

**ANNUAL
REPORT
2024**



 **NORTH ACADEMY**

Acknowledgement of Country

North Academy acknowledges the Traditional Custodians of country throughout Australia, and recognise their continuing connection to land, sea and community. We pay respect to their traditions, culture, aspirations and Elders past, present and emerging.

Diversity Statement

North Academy values diversity, inclusion and progression. We are committed to providing a workplace that welcomes people from all backgrounds, cultures, genders, age and orientation.



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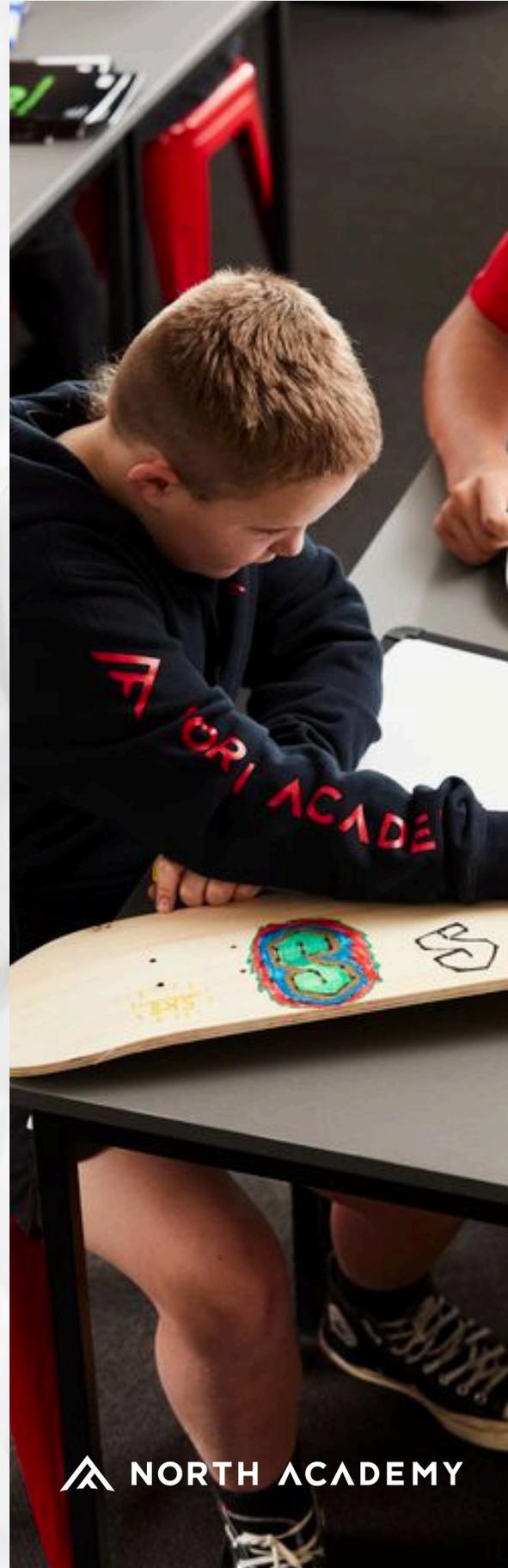
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CHAIR'S REPORT

It is with great pride and a deep sense of achievement that I present this report as Chair of the Board for North Academy, reflecting on our second year of operation.

This year marks an exciting period of growth and development for the school, and I see meaningful and visible change in the lives of the students in our care. The progress we witness reaffirms the importance of our mission and the value of the work we do each day.

One of the most significant enablers of our success is the continued support of Allambi Care. The availability of their wraparound services plays a vital role in meeting the diverse and complex needs of our students. I am grateful that Allambi Care's therapeutic model of care translates so effectively into our educational setting, helping to create a safe and nurturing environment.

We implement our strategic goals with purpose, and this year we secure approval to deliver Year 11 from 2025, an important step in our ongoing growth.

We also receive a Capital Works grant, which enables us to expand and upgrade our facilities to better support our students and staff.



“North Academy becomes increasingly recognised and respected in the region.”

We continue to see clear evidence of positive change in the lives of the vulnerable young people we support. Their academic, emotional, and social development stands as a powerful reflection of our staff's commitment and care.

Our connection to the local community also strengthens, and North Academy becomes increasingly recognised and respected in the region.

At the Allambi Care 2024 Summit Awards, North Academy staff receive the Above and Beyond Award, acknowledging their remarkable dedication and impact. This award highlights the passion and excellence the team brings to their work every day.

I sincerely thank the members of the North Academy Board for their time, insight, and generosity. The Board operates with harmony, focus, and a deep sense of shared purpose, which continues to benefit the school immensely. We farewell two valued Board members, Cherie Johnson and Graeme Thomas. I thank them for their service and commitment to strong governance.

We also welcome two new members, Scott Lucas and Kay Fraser. Scott, as our new Treasurer, brings strong financial expertise that will enhance our oversight and support sustainable growth. Kay offers a wealth of experience in local government and community engagement, adding valuable insight to our strategic direction. Together, they bring fresh perspective and strengthen the Board's capacity as we move forward.

I extend my personal thanks our Principal, Parker Jackson, the teaching and support staff, and Mark Said from Allambi Care. Your professionalism, integrity, and dedication create an environment where our students feel supported, respected, and safe. You carry out this work without compromise, even in the face of challenge.

I continue to feel proud and honoured to serve as Chair of North Academy. The impact we make is profound, and I am grateful to play a part in this journey.

Ken Youman
North Academy Chair

PRINCIPAL'S REPORT

As we reflect on our second year at North Academy, I am filled with pride as I look back at the incredible progress we have made together.

2024 has been a year of growth, achievement, and new opportunities for our students, staff, and school community. We continue to build on the strong foundation we established in our first year, and it is with great excitement that I share the successes of this year.

A significant milestone for North Academy this year was our successful application for Year 11 registration. This new pathway to independence represents a crucial step forward in our mission to provide alternative education options for our young people, offering them a more tailored and supportive route towards achieving their goals.

I am thrilled to announce that North Academy was successful in securing a significant Capital Works Grant from the Commonwealth Government. This will allow us to begin expanding our facilities and creating even more opportunities for our students to thrive in a dynamic and supportive environment.



“Our Year 11 pathway to independence represents a crucial step forward in our mission to provide alternative education”

One of the most heartwarming highlights of the year has been the success of our students who will graduate from North Academy with their Record of School Achievement (RoSA). A goal that many once thought impossible before joining us.

Their determination, resilience, and commitment to their educational journey has been truly inspiring, and we couldn't be prouder of their accomplishments.

A transformative achievement has been witnessing our young people become the best versions of themselves in 2024. Their social and emotional growth has been just as important as their academic progress, and it has been an honor to watch each of them break through their own barriers.

I want to take this opportunity to thank our parents and carers for their continued support and trust in us. Your partnership is integral to the success of North Academy, and we are grateful for the role you play in our school community.

To our exceptional staff, thank you for your commitment to our students and for making North Academy a place where every young person loves to attend school.

I also wish to express my appreciation to the Board and to Mark Said for their leadership and vision. Your guidance has been instrumental in helping us succeed.

Finally, I want to acknowledge the students who are continuing with us in 2025. Your growth and achievements continue to inspire us all. For those who are leaving, we offer our heartfelt thanks and wish you the very best as you take the next steps in your journey.

Together, we've made 2024 another year of great progress, and I look forward to the continued success and growth of North Academy in the years to come.

Parker Jackson
Principal



NORTH ACADEMY

CONTEXT

North Academy proudly supports Allambi Care's commitment to supporting the community's most vulnerable people through tailored services and programs.

In our second year of operation, North Academy continues to provide an invaluable alternative education option in the region. We are already making a significant mark, offering a safe, inclusive, and responsive environment that is changing the educational journey for many young people.



We believe all young people should have equal access and opportunity to education despite their circumstances.

North Academy is an Independent Non-Government Registered and Accredited Special Assistance School. We're located in West Wallsend NSW, on Awabakal land.

We enrol young people who have social, emotional and/or behaviour needs in years 9 and 10. Young people who attend North Academy have found that mainstream education has not met their unique needs.

Our educational philosophy is driven by the fundamental belief that every young person, regardless of their circumstances, deserves the opportunity to learn and thrive in an environment that is right for them.

We aim to provide a safe and welcoming space in which our young people can experience acceptance, healthy connections and form positive relationships during their educational journey.

We specialise in trauma-sensitive and developmentally aware education and offer small class sizes and shorter days for a small number of young people.

In 2024 we have 2 classes of 10. This allows us to dedicate time to all young people ensuring their academic, physical and emotional needs are met.

Stage 5 Courses

We cover all stage 5 course requirements to achieve the NSW Record of School Achievement (RoSA):

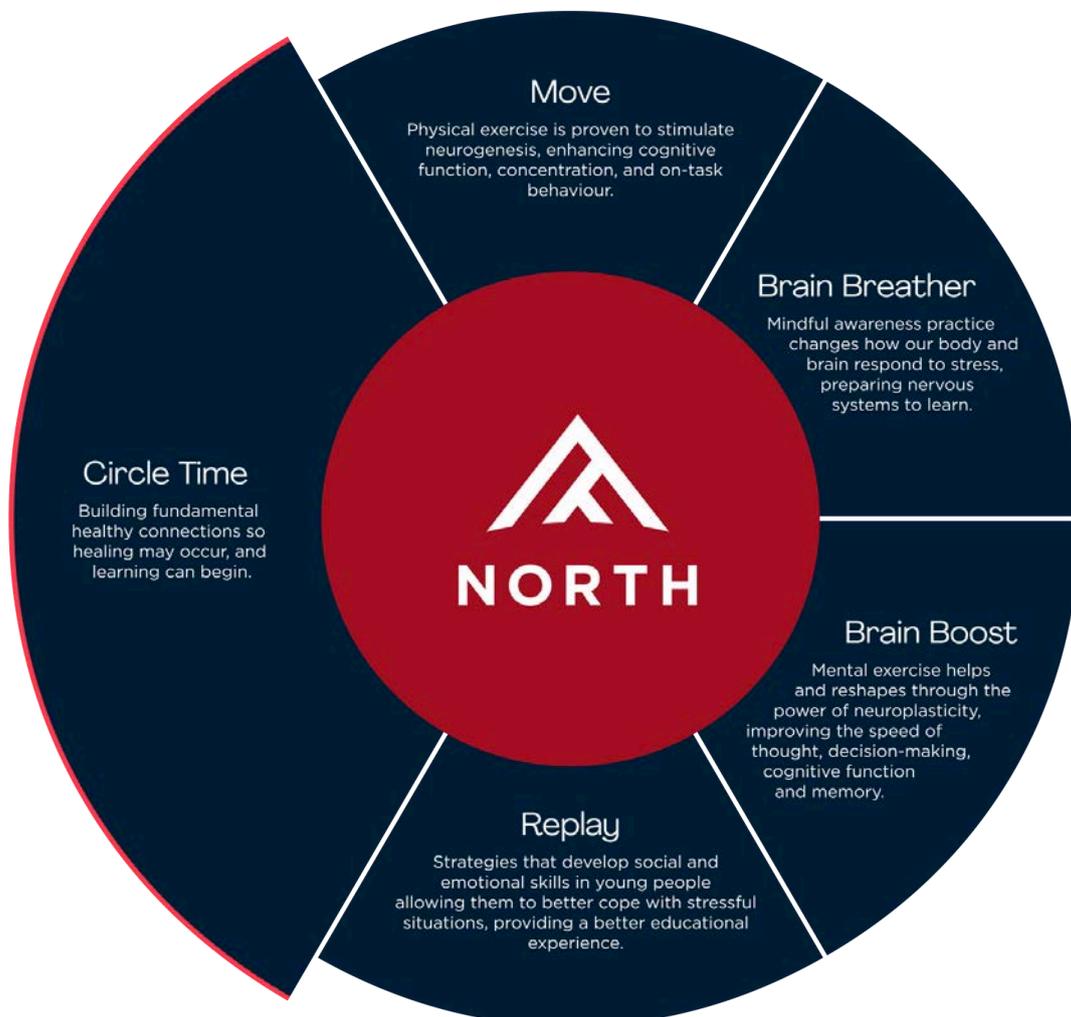
- English
- Mathematics
- Science
- Geography
- History
- PD/H/PE



NORTH EDUCATION MODEL

The model was created in response to the increasing number of young people who were chronically disengaged, expelled, or suspended from education. It focuses on recognising the impact of trauma, developmental conditions, and mental health needs on an individual's ability to learn. North was evaluated in 2020 by Dr Howard Bath - Clinical Psychologist and child trauma expert.

We have five regular program elements that aim to promote healthy connections and relationships, boost cognitive function, rebuild social and emotional skills and improve coping strategies which are incorporated into our daily schedule.



2024 HIGHLIGHTS

The 2024 school year has been bursting with thrilling challenges, remarkable growth, and unforgettable experiences that are transforming the lives of our young people. We proudly offer a powerful range of opportunities that completely reshape how young people see and embrace learning!

Programs like Name, Narrate & Navigate, Love Bites, and the Life Changer Program play a key role in fostering resilience, leadership, and self-awareness.



We are proud to offer a wide range of experiences that change the way our young people think about learning.

We boldly celebrate diversity and inclusion through our vibrant collaborative surfboard artwork and Wear it Purple Day, powerfully reinforcing the values of acceptance and respect.

Our Circle Time activities ignite connection and challenge limits, forging bonds within our school community. From action-packed Murder Mystery Days to daring Blindfolded Obstacle Courses and high-energy Pickleball battles with the local Police, each experience bursts with laughter, teamwork, and profound growth. Trips to the Hunter Wetlands, local beaches, bushland, and thrilling adventures like Go-Karts-Go electrify our young people's experiences, opening doors to connection, exploration, and pure fun beyond the walls of our classrooms.

We take immense pride in our students who fearlessly represent North Academy at Spicy Brain, showcasing their artwork and performances. These moments allow them to shine brilliantly and unleash their creative spirit.

We deliver workplace-ready initiatives like Careers Week, where students connect directly with professionals across diverse industries. Through immersive workplace tours, from a local preschool to the Police Communications Command and an NDIS provider, they gain invaluable insights into career pathways. These experiences spark ambition, build confidence, and empower our young people to boldly step into their futures.

We celebrate diversity and inclusion in meaningful ways.

Our collaborative school surfboard artwork was a powerful expression of unity, and celebrating Wear it Purple Day is a reminder of the importance of acceptance and respect for all.



OUR YOUNG PEOPLE

Total Enrolment **21**

Disability **90%**

Indigenous **33%**

Year 9 **6**

Year 10 **15**

What we do alone will never be as great as what we can achieve together.



OUTCOMES & RESULTS

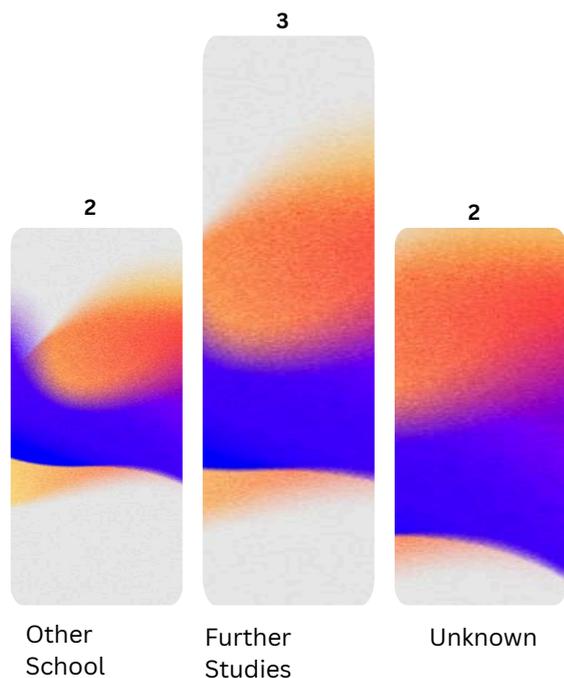
NAPLAN

North Academy is unable to display 2024 NAPLAN data as there was fewer than 18 year 9 students who participated. This is to protect the privacy of students.

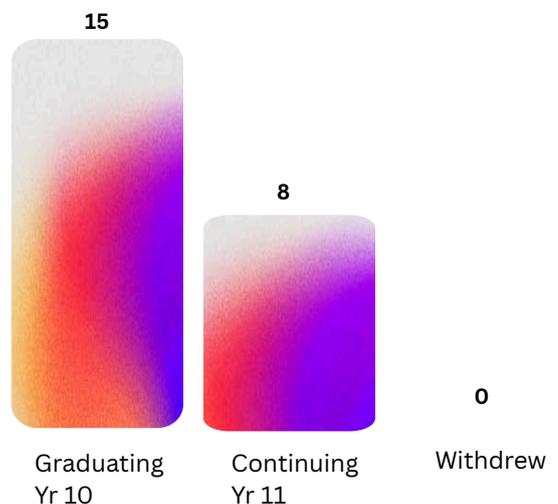
Record of School Achievement

100% of eligible young people in year 10 in 2024 were awarded their Record of School Achievement (RoSA).

Post-School Destinations



Retention Data



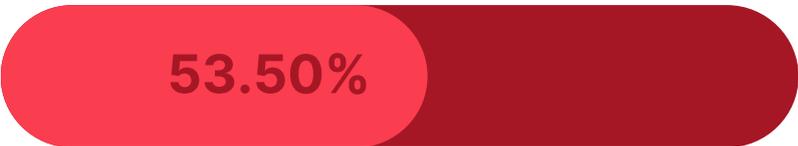
ATTENDANCE DATA

Year 9 Attendance Rate



42.11%

Year 10 Attendance Rate



53.50%

Whole School Attendance Rate



51.31%

North Academy has a proactive prevention and therapeutic intervention system to manage non-attendance. Unexplained absences are followed up daily. Young people with attendance concerns will be monitored by the Wellbeing Coordinator fortnightly and strategies will be considered to support and increase attendance issues.

TEAM INFORMATION

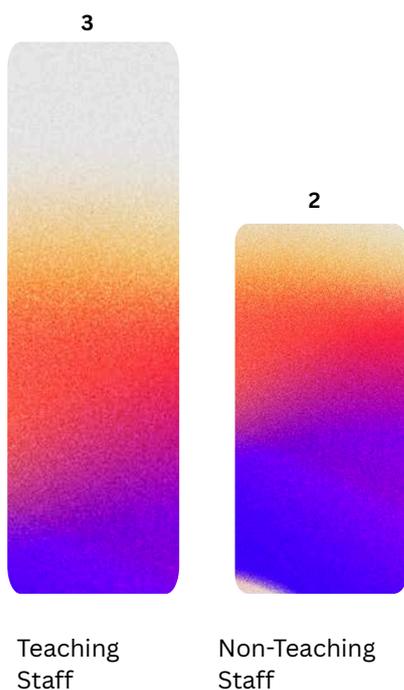
Our Remarkable Team

Staffing information was recorded on the August 2024 school census date.

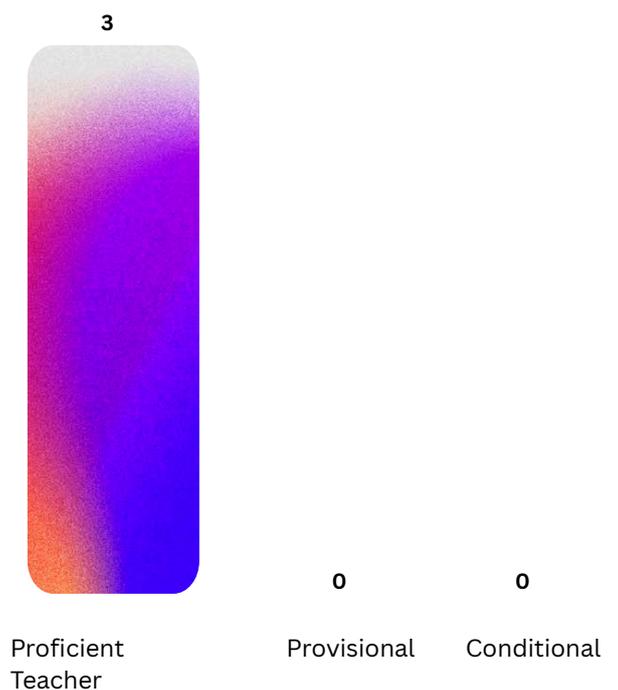
North Academy embraces all backgrounds for both our young people and our staff.

North Academy had 1 staff member who identifies as Aboriginal.

Full-Time School Staff



Accreditation Levels



PROFESSIONAL DEVELOPMENT

PD/Training	Provider	Attendance
Therapeutic Crisis Intervention (TCI)	TACT Training	All Staff
TCI for Schools - Train the Trainer	TACT Training	1
North Education Model: Elements & practical application	North Academy	All Staff
Cardiopulmonary resuscitation	Vital First Aid	All Staff
Disordered Eating	Myrtle Oak Clinic	All Staff
Employment Relations in Schools	AIS	1
Alternative Schools Conference	YOTS	All Staff
Understanding Oppositional Defiance Disorder (ODD)	Tracks Health	All Staff
Creating Inclusive Classrooms	Minus 18	All Staff
Workplace Bullying, Harassment & Discrimination	Allambi Care	1
Understanding Reactive Attachment Disorder (RAD)	Tracks Health	All Staff
Lake Macquarie Police District Principal Forum	NSW Police	1
NCCD and Leading Whole-School-Practice	AIS	2

STAKEHOLDER SATISFACTION

We are proud of our growing reputation as an alternative choice for young people in our community. The primary sources of our satisfaction data are from:

- Enrolment referrals
- Exit surveys
- Staff and Parent/Carer satisfaction surveys



“I feel like North Academy actually cares about me and my education.”

- Year 10 Young Person

TEAM FEEDBACK

2023 Improvement Areas

- Additional learning spaces
- Bigger outdoor area
- Quieter office space and a meeting room
- Adding year 11 and 12

2024 On Track?

Applied for

Applied for

Applied for

Year 11 2025

2024 Team Comments

- "I learnt a lot about what works for our young people and what works for me as a teacher. I was able to witness firsthand that we actually do make a meaningful difference in the lives of our young people".
- "When I started at North I was immediately struck by the commitment of the staff providing every student with a supportive and enriching educational experience, they were truly going above and beyond".
- "I'm so proud of the progress I have made in my career. With each challenge comes more growth".
- "We are in a privileged position to support several students as they heal, grow and transition beyond school".
- "I love to see our young people's ongoing commitment to their ongoing attendance growth and academic achievement".

YOUNG PEOPLE FEEDBACK

I feel supported by North Academy staff?

86%

North Academy has been a positive experience so far?

95%

My academic needs are supported?

86%

My social and emotional needs are supported?

95%

What is important to our young people?

- Consistent teaching staff
- End of year formal and yearbook
- Home rooms
- Support workers
- Small class sizes
- Comfy seating
- Spicy Brain events
- Careers week
- Love Bites program
- Having friends at school

Our young people would like to see more of:

- Overnight camps
- Senior year jersey
- Fishing boat trip
- More classroom/outdoor space
- Collaborative artworks
- Murder Mystery days
- Photo wall
- Luna Park trip
- Music activities
- More time with friends

“North Academy has made me feel heard and seen. North has changed my life for the better.”

- Year 10 Young Person

YOUNG PEOPLE COMMENTS

“Being at North Academy has made me feel heard and seen. I feel like I’m succeeding in and out of school. I would never be able to go back to mainstream. North’s classes are small, the area is small, and everyone knows everyone. The support I get at North is support that everyone needs to experience. North has changed my life for the better.”

“North Academy has changed my whole life. Without you all, I would probably be in a bad and very different place right now.”

“I feel like North Academy actually cares about me and my education. I would never go back to mainstream.”

“North Academy makes me feel good about myself. I like that we have so much support and we get to learn things in a fun way.”



PARENT/CARER FEEDBACK

I am satisfied with the social and emotional support my young person receives.

95%

I am satisfied with the academic support.

95%

I am satisfied with the quality of the teaching and support staff.

95%

I feel supported as a parent/carer.

95%

I am satisfied with the communication.

85%

I am satisfied with the overall educational experience.

85%

Improvement Areas

Parent/carers acknowledged an increase of communication from 2023 but would still like to see a school newsletter. Parent/carers are supportive of North Academy's growth into year 11 and the proposed capital works project but feel strongly that the school should never become too big. Parent/carers would like to see more education around the harmful effects of vaping for their young person.

100% of parent/carers were satisfied with North Academy expanding to year 11 in 2025.

PARENT/CARER COMMENTS

“I could not be prouder of my son and his educational progress. He did not like school at all, and now he loves to go. He has come out of his shell in such a positive way. He is even talking about future job aspirations.”

“My young person was the center a social media incident, and I felt extremely supported by North Academy staff who acted quickly. We felt very supported.”

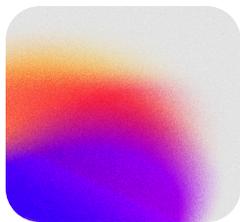
“I could not be more thankful of the North Academy family. Not only have you helped my daughter but you go above and beyond for our whole family.”

“North Academy just get it. A bunch of people who care and understand.”

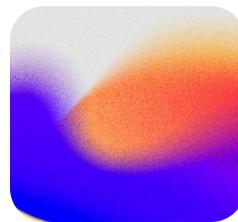


NORTH ACADEMY POLICY

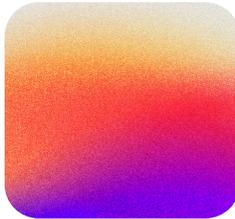
The following policies are publicly available on our website.



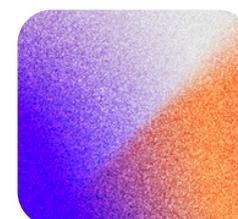
northacademy.nsw.edu.au



[Anti-Bulling Policy](#)



[Enrolment Policy](#)



[Discipline Policy](#)



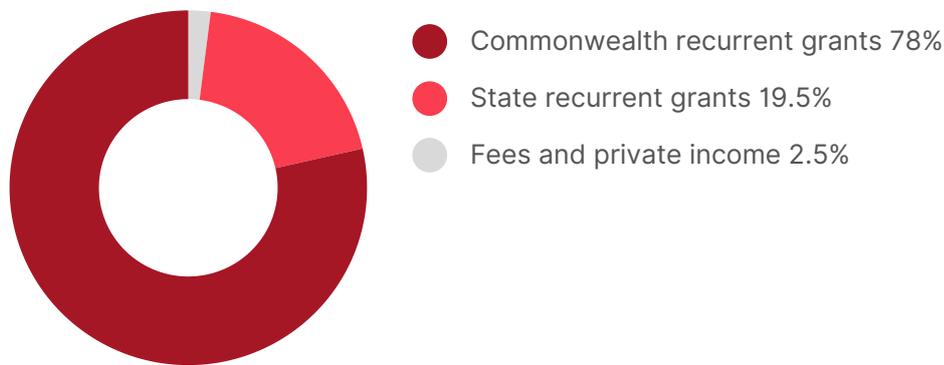
[Child Protection Policy](#)



[Complaints Policy](#)

FINANCIAL INFORMATION

Recurrent/Capital Income



Recurrent/Capital Expenditure



