



Annual School Report 2023

**DISCOVER A BETTER
WAY TO LEARN**



Acknowledgment to Country

We as SEDA College NT acknowledge and respect the First Nations peers.

We acknowledge and respect First Nations students, families, and wider community.

We acknowledge and respect those First Nations people who are away from their homeland.

We acknowledge and respect that we are teaching, learning, and living on Larrakia land.

We acknowledge Elders, both past, present and emerging First Nations leaders.

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Principal's Report

At SEDA College NT, we change students' lives by developing real skills and preparing them for a successful future.

SEDA College NT places student interest at the forefront of their senior secondary education, alongside a practical connection to industry and an individual approach to teaching and learning. Through our applied learning model, students have a deeper connection to their education, resulting in enhanced engagement levels.

Our hope is that students benefit from being exposed to a range of learning opportunities and for graduates to leave the College as mature, resilient, independent, and capable young adults with the ability to both lead and work within teams.

In 2023, the College experienced a significant increase in student enrolments, reflecting the growing recognition and popularity of our student-centric approach to education. This resulted in the achievement of significant milestones financially, demonstrating its sustainability and growth of the College. Furthermore, existing staff were appointed to new key roles, enhancing the college's leadership and expertise in delivering high-quality education.

The year also marked a key milestone for the first overseas trip with students, providing them with valuable international exposure and learning experiences. Additionally, the College had the honour of hosting the SEDA College National Indigenous Leadership Camp, bringing together Indigenous students from across the country to develop their leadership skills and celebrate their cultures.

Overall, 2023 was a year of tremendous accomplishment for SEDA College NT, setting a strong foundation for continued success in the future.



Francis Gill
Principal, SEDA College NT



The SEDA Model

SEDA College NT is an Independent, Co-Educational Senior Secondary School located in Darwin.

Established as an independent school in November 2021, and a full member of the Association of Independent Schools Northern Territory (AISNT), the College officially commenced operations in January 2022. The College delivers the Northern Territory Certificate of Education (NTCET) and Vocational and Education Training (VET) on behalf of SEDA Group (RTO Provider: 22503).

Through the medium of sport, students complete their Years 10, 11 and 12 through an individual approach to learning. Our 'one teacher' to 'one class' model allows our teachers to take on a true mentoring approach, where they walk alongside and support the individual journey of our students as they complete their secondary education.

The College accesses leading industry partnerships including Cricket Australia, NT Cricket, Netball NT,

Basketball NT, the Darwin Basketball Association, Football NT, AFLNT, Tennis NT and NRL NT. These partnerships provide real life industry experiences and student opportunities, through elite club inductions, match day experiences, community events, participation programs and work placement opportunities.

The College believes that a more applied, active, hands-on approach to learning better meets the needs of many young people when compared to more traditional forms of teaching. The educational philosophy of the College is underpinned by the belief that every young person has the capacity to engage with learning, to achieve their life ambitions and make a significant and positive contribution to their community.

Our Partners



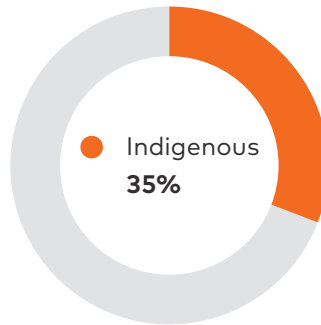
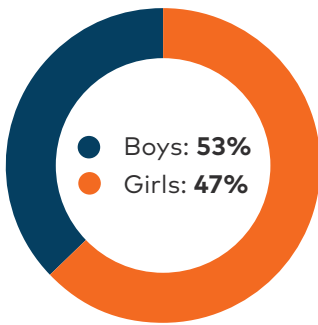


SECTION 03

Our Students

Student Demographic

Total enrolments: 152



Student demographic accurate as at Census Reporting in August 2023.

Senior Secondary Outcomes

All College students undertake a combination of NTCET subjects and VET qualifications, which develop their industry-specific skills and contribute credits towards their Year 12 Certificate.

The NTCET is overseen by the South Australian Curriculum of Education (SACE) and is also known as the Year 12 Certificate.

All curriculum is designed with engagement the priority, with subject topics largely focusing on sport and post-school relevant skills.

2023 NTCET Completions

Qualification	Number of Students	Completion rate
NTCET	19	100%



VET Qualification Outcomes

During Years 10, 11, and 12, students are enrolled with SEDA Group (RTO Provider: 22503) for their VET qualifications. These qualifications aim to develop the skills and attributes of students needed to teach sport skills to a wide variety of people. By accessing industry partners, students gain a greater understanding of coaching principles and the development of coaching sessions.

As part of the VET curriculum, students are involved with their local community and promote

sport fitness, and health through implementing programs for marginalised groups. They develop an understanding of diversity, as well as collaboration and problem-solving skills to put their ideas into action.

The College is extremely proud that 100% of our students who concluded the 2023 school year successfully completed their VET qualification.

2023 VET Completions

Year Level	Qualification	Number of Students	Completion rate
Year 10	SIS20321 Certificate II in Sport Coaching	62	100%
		1	Partial Completion*
Year 11	SIS30115 Certificate III in Sport and Recreation	56	100%
Year 12	SIS40115 Certificate IV in Sport and Recreation	17	100%

**(due to late commencement)*

SEDA Group (RTO No 22503) is responsible for the training and assessment of VET qualifications and responsible for the issuance of AQF certification documents. SEDA College NT Limited provides training and assessment services, individual support services, collection of fees and recruitment of prospective learners for VET qualifications on SEDA Group's behalf.



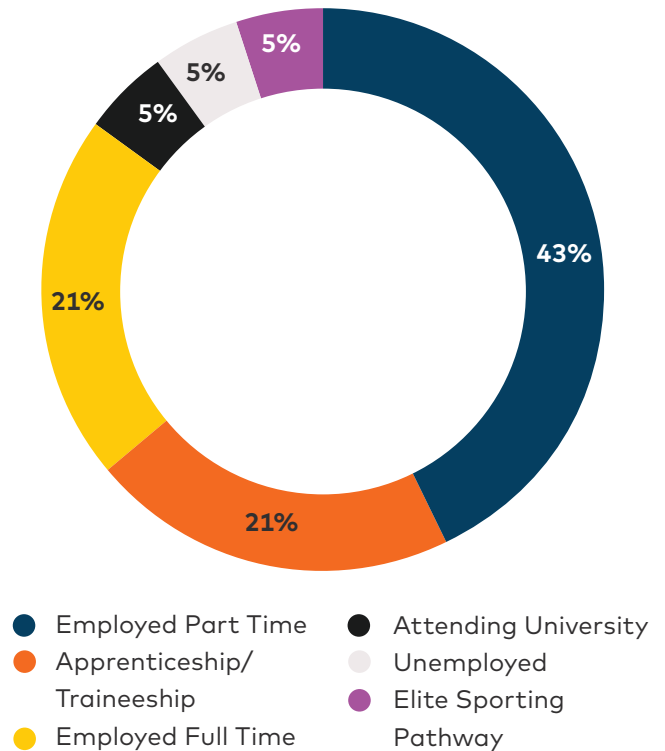
Graduates

SEDA College students develop transferable skills, which lead to a variety of exciting career options.

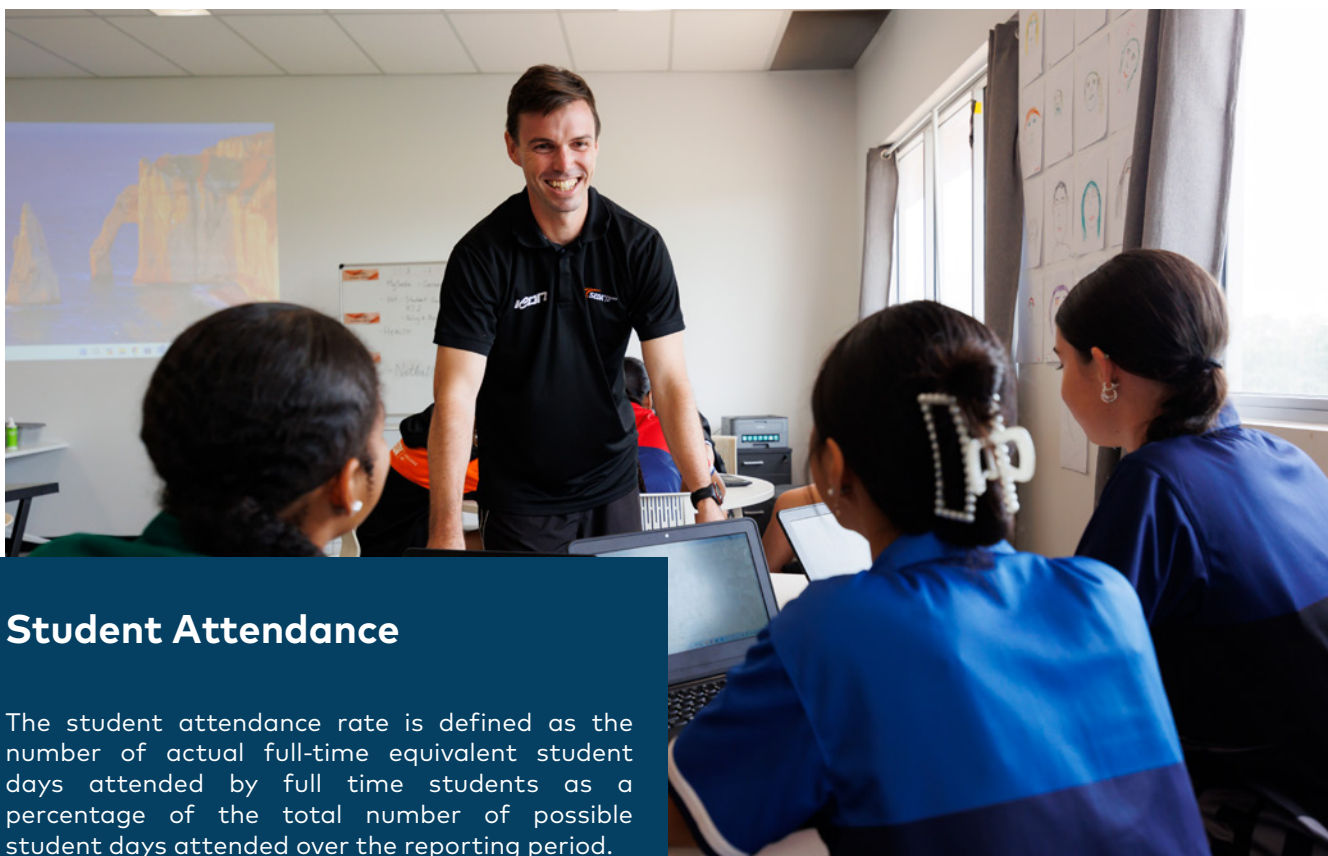
Post School Destination Data

Students who successfully graduated from SEDA College in 2023 now find themselves studying and working in a broad range of industries including:

- › Administration
- › Allied Health
- › Business
- › Elite Sport
- › Hospitality
- › Primary Teaching
- › Sport and Recreation
- › Trade Apprenticeships
- › Youth Work







Student Attendance

The student attendance rate is defined as the number of actual full-time equivalent student days attended by full time students as a percentage of the total number of possible student days attended over the reporting period.

The College student attendance rates are set out in the table below. The approved absences data takes into account any absence that has been notified to the College such as illness, medical appointments, and other caregiver approved absences.

Student Attendance Rates*

Years	Raw Attendance (non-Indigenous)	Raw Attendance (Indigenous)	Overall Approved Attendance
10, 11 & 12	89.2%	79.6%	98%

*Student demographic accurate as at Census Reporting in August 2023.

The nature of the SEDA model focuses on highly engaging and practical curriculum, strong teacher-student relationships, links to elite sport partners, high profile industry speakers and high levels of physical activity. This has a significant impact on improving students' attendance and engagement.

Attendance is collected three times daily and staff are required to complete their roll electronically. If a student is absent from class, they are expected to contact their teacher at least half an hour before the scheduled starting time.

If a student is running late for a particular session, they must inform their teacher as early as possible via a phone call or text message.

In line with the College guidelines, students are expected to satisfy a minimum level of 90% attendance. A student who is repeatedly absent from the program and falls below 90% attendance places their on-going involvement and successful completion of Senior Secondary Certificates at risk.

Staff are required to follow up any extended/regular student absence (three or more days) with their Program Coordinator so that plans can be implemented to support the student with their learning.

Student Retention

Students retained from 2023 to 2024

Year Level	Retention Rate
Year 10 > Year 11	74.19%
Year 11 > Year12	67.86%

Students not continuing their education with the College is largely due to relocation interstate or seeking an apprenticeship or traineeship.

Student Outcomes in Standardised National Literacy and Numeracy Testing

SEDA College is a Senior Secondary School and as such, does not participate in NAPLAN.



SECTION 04

Student Health & Wellbeing

SEDA College NT puts our student's health and wellbeing at the forefront of how we approach teaching, learning and provision of support. Our teachers play a key role in supporting our students, via their strong mentoring relationship, which assists our students to identify goals and aspirations they wish to achieve during their SEDA journey. Our teachers' ability to build healthy and respectful relationships with each student creates our 'whole of school' approach to student well-being with focus on help seeking, open communication and working with families to provide wrap around supports where required.

Our teaching staff are provided with regular professional development to equip them to effectively support students in their social and emotional skill development alongside guidance to identify when additional emotional or mental health referrals are required. Our leadership team have also participated in Applied Suicide Intervention Skills Training which is an evidence-based training package designed to build confidence in assessing, intervening, and seeking safety with young people at risk of suicide.

Our College employs a fulltime Wellbeing Coordinator whose role involves support at all levels, including whole of school events and initiatives, classroom health and wellbeing programs and individual counselling and referral support. Our emphasis is on proactive education and engagement to raise awareness and imbed strategies for positive mental health.

Individual intervention from our Wellbeing Coordinator can include, but is not limited to, individual counselling, group work, crisis support, teacher consultation, caregiver/family consultation, referral, and mediation support. Our approach to individual support is always flexible to the needs of the student, including options for sessions at the office, on site at venues or over the phone. Students can access our Wellbeing Coordinator as needed via teacher or self-referral. Classroom programs encompass Wellbeing Coordinator facilitated sessions as well as collaborative sessions with external agencies.

In 2023, Headspace have been a key partner, with the local Community Engagement Team assisting our Wellbeing Coordinator in running education

sessions regarding 'Preparing for Transitions' with our Year 12s to support our students as they move into their next chapter post school. A Therapy Dog Wellbeing Program was also provided to our Year 12s in Term 3 to provide brain break and relaxation time as they completed their last few weeks of school. The 'Love Bites' Respectful Relationships program is implemented at our Year 11 cohort, run by our trained facilitators who include our Wellbeing Coordinator and Senior Teacher. As part of the assignment attached to this topic, students were also able to take part in a 'Service Expo' where they were able to interview local youth organisations to further their knowledge of support provided in our community. Further collaborations included Black Dog Institute/Australian Institute of Sport "Mental Fitness" program and NT Legal Aid/Youth Law Australian "Cybersafety" presentations. In 2023, SEDA also utilised The REACH Foundation to provide workshops across all cohorts during Orientation Week to build a positive classroom culture to start the year.

Whole of school Health and Wellbeing initiatives include our partnership with The Resilience Project who provide an overarching philosophy that we have integrated into our weekly curriculum program. We also ensure we are utilising community agencies to support us in providing appropriate education regarding risk and choices through our student attendance at road safety awareness programs P.A.R.T.Y Program and Street Smart High Programs throughout the year. We further aim to raise awareness through the development of activities and events associated with days such as RUOK Day, Do it for Dolly Day and Body Kind Week. Our Wellbeing Coordinator strives to build strong community links for our College through networking with local youth agencies via membership with both the Palmerston and Darwin Youth Networks.

At the end of 2023, SEDA College NT fostered additional relationships with Pathfinders NT, Susan McLean Cybersafety Solutions, DAISY Program CatholicCare to value add to our existing wellbeing programs. We look forward to seeing how these programs are implemented in 2024.



2023 Programs

- › The Resilience Project
- › 'Love Bites' Respectful Relationships Program
- › P.A.R.T.Y Program
- › Street Smart High
- › Darwin Youth Conference
- › Community Engagement Team – Headspace

- › Therapy Dog Program
- › Australian Institute of Sport/Black Dog Institute Mental Fitness Program
- › NT Legal Aid/Youth Law Australia Cybersafety

2023 Awareness Days

- › Do it for Dolly Day
- › RUOK Day

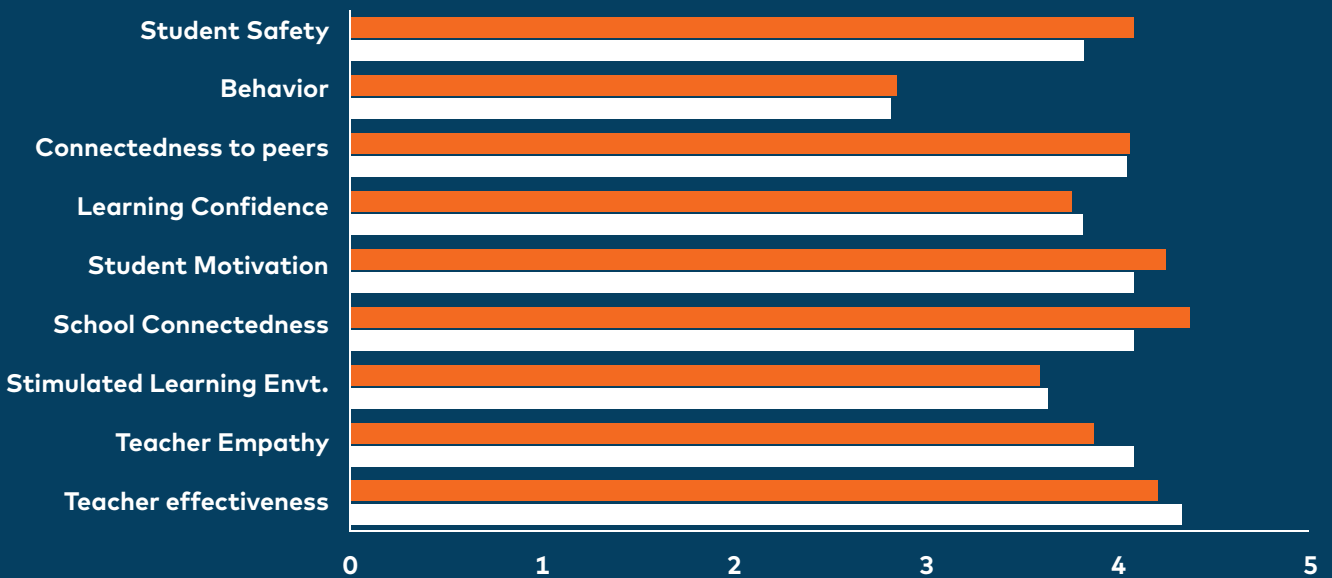
SECTION 05

Student & Caregiver Satisfaction

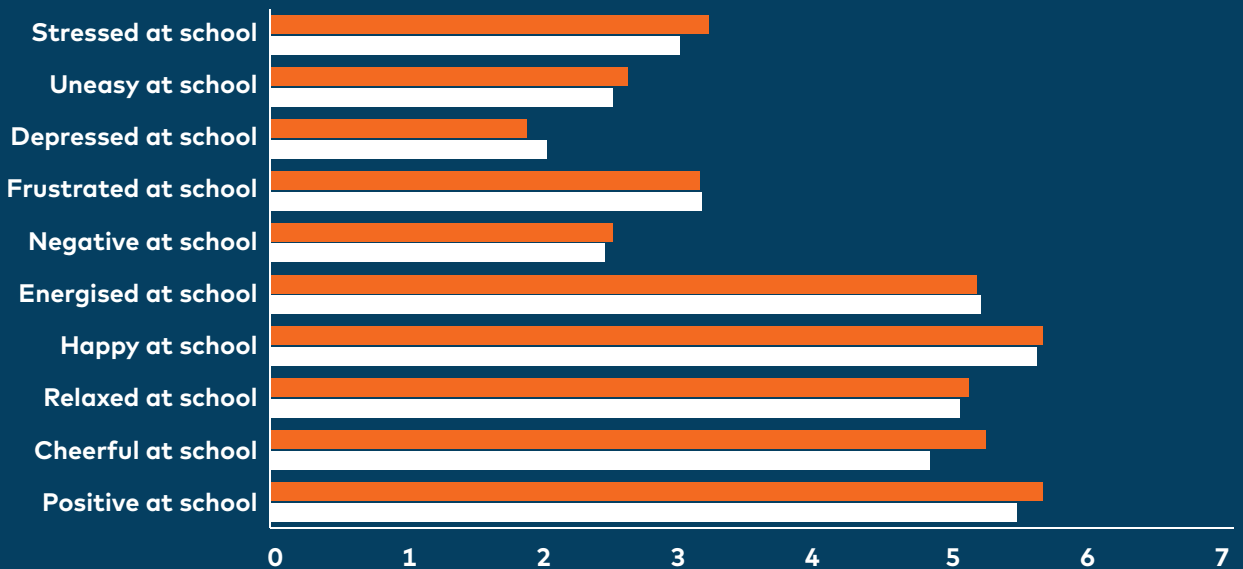
SEDA College encourages and seeks out feedback from it's school community to better understand and appreciate what our key stakeholders are experiencing. This feedback helps drive the College's future strategic direction.

In 2023 Caregiver and Student surveys were conducted via survey monkey in June.

Students participate in a 49-question survey that is based on the 'Student Attitudes to School Survey'. There are two parts to the survey, part 1 focuses on questions relating to the 'student's school experience' as a whole. The questions are then grouped to form an average and these are rated on a scale of 0 to 5, with 5 being 'strongly agree'.



Part 2 seeks to determine how a student is actually feeling whilst at school and these responses are rated on a scale of 0 to 7 with 7 being 'All of the time'. The survey is undertaken in class.

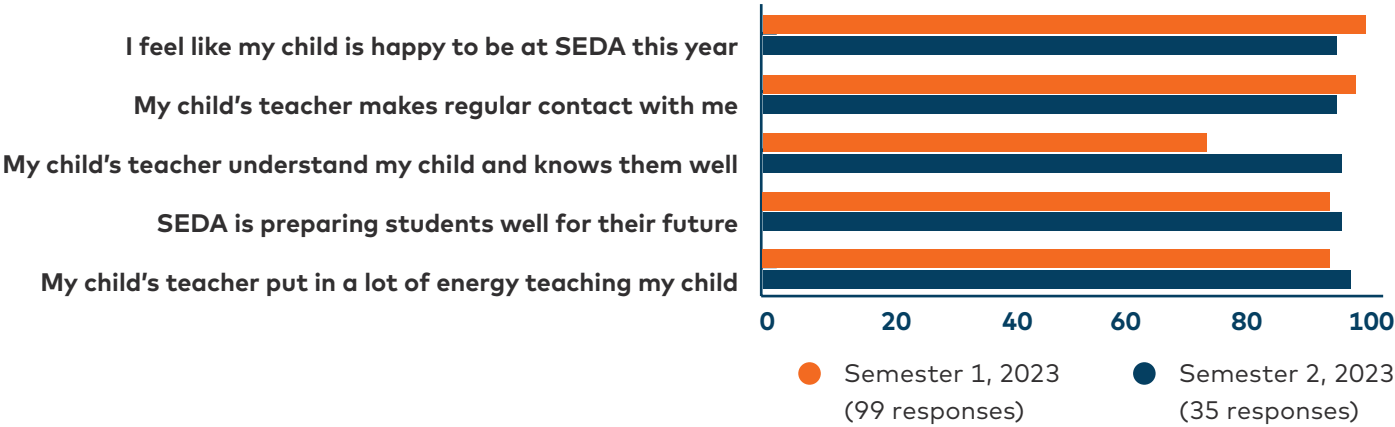




My child has felt supported and understood by teachers at SEDA which isn't something they experienced at other schools. – 2023 SEDA Caregiver

Caregivers

Caregivers (guardians) are asked five questions as well as given an opportunity to comment. This short and user-friendly approach has been taken to increase engagement and attempt to maintain strong response rates. Due to the nature of the program feedback from caregivers is also often received informally through email, text or via a phone call.



Since my son commenced school at Seda College his attitude towards school, sports, living and just lifestyle has changed. He has matured so much and has become a very responsible and independent young boy. – 2023 SEDA Caregiver

SECTION 06

Indigenous Education & Leadership Program

SEDA College NT is passionate about growing young Indigenous leaders in our community.

The Indigenous Education and Leadership Program provides students with unique opportunities to participate in a range of activities throughout the year, focusing on developing their cultural understanding and identity.

The program is developed with our industry, education, and community partners to educate and empower our Indigenous students and assist them to realise their potential.

Our Indigenous students participated in the following during 2023:

- › Indigenous Leadership Camp hosted in Darwin
- › Cross Culture Training and Capacity Building with Sale Dingo-Cockatoo
- › Cultural Identity Sessions
- › Cultural Leadership Sessions

A key aspect of the program is to develop the next generation of young Indigenous leaders and role models and to create a strong connection to the community. While identifying tailored pathways for our students into higher education or employment, we aim to mentor and support our Alumni to increase their chance of success.

With the ongoing Support of Bridging the Gap and Vicinity Centre's, 4 Year 12 students were awarded the Indigenous Leaders Scholarship.

The Indigenous Leaders Scholarship provided students and their families with:

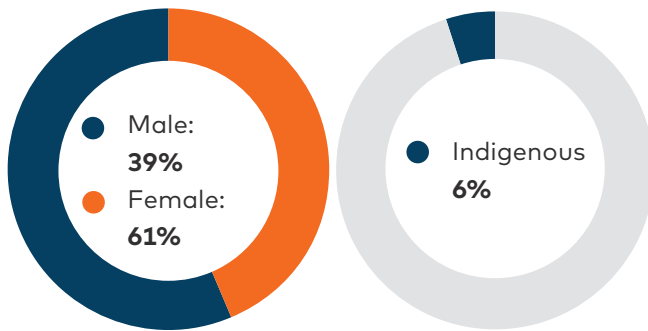
- › A scholarship covering Year 12 Tuition fee's (not including enrolment deposit)
- › Additional funding support for students' career and wellbeing aspirations
- › Pathways and connections to higher education
- › Support from partner organisations and donors
- › Regular Indigenous Leadership activities
- › Cultural support





Our Staff

Workforce Composition



*One staff member returned from maternity leave in Term 4. The College outsources the Accounting, IT, and Marketing services.

Professional Development

College staff completed a wide range of Professional Development in 2023. While the majority of this was completed in blocks at the beginning, middle and end of the year staff still did attend numerous one-off sessions at different times throughout the year.

- › Mandatory Reporting training
- › Mental Health First Aid
- › Bronze Medallion
- › First Aid/CPR updates
- › TAE40116 Certificate IV in Training and Assessment
- › VET RPL/Delivery -Sport and Recreation
- › VET Matrix
- › Coaching and Officiating courses
- › Certificate III in Education Support
- › NTCET/VET moderation
- › Inspire (NCCD) training
- › Graduate certificate of career development
- › FACTS SMS
- › Energetic Education
- › AISNT Leadership Forum
- › FACTS Elevate Conference
- › Autism NT Training
- › Cultural Competency Training

Teacher Qualifications

Teacher Qualifications	
Classification	Percentage
Master's Degree	10%
Graduate Diploma	50%
Bachelor's Degree or equivalent	100%
Teacher Registration Board of the Northern Territory (TRB)	100%



Staff Satisfaction

All staff were provided with the opportunity to participate in the Culture Amp staff survey. 17 of the 18 permanent staff completed the survey, a completion rate of 94%.

Staff were asked to respond to a series of questions which focus on 14 specific areas of the organisation and its culture. Staff were also able to provide comments if they wished to do so.

Summary of results from 15 focus areas (Overall Avg – 90%)

Action	100
Social Connection	100
Service & Quality Focus	98
Leadership	98
Innovation	100
Management	95
Collaboration & Communication	100
Alignment & Involvement	98
Learning & Development	93
Enablement	93
Company Confidence	97
Teamwork & Ownership	96
Work & Life Blend	96
Feedback and Recognition	90
Engagement	91



Finance

The following provides percentage amounts of both income and expenditure for the 2023 academic year.

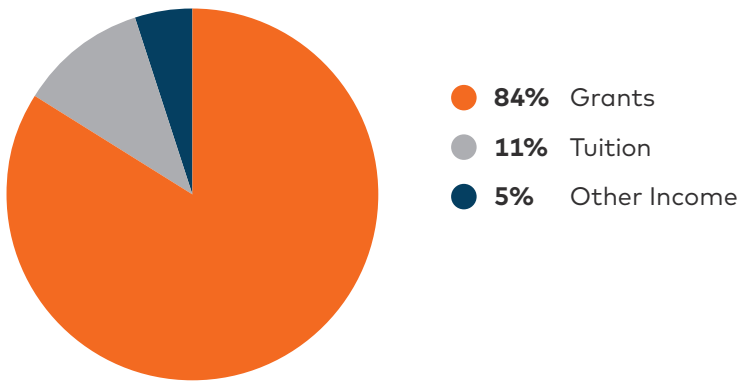
SEDA College NT is a not-for-profit organisation that aims to achieve a consistent sustainable return on revenue. The College continues to invest in quality venues staff, and programs to ensure that the overall student experience remains at a high level.

SEDA College management meet regularly and are responsible for preparing and managing the

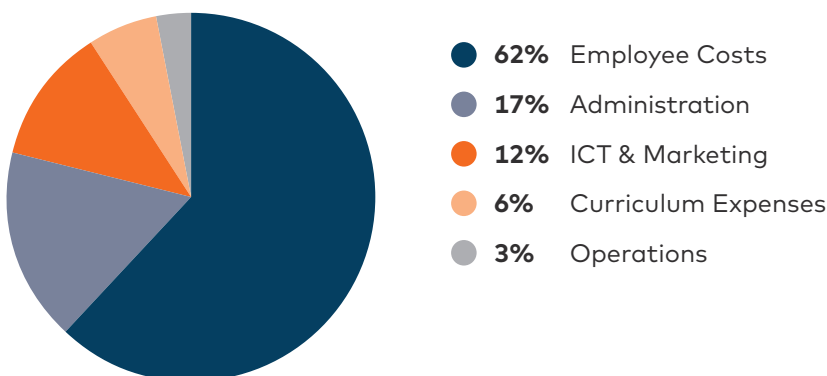
college's annual budget. The budget is approved by the College board and financial reports are distributed to each member for review prior to each meeting.

The College has appointed Nexia Edwards Marshall as the external auditors to prepare the annual statements.

College Income 2023 (%)



College Expenditure 2023 (%)



Annual Report Summary

Major Events

The College did not experience any major events during 2023 that were required to be reported to the Registrar or Department of Education.

Buildings, Structures and Facilities

SEDA College has lease agreements in place for all classroom and office spaces. Due to this, we're required to ensure spaces remain in line with these agreements and there is no ongoing maintenance required to be undertaken by the College.

The College does not intend to commence any new building work in the 2023 financial year.

Distribution of Annual Report

In addition to providing a copy of the Annual Report to the Northern Territory Registrar for Non-Government schools, it will also be publicly available on the College's website and provided upon request to those who cannot access the Internet.

Annual Report Summary

In 2023, the College experienced significant success. Enrolments increased by more than 40%, and completion rates for VET and NTCET qualifications surpassed both Territory and Federal benchmarks. The College achieved a debt-free status, and feedback from stakeholders, including caregivers, students, employees, and partners, remained consistently positive throughout the year.



Scan this QR code to apply with SEDA College.

Key areas of focus for 2024

- › Continue to attract and retain high-quality staff.
- › Retain and, where possible, increase current enrolment numbers to ensure all classes are at capacity.
- › Expand the number of quality classroom venues and facilities.
- › Embrace and leverage the community support the College is experiencing to help increase the school's profile.
- › Explore new partnerships and industries that will benefit students in the future.





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Information accurate as at April 2024. Document uncontrolled when printed. Refer to seda.nt.edu.au for the most up-to-date version.