

**ANNUAL
REPORT
2023**



 **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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CHAIR'S REPORT

I am very proud to be writing the first annual report as the Chair of the Board of North Academy. It has been a vision of Allambi Care for many years to provide an educational facility suitable for the needs of a specific cohort of young people.

Born from Allambi Care's commitment to meet the needs of individuals, young people and families, North Academy has become a beacon of hope and opportunity for many.

There is a growing number of disengaged students within our community. These individuals require access to an educational environment that not only understands but also caters to their needs.

It is particularly rewarding to me to see that the therapeutic model of care used by Allambi has been successfully translated into an education environment.

The Board is comprised of ten members, including the CEO of Allambi Care. The Board members come from diverse experiences including education, psychology and business. It has proven to be a valuable mixture and a harmonious environment to have vision for the school and related issues debated and resolved.



“North Academy has become a beacon of hope and opportunity”

While the Board provides strategic direction, the day-to-day operations of North Academy are managed by our Principal. This collaborative approach ensures that we remain responsive to the evolving needs of our community while upholding the highest standards of accountability and integrity.

The Board participated in two annual professional development sessions 'Governance for Independent Schools' and 'Strategic Thinking in Schools'. These sessions are integral to ensuring that our Board remains knowledgeable, proactive, and equipped to lead our school effectively.

One of our most significant achievements has been obtaining a 5-year accreditation and registration. Transitioning from Initial to full Accreditation and Registration in our first year of operation.

We became a member of the Association of Independent Schools NSW. This membership not only enhances our credibility but also provides us with access to a wealth of resources and support, enabling us to continue improving our educational offerings.

We were certified at a 'Medium' risk rating according to the Financial Viability framework.

The starting up and successful operation of North Academy has only been possible by the efforts of many people, the Principal, Parker Jackson, the teachers and the support staff both within the school and those involved in "wrapping around" support from Allambi Care.

Your dedication, integrity and professionalism in providing a nurturing environment for our students is inspiring and valued. You have delivered professional and caring support in a challenging environment without compromise, and we thank you for your contribution.

I am proud to be the Chair of North Academy and see the impact it is having on our students. I feel privileged to be able to contribute to our outcomes.

Ken Youman
North Academy Chair

PRINCIPAL'S REPORT

As I reflect on the past year, I would like to acknowledge my gratitude to the Board and Allambi Care for entrusting me with the privilege of leading North Academy.

It has been an honour to serve as the principal during our inaugural year, and I am delighted to showcase that 2023 has been a resounding success.

A landmark achievement for North Academy was moving from our initial accreditation and registration to receiving full accreditation and registration for the next five years from NESAs.

This has allowed us to fast track our strategic development and direction to submit our application for year 11 in 2024.

We are fully committed to providing an alternative pathway for our young people, as it is their success that continues to inspire us.

Despite the challenges our young people have faced with life adversity and/or educational disengagement, they have shown remarkable growth this year.



“Our young people and their success are the real highlights of my year”

Our young people and their success are the real highlights of my year.

It is impressive to see our young people's personal and social development skyrocket in only 12 months of engaging with the North Education Model.

Many have prioritised their wellbeing alongside their academic engagement which is a true testament to their hard work, resilience, and dedication to show up each day.

Our young people are the heartbeat of North Academy and it's them that makes this journey worthwhile.

Our young people and school success would not have been possible without the tireless efforts and commitment of our incredible staff. Your passion for doing education differently, and genuine care for our young people have created a safe and supportive environment. Thank you for your dedication, professionalism, and for going above and beyond in your roles.

I would also like to extend my thanks and appreciation to our parents, carers and entire school community. Thank you for trusting North Academy and being so supportive as we navigate our new-school challenges.

We have found it so valuable to walk this journey with you. Your support, involvement, feedback and trust have been priceless in making our first year a success.

Last but certainly not least, I want to extend my appreciation to Mark Said. Your vision and leadership in education have been the driving forces behind making the dream of North Academy a reality.

Parker Jackson
Principal



NORTH ACADEMY

CONTEXT

The inception of North Academy stems from Allambi Care's commitment to supporting the community's most vulnerable people through tailored services and programs.

A product of innovation intertwined with over 40 years of reputable history, North Academy is here to provide an invaluable alternative school for those who find that mainstream does not meet their needs.



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, on Awabakal land NSW.

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 2023 we had 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



EDUCATION MODEL

The North Education Model was established in 2015 by the Allambi Care Learning Centre. 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.

The model 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.

Circle Time: Building fundamental healthy connections so healing may occur, and learning can begin.

Move: Physical exercise is proven to stimulate neurogenesis, enhancing cognitive function, concentration, and on-task behaviour.

Brain Breather: Mindful awareness practice changes how our body and brain respond to stress, preparing the nervous system ready to learn.

Brain Boost: Mental exercise helps and reshapes through the power of neuroplasticity, improving the speed of thought, decision-making, cognitive function and memory.

Replay: Strategies that develop social and emotional skills in young people allowing them to better cope with stressful situations, providing a better educational experience.

2023

HIGHLIGHTS

From the outset, our focus on student wellbeing has been paramount. We kicked off the year with a welcome BBQ, setting the tone for inclusivity and encouraging our young people to feel a sense of belonging.

Our Gold-Term lunches provided opportunities for connection, while events like Wellbeing Week and the Generosity Pole Project fostered a culture of compassion and support.



“It’s been amazing to witness our students prioritise their wellbeing this year. I’m so proud of them” - Our Wellbeing Coordinator

As part of our commitment to mental health, we collaborated with external programs such as the Life Changer Program and welcoming Headspace for invaluable visits. Our young people celebrated R U OK Day and Harmony Day through collaborative artworks for the school. The development of our Multidisciplinary Team (MDT) has linked young people and their families with much needed clinical supports and facilitated their personal growth.

Workshops such as Up&Up empowered students with essential life skills. Throughout the year, we celebrated diversity and inclusion through events like Transgender Awareness Week and Transgender Day of Visibility, reinforcing values of acceptance and respect.

Our Circle Time activities including the Yuelarbah Art Walk, Black Money Cultural Community Day, and visits to the Hunter Valley Zoo, provided memorable learning experiences beyond the classroom.

Workplace-ready initiatives, such as the Big-W work experience program and the TAFE YES program, equipped young people with practical skills for life and their future endeavors after school.

We finished our year on a high with a celebration and awards day with the whole school. We farewelled our young people who finished year 10 and celebrated the milestones that many of our young people achieved.

We extend our gratitude to all who contributed to making 2023 a wonderful success.

North Academy looks forward to 2024 and to the bright future ahead for our young people, supported by a community dedicated to their growth and wellbeing.



OUR YOUNG PEOPLE

Total Enrolment **21**

Disability **76%**

Indigenous **24%**

Year 9 **19**

Year 10 **2**

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



OUTCOMES & RESULTS

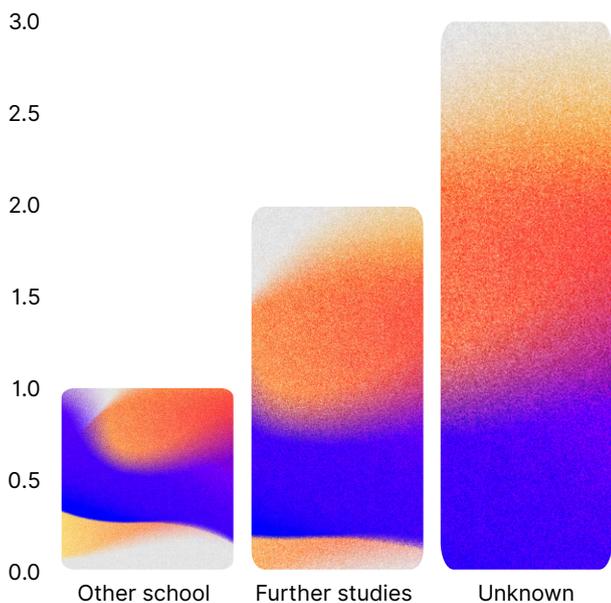
NAPLAN

North Academy is unable to display 2023 NAPLAN data as there was fewer than 18 year 9 students who participated. This is to protect the privacy of students.

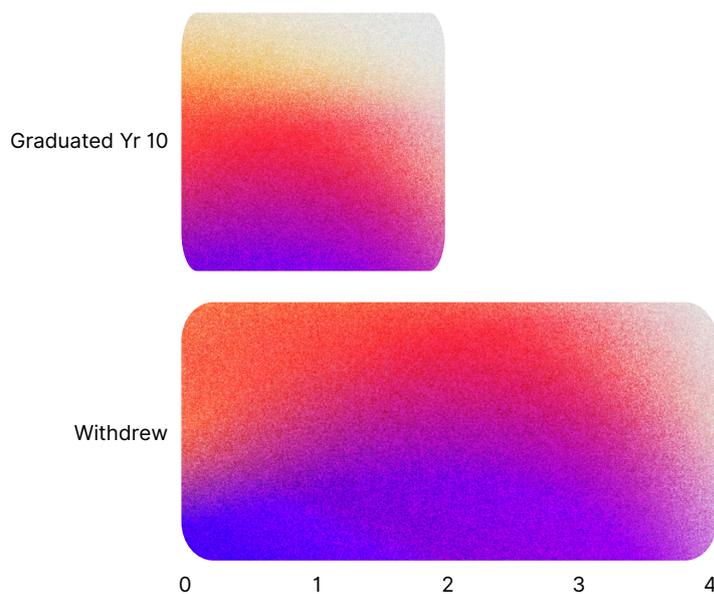
Record of School Achievement

100% of eligible young people in year 10 in 2023 were awarded their Record of School Achievement (RoSA).

Post-School Destinations



Retention Data



ATTENDANCE DATA

Year 9 Attendance Rate

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53.26%

Year 10 Attendance Rate

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72.05%

Whole School Attendance Rate

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56.75%

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.

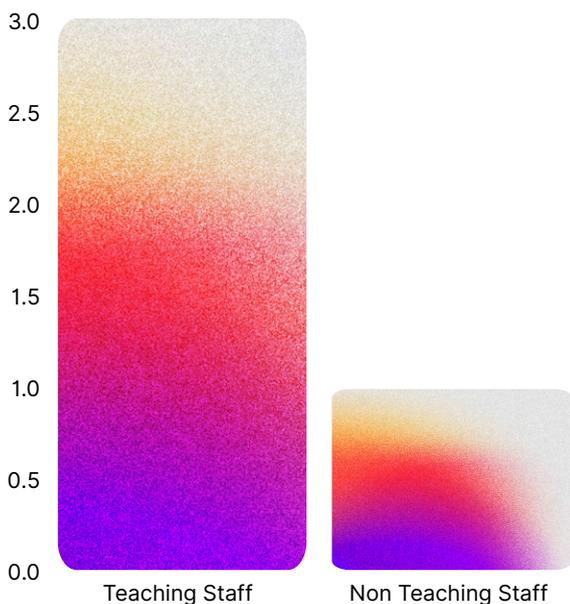
TEAM INFORMATION

Our Remarkable Team

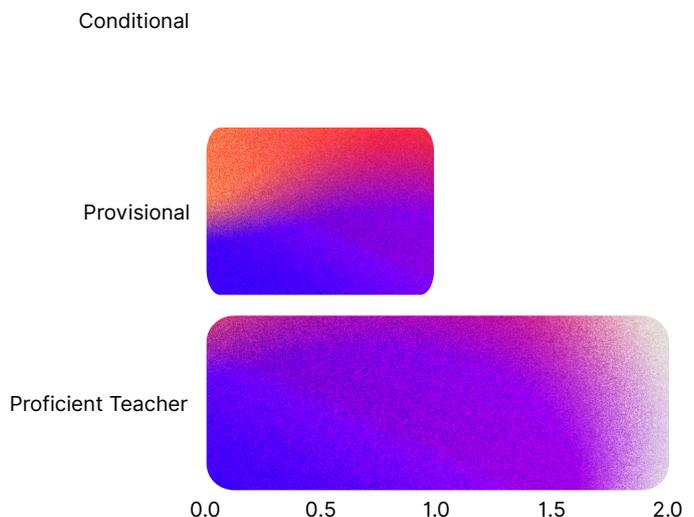
Staffing information was recorded on the August 2023 school census date.

North Academy embraces all faiths and backgrounds for both our young people and our staff. None of our staff members have identified as Aboriginal or Torres Strait Islanders, but we strongly encourage applications from First Nation's teachers and non-teaching staff.

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
Woodcock Johnson Screening Testing	Tracks Health	2
First Aid/CPR	Vital First Aid	All Staff
ASD Awareness	Tracks Health	All Staff
Adolescent Attachment and Mental Health	CTC Conference	1
English 7-10 New Syllabus Planning & Programming	AIS	1
Maths 7 -10 New Syllabus Planning & Programming	AIS	2
ADHD Awareness	Tracks Health	All Staff
NCCD: Intro to new school teams	AIS	2
Cultural Awareness: Historical Overview	Speaking in Colour	All Staff
Cultural Training	Allambi Care	All Staff

STAKEHOLDER SATISFACTION

North Academy conducted a satisfaction survey amongst the following stakeholders:

- North Academy Staff
- North Academy Young People
- North Academy Parent and Carer Community



“For our first year of operation, we’re really proud of the following results, feedback and positive comments” - Our Principal

TEAM

FEEDBACK

We asked our staff in a qualitative way what their thoughts were working for North Academy.

This is what our staff said:

Positives

- “I fit here, it’s where I belong and it’s where I am meant to be”.
- “Getting the opportunity to truly tailor learning experiences to suit students and their needs. Witnessing their growth has been an honour”!
- “We are given the opportunities and the voice to meet students' needs and think outside the box”.
- “Being a part of an incredibly caring and supportive team who bring so much expertise to the school”.
- “Getting to know our families and becoming part of their support network has been a real privilege”.

Improvement Areas

- More room. Eg, some additional learning spaces and bigger outdoor area.
- Quieter office space and a meeting room.
- Adding year 11 and 12 so we can continue to meet the needs of our community.

YOUNG PEOPLE FEEDBACK

I feel supported by North Academy staff?

92%

North Academy has been a positive experience so far?

92%

My academic needs are supported?

92%

My social and emotional needs are supported?

100%

What is important to our young people?

- Small enrolment numbers
- Staying in the 1 classroom
- Lots of breaks
- Relaxed uniform options
- Awards and recognition
- Circle Time
- In class assessment tasks
- No phones
- Outdoor learning area
- Shorter school hours

Our young people would like to see more of:

- Learning to drive programs
- Overnight camps
- Life skill programs eg, cooking
- Work experience options
- More outdoor space
- TAFE tester days
- Wellbeing week auction
- Programs about relationships
- Hands-on activities

“Before I came to North Academy, I wanted to go to school but I felt like I did not belong”

- Year 9 Young Person

YOUNG PEOPLE COMMENTS

“North Academy supports me during my worst days, and welcomes me back the next”

“I have learnt to be the best version of myself at North Academy”

“I have found people who are like me at North Academy”

“North Academy is a place where I can belong”

“North Academy has changed the way I feel about school”

“I felt so embarrassed, because I had missed so much school. North Academy gave me a chance when no one else would”



PARENT/CARER FEEDBACK



Improvement Areas

Parents/Carers would like to see an increase of communication. Some suggestions were to create a weekly or termly newsletter sent via email. Some parent/carers would like to see more updates via social media. Other suggestions were focused on an increase of programs focusing on resilience and conflict resolution. A large majority of parent/carers would like to see North Academy open year 11 and 12.

67% of parent/carers said they have noticed that their young persons mental health has improved since attending North Academy.

PARENT/CARER COMMENTS

"I have noticed an overall improvement in his love of learning. He is happier to attend school and feels very supported by staff"

"The relaxed atmosphere, the flexible learning environment has very much benefited my child"

"Cases of bullying are addressed appropriately and in a timely manner"

"You have all made such an impact on my daughter. No matter how bad her mental health is, you have never given up on her"

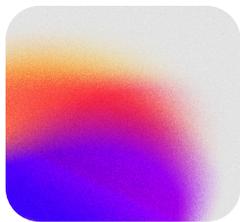
"My daughter enjoys going to school now. She is learning in a positive environment and has made more friends in this smaller environment"



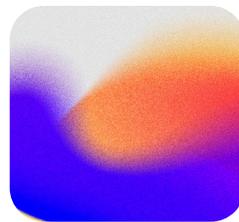
NORTH ACADEMY

POLICY

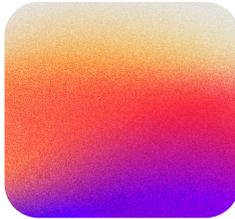
The following policies are publicly available on our website.



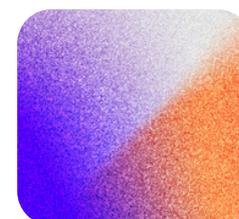
northacademy.nsw.edu.au



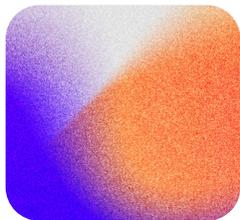
[Anti-Bulling Policy](#)



[Enrolment Policy](#)



[Discipline Policy](#)



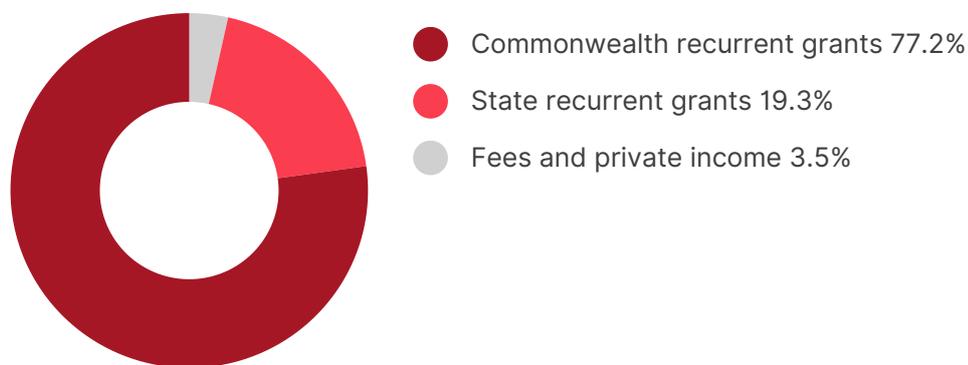
[Child Protection Policy](#)



[Complaints Policy](#)

FINANCIAL INFORMATION

Recurrent/Capital Income



Recurrent/Capital Expenditure

