0.88		0.86		0.86
CATEGORY	**What I learn**		0.86		0.87		0.88		0.86
	I am learning new information (things I know)	0.89		0.90		0.90		0.90	
	I am learning new skills (things I can do)	0.89		0.89		0.91		0.91	
	I enjoy what I am learning	0.81		0.84		0.85		0.82	
	I am confused about what I am learning[3]	0.83		0.84		0.86		0.84	
	What I am learning is valuable or important	0.87		0.88		0.89		0.87	
	I get opportunities to solve problems that matter	0.87		0.88		0.88		0.85	
CATEGORY	**How I am assessed**		0.92		0.93		0.92		0.92
	I know how my learning will be assessed	0.88		0.90		0.93		0.89	
	The way I am assessed is fair	0.94		0.96		0.93		0.94	
	It is more important to understand what I am learning than to memorise answers	0.93		0.93		0.92		0.93	
CATEGORY	**How I learn**		0.87		0.88		0.88		0.88
	I get opportunities to work with others	0.91		0.92		0.93		0.93	
	I have enough time to think in class	0.87		0.91		0.89		0.87	

[3] The results of this question are reversed in order to calculate percentages. The actual score for this question in 2023 was 0.16

	I understand what I have to do to improve	0.91		0.92		0.92		0.90	
	I try again when I get something wrong	0.88		0.88		0.88		0.88	
	I want to give up because I do not understand what I am learning[4]	0.81		0.82		0.79		0.88	
	I ask for help when I need it	0.87		0.87		0.86		0.84	
CATEGORY	**Goal setting**		0.77		0.81		0.77		0.77
	I set goals for myself	0.76		0.83		0.77		0.75	
	My teacher sets goals for me	0.76		0.77		0.76		0.75	
	I plan my work to meet my goals	0.78		0.85		0.76		0.74	
	I achieve my personal goals	0.79		0.78		0.80		0.83	
CATEGORY	**Relationships**		0.89		0.91		0.90		0.89
	I feel confident to ask my teacher questions	0.89		0.91		0.90		0.88	
	My teacher understands how I learn	0.85		0.87		0.86		0.84	
	My teacher knows the subject content really well	0.96		0.97		0.94		0.94	
	My teacher tries to help me	0.95		0.95		0.92		0.93	
	I am happy at school	0.81		0.87		0.82		0.87	
CATEGORY	**Classroom climate**		0.82		0.85		0.79		0.83
	My teacher is usually fair in dealing with behaviour issues in the class	0.85		0.90		0.84		0.87	
	It is hard for me to concentrate and work in class because of other students[5]	0.79		0.79		0.75		0.78	

[4] The results of this question are reversed in order to calculate percentages. The actual score for this question in 2023 was 0.12.

[5] The results of this question are reversed in order to calculate percentages. The actual score for this question in 2023 was 0.22

7. FINANCIAL INFORMATION