

2024

ANNUAL REPORT

CONTENTS

History	Page 4
McYESS	Page 6
Our Mission	Page 7
Our Vision	Page 8
Philosophy	Page 9
The Student as an Equal Part of the School Community	Page 11
Social Development	Page 12
Student Attendance	Page 15
Staff Attendance	Page 17
Staff Retention	Page 18
Staff Qualifications	Page 19
Workforce Composition	Page 22
SACE Stage 2	Page 25
NAPLAN Results	Page 26
Surveys	Page 28
Finance Report	Page 36

HISTORY

Pinnacle College, previously known as Burc College, is a non-denominational private school that provides a comprehensive curriculum. This co-educational institution serves Primary and Secondary School students of diverse faiths and ethnicities across three campuses.

- ▶ Elizabeth East (Foundation – Year 12)
- ▶ Golden Grove (Foundation – Year 11)
- ▶ Gilles Plains (Foundation – Year 6)

Pinnacle College, founded by the McYESS Foundation, caters to parents seeking a high-quality education within a nurturing and disciplined environment that actively promotes multicultural values and principles. Originally established in Gilles Plains in 2005 as a modest school with limited resources and staff, Pinnacle College exceeded expectations, leading to rapid growth. By 2010, due to this growth, the governing body was able to open a second campus in Elizabeth East. Similar to Gilles Plains, the Elizabeth Campus started small and steadily expanded its student body, year levels, and facilities each year. Responding to ongoing demand, a third campus in Golden Grove commenced operations at the beginning of 2019.

Apart from its physical growth, the College has also exhibited significant success in academic areas such as sports, the Premiers Reading Challenge, the Australian Mathematics Competition, International Competitions and Assessments for Schools (ICAS), and South Australian Primary Schools Sports Association Tournaments.

We firmly believe that children can achieve their maximum potential when they genuinely enjoy their school experience and feel valued and supported. This conviction drives our commitment to establishing Pinnacle College as a place distinguished by its happy, secure, and nurturing environment. At Pinnacle College, we now cultivate an innovative and inclusive setting that fosters excellence in learning and celebrates diversity. Our goal is to equip our students with the skills and opportunities necessary to evolve into self-assured, contributing members of society. We recognize and celebrate the boundless potential within each of our students, taking pride in guiding them not only to excel in their pursuits but also to emerge as leaders in their chosen fields of interest.



MCYESS

Multicultural Youth Education Support Services (McYESS) was founded on December 18, 1995, as a non-profit organization dedicated to offering educational, accommodation, and counseling services for young individuals in Australia.



McYess Ltd

Multi Cultural Youth Education Support Services Limited

McYESS actively promotes cultural events, organizes lectures, and facilitates various social activities, alongside its involvement in global humanitarian aid initiatives. Central to its mission is empowering young people to enhance their self-esteem and confidence, thereby enabling them to establish a strong presence in society.



OUR MISSION

Our mission is to foster academic and creative excellence in a respectful, and nurturing educational environment. We strive to support student wellbeing and provide meaningful learning experiences that develop socially responsible and resilient life-long learners. Through collaboration and leadership, our students will engage in, and contribute to the community, both locally and globally.

OUR VISION

At Pinnacle College, we celebrate diversity and uniqueness in an innovative and inclusive learning environment. Our vision is to equip students with the confidence and skills to reach their potential and meet the challenges of the future as global citizens, leaders and innovators.

PHILOSOPHY

Pinnacle College is a place where all students can learn – the only variable can be the time. We have obligations to teach every learner and expect all students to learn. We believe in fostering a nurturing environment in which each child feels special and grows in self-esteem. Pinnacle College is a school where diversity is strength and students are expected to understand and respect differences. We value close ties among children, staff, parents, and the community and believe in strong parent participation

in their children's education. Pinnacle College is a school devoted to the development of each student's intellectual, social, emotional and physical capacities in an atmosphere of equal opportunity. We create an environment for children to allow them to be themselves and to develop their full potential in the way and at the pace appropriate to them.

The following assumptions are basic to the philosophy at Pinnacle College:

- ▶ 'Knowing' is a process, not a product;
- ▶ The curriculum should contain different learning experiences;
- ▶ The curriculum must be adapted to the child's development level.

On-going successes will encourage the development of a positive self-image, which will in turn allow the child to accept challenging learning experiences without retreating from the learning setting. It encourages an awareness of what each child knows and what he/she needs to know in order to accomplish and achieve further. This requires teachers who emphasise the successes a child achieves and necessitates a positive approach to learning and development.



THE STUDENT AS AN EQUAL PART OF THE SCHOOL COMMUNITY

The school community is comprised of teachers, students and parents. All have specific rights and responsibilities.

In particular, students are entitled to be treated with dignity and respect. They have a right to expect careful and proper planning on the part of those responsible for their education.

SOCIAL DEVELOPMENT

The school operates on the premise that students can control their behaviour when reasonable limits are set. The school uses the principle of logical consequences as its approach to maintaining controls within the classroom and school as a whole.

The basic assumption is that the child is aware of the consequences for inappropriate or unacceptable behaviour and that these consequences are a logical extension of their behaviour. When a particular behaviour is of an on-going nature staff are encouraged to resolve the student's issue in a counselling setting. Should the behaviour continue, the parents may be involved and if necessary, support services will be requested.

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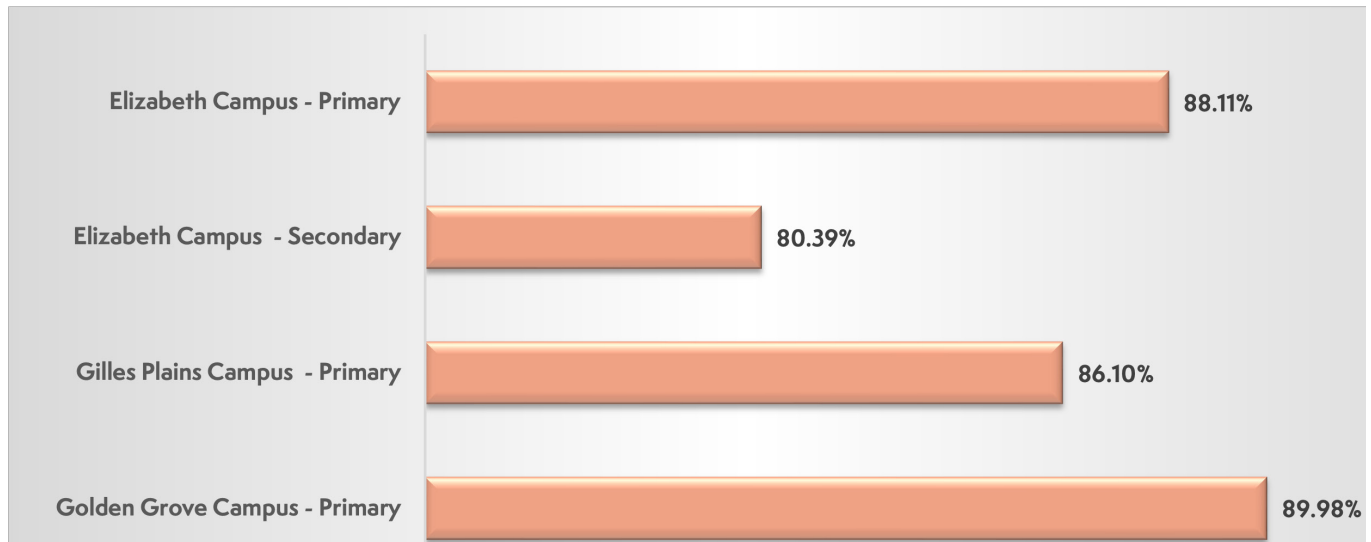
Education at Pinnacle College goes beyond the curriculum, as changes and developments in curriculum alone do not guarantee social, emotional or academic growth. It is the constructive interaction between students, peers and adults, and their relationships with parents and teachers that is the basis for excellent education. At Pinnacle College these relationships are nurturing, supportive, and caring, with the hope of **an excellent result in each student's education.**

The average
attendance rate
of all students at
Pinnacle College
for 2024 was
84.93%

STUDENT ATTENDANCE

Non-attendance Process: Parents/guardians can phone, email or text to let the College know that the student will not be attending. At 10.20 am, all parents/guardians of students with unexplained absence are contacted /sent an SMS.

Campus by campus attendance data:



Elizabeth East Primary	
Foundation	92.94%
Year 1	90.74%
Year 2	93.63%
Year 3	80.68%
Year 4	83.58%
Year 5	91.22%
Year 6	85.08%
Secondary	
Year 7	92.32%
Year 8	85.29%
Year 9	85.34%
Year 10	80.51%
Year 11	77.15%
Year 12	63.56%

Golden Grove Primary	
Foundation	86.29%
Year 1	83.28%
Year 2	88.42%
Year 3	89.22%
Year 4	84.06%
Year 5	90.71%
Year 6	88.58%
Secondary	
Year 7	84.01%
Year 8	89.14%
Year 9	78.34%
Year 10	76.75%

Gilles Plains Primary	
Foundation	88.70%
Year 1	85.61%
Year 2	87.16%
Year 3	87.23%
Year 4	88.10%
Year 5	90.88%
Year 6	75.53%

2024 attendance continued to be impacted by leave related to COVID-19, but showed improvement on the previous year.

STAFF ATTENDANCE

Staff Attendance	
Total Teacher Attendance	94.1%
Total Admin Attendance	96.3%
Total Staff Attendance	95.5%
Average Lost Time Rate	9.8 days

The staff attendance figure is an indicator of the time required to be at work that is actually spent at work. A larger percentage figure indicates that less time is spent away from work due to illness, carers leave, compassionate leave, etc. It does not account for staff on long term leave for reasons such as a long term workplace injury, or planned leave such as parental leave and long service leave. Average Lost Time Rate is the average number of unplanned leave days each employee took during the year. 2024 Total Staff Attendance improved from 94.7% in 2023.

STAFF RETENTION

Staff Retention	
Total Number of Employees	136.9
Total Employees Who Left	8
Staff Retention Rate	94.2%

Staff who are employed on a casual basis and those on temporary or replacement contracts to cover those on leave are not included in this calculation. Staff retention has significantly increased from 80.8% in 2023. This result reflects the emphasis school leadership has placed on staff wellbeing initiatives.

STAFF QUALIFICATIONS

Pinnacle College Teacher Qualifications

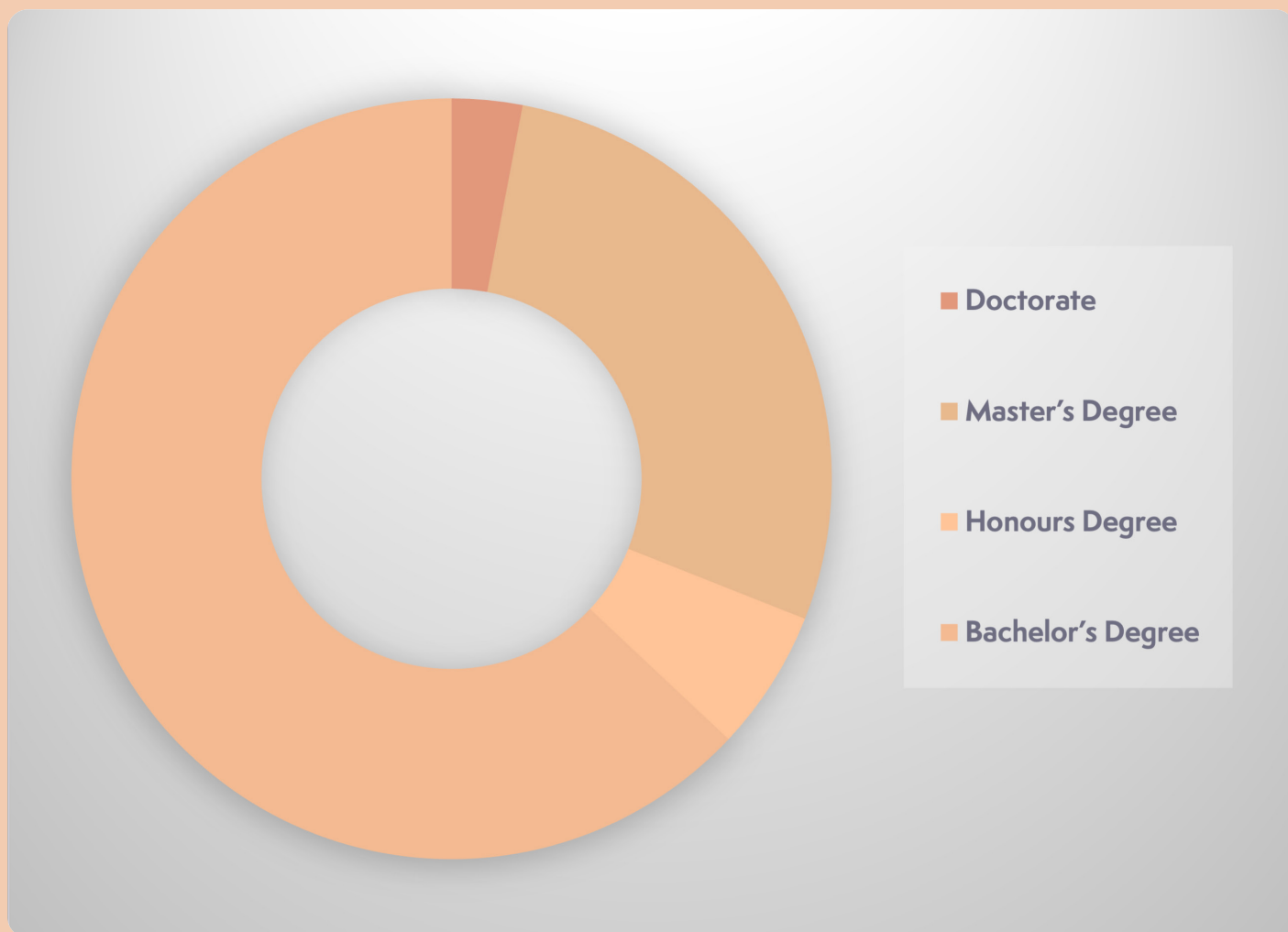
Pinnacle College places a high priority on providing all staff with professional development opportunities. Both teaching and general staff are provided with an annual allowance to undertake professional development. Pinnacle College's teacher development guidelines align teacher professional development with the Australian Institute for Teaching and School Leadership (AITSL) standards.

The following table lists the highest qualification held by teaching staff across Pinnacle College's three campuses:

Total Teaching Staff	78	100%
Doctorate	2	3%
Master's Degree	22	28%
Honours Degree	5	6%
Bachelor's Degree	49	63%
Graduate Diploma	0	0%
Certificate	0	0%
Without Qualifications	0	0%

STAFF QUALIFICATIONS

Highest Qualification Attained



Pinnacle College's teacher development guidelines align teacher professional development with the AITSL standards

WORKFORCE COMPOSITION

In 2024, the Pinnacle College workforce was comprised of 142 staff, including 79 teachers, 63 general staff, and 4 executive staff.

Total staffing at Pinnacle College was comprised of the following:

Employee Category	% of Staff
Teaching Staff	55%
Non-Teaching Staff	42%
Executive	3%

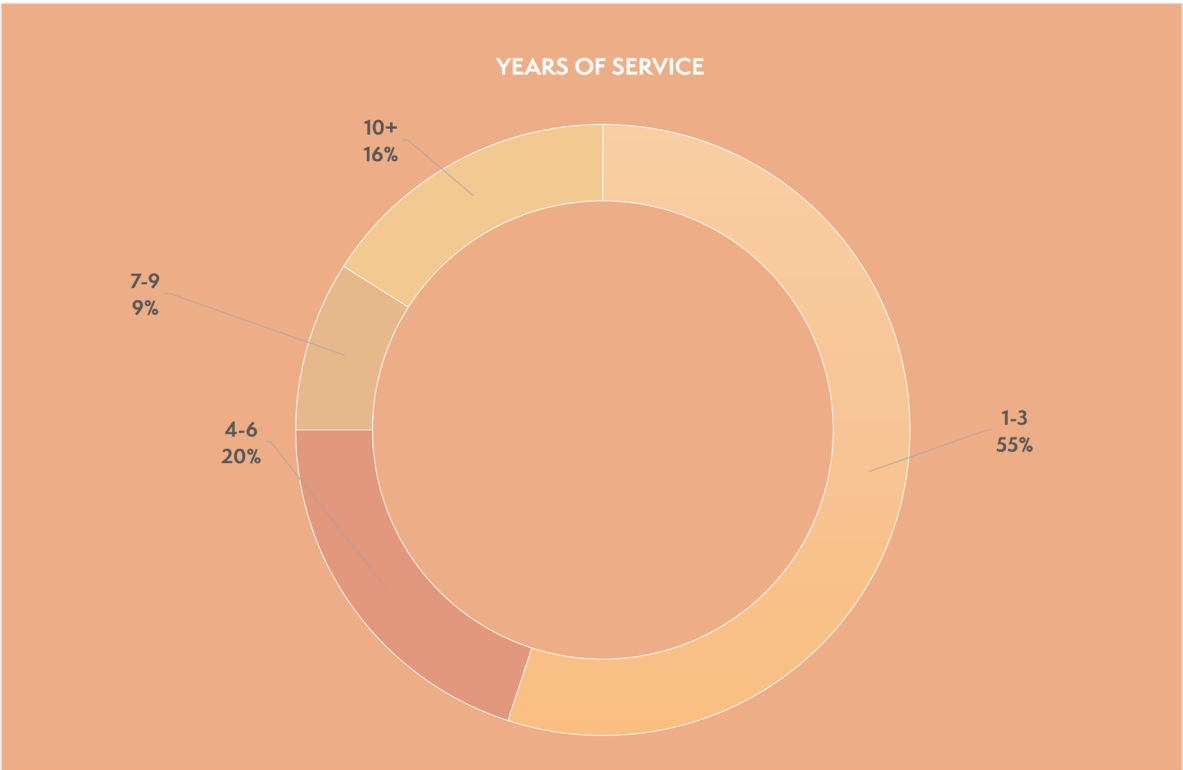
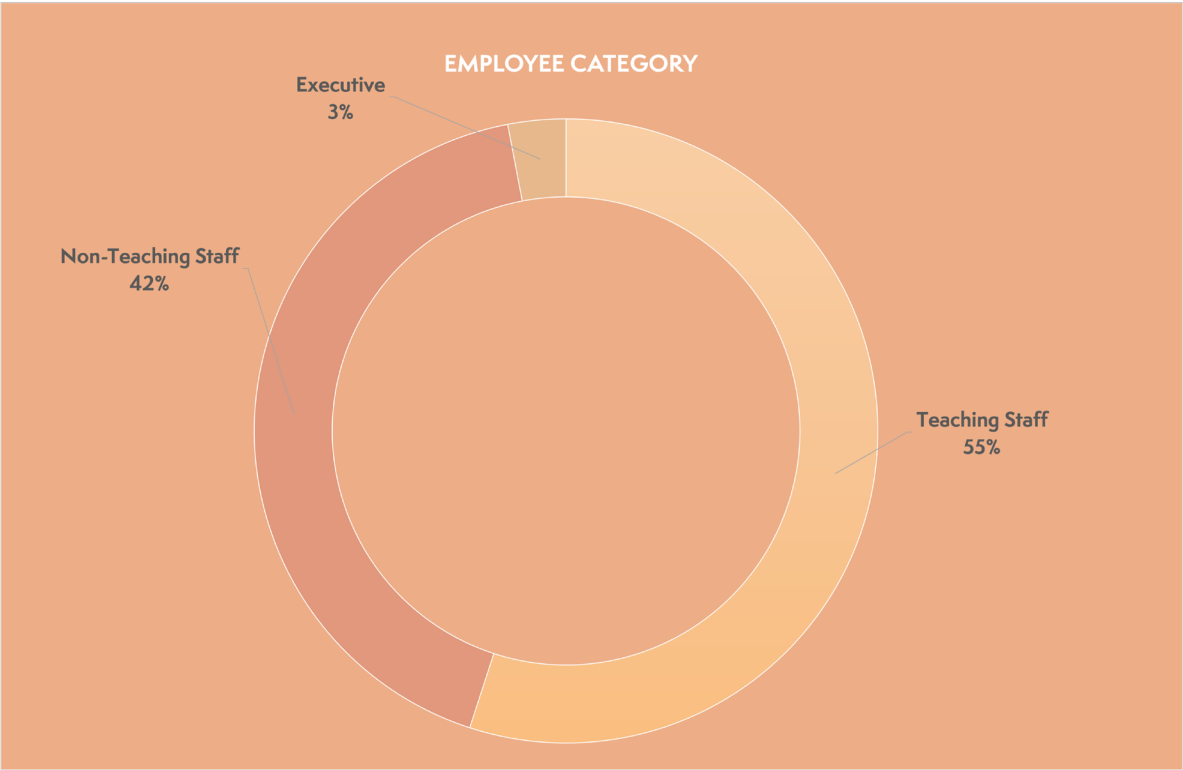
Pinnacle College is an equal opportunity employer, employing 65% female and 35% male staff in 2024.

Pinnacle College employs a wide variety of age groups, with the average age for staff being 38.2 years.

Pinnacle College's employee average length of employment increased from 4.5 years in 2023 to 5 years in 2024. The length of tenure across the school in 2024 was as follows:

Years of Service	% of Staff
1-3	55%
4-6	20%
7-9	9%
10+	16%

Pinnacle College's recruiting approach aims to find a balance between employing staff with existing experience, and hiring high quality graduates from university. Our teaching staff continue to gain experience and the average teaching salary level in 2024 was 8.3 out of 10.



More than a quarter
of our graduating class
(26.83%) achieved an
exceptional ATAR of
95 or above,
placing them among the
top achievers
in the state.

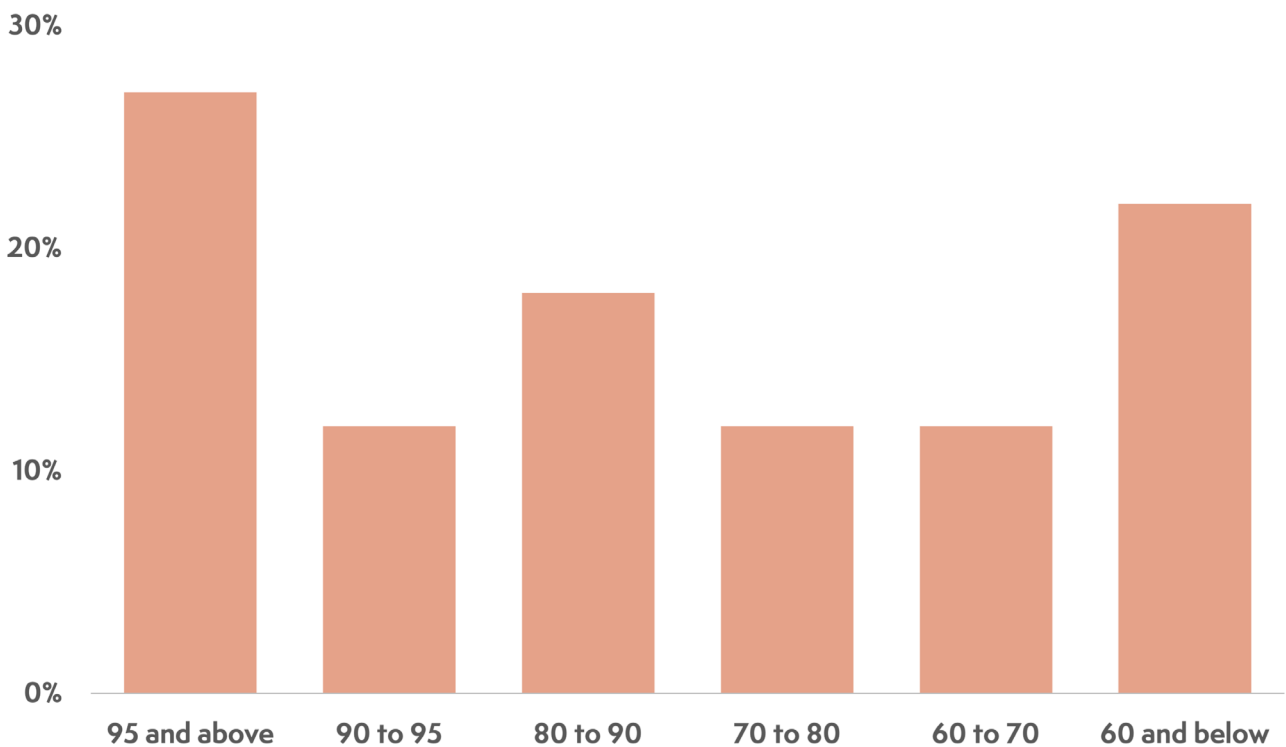
SACE STAGE 2

2024 ATAR Scores

Pinnacle College has achieved outstanding success in this year's ATAR results! 4 students received 99 and above ATAR score. More than a quarter of our graduating class (26.83%) achieved an exceptional ATAR of 95 or above, placing them among the top achievers in the state. A further 12.20% scored between 90–95, and 17.07% between 80–90, demonstrating the academic strength across our cohort.

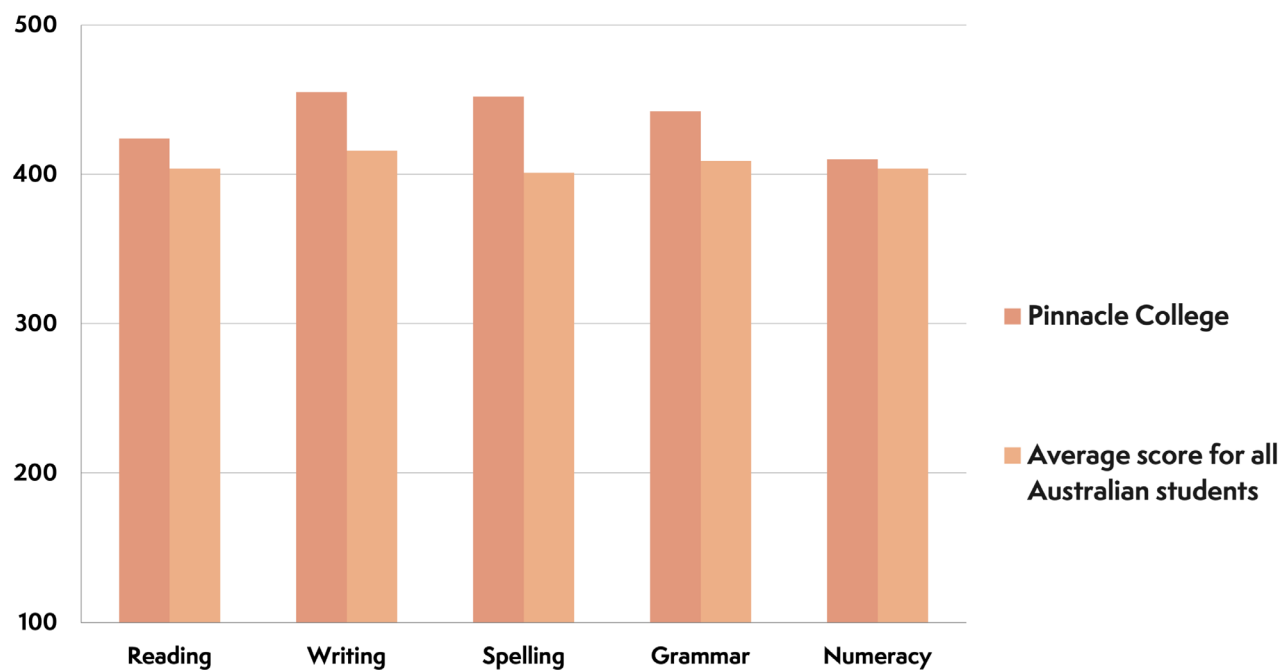
In total, over two-thirds of our students achieved an ATAR above 70, showcasing the dedication, perseverance, and hard work of our students, teachers, and families.

This remarkable achievement reflects Pinnacle College's commitment to excellence and our students' determination to aim high and succeed.

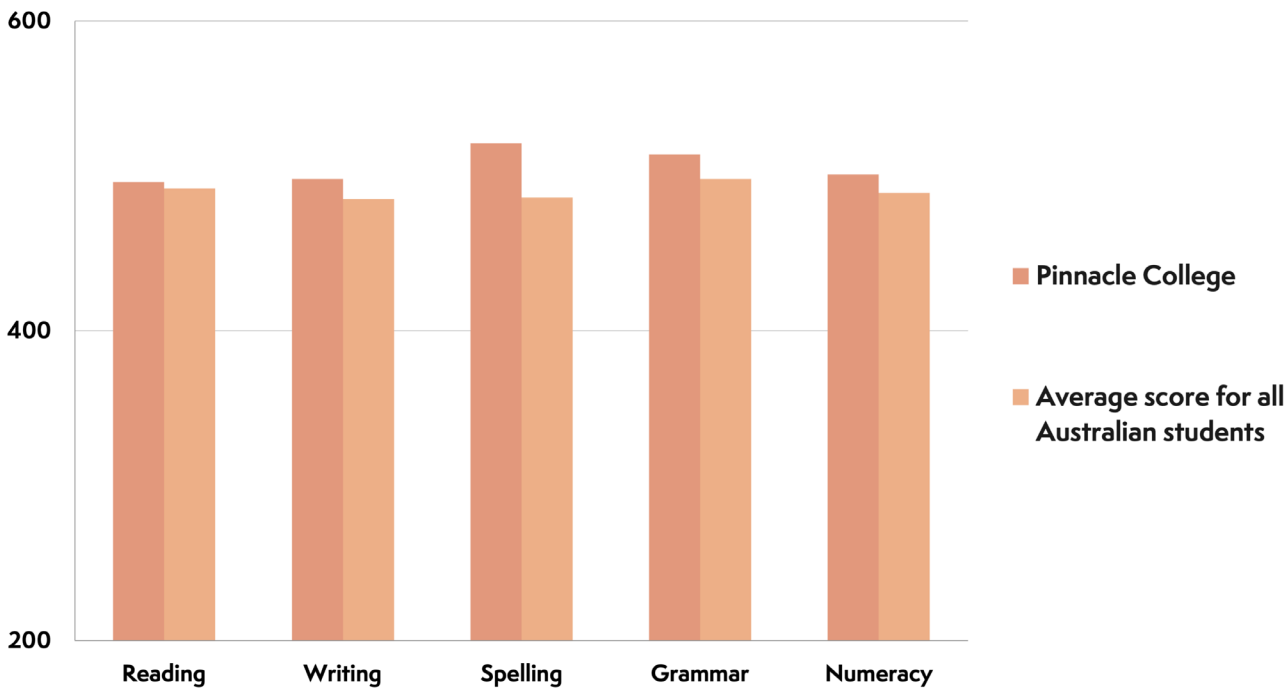


2024 NAPLAN RESULTS

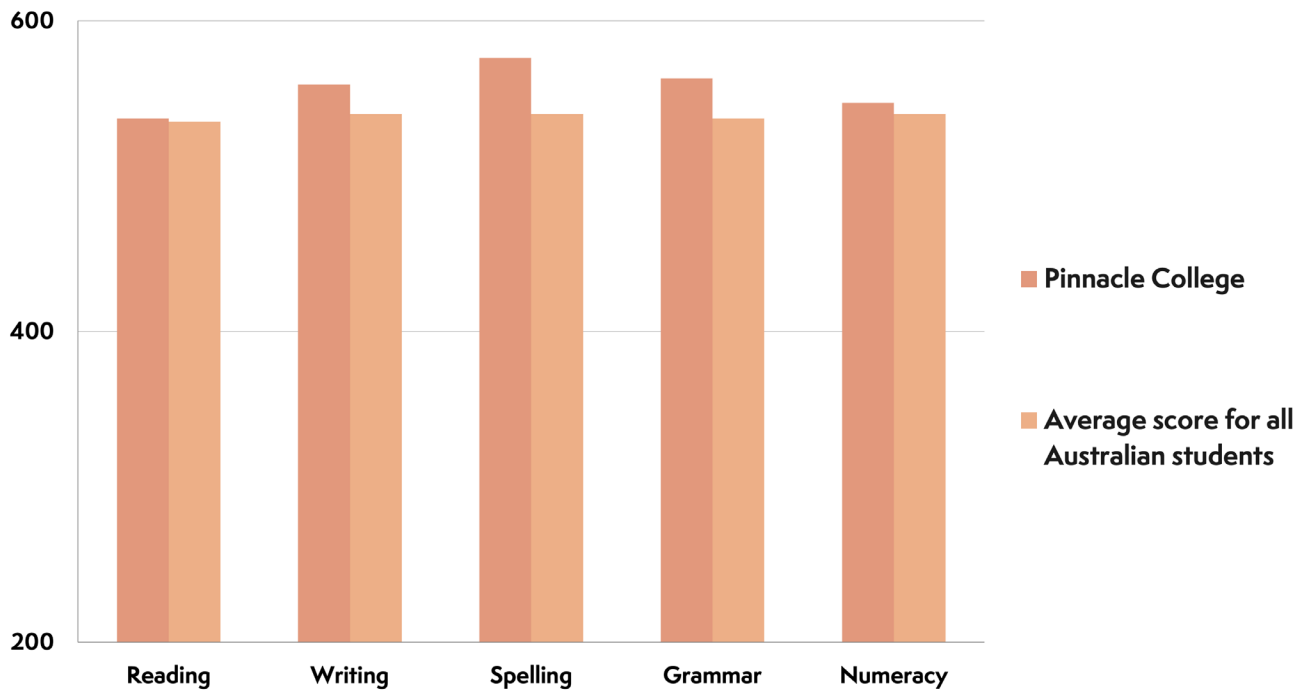
Year 3 Pinnacle College Students compared to National Scores



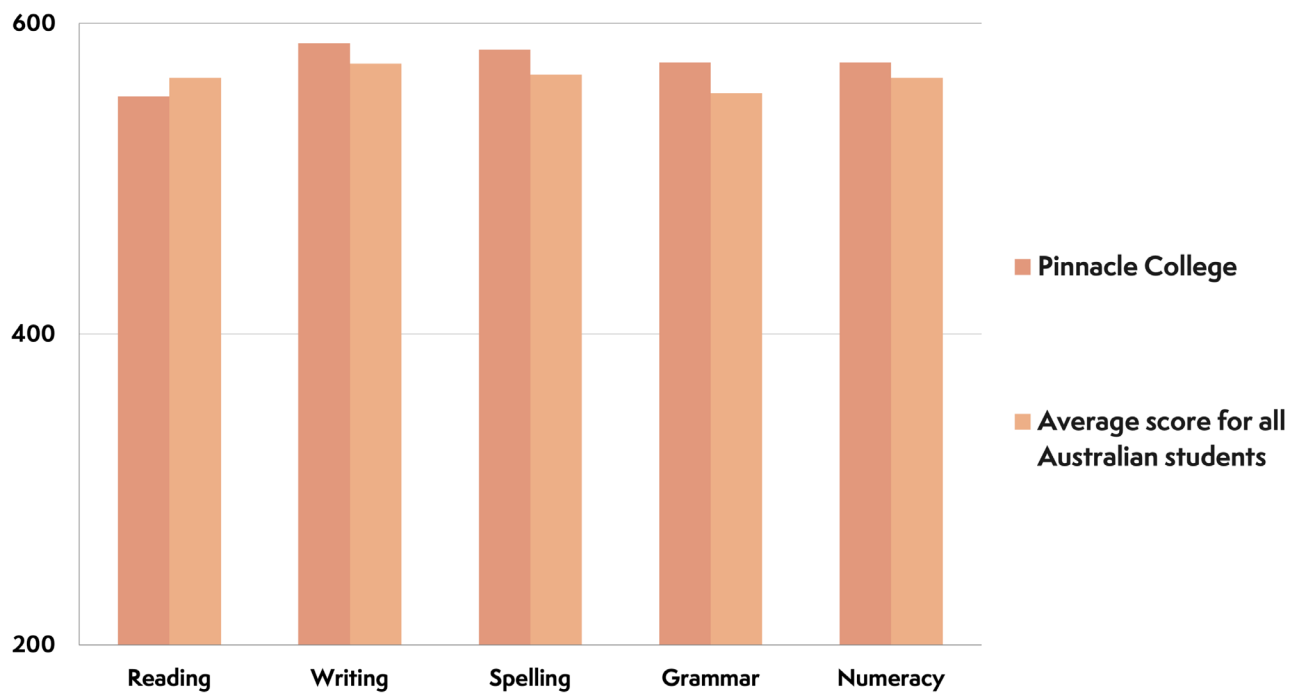
Year 5 Pinnacle College Students compared to National Scores



Year 7 Pinnacle College Students compared to National Scores



Year 9 Pinnacle College Students compared to National Scores



SURVEYS

Pinnacle College is committed to treating students, parents, and staff with dignity and respect. Through the survey process, Pinnacle College provides its stakeholders with regular opportunities to share their opinions, empowering them to contribute to the school's strategic decision making.

Each year, Pinnacle College conducts surveys involving students, staff, and parents. These surveys cover topics such as the school's physical condition, the quality of education, and the management of the school concerning teachers, parents, and students. The results are analyzed and used to enhance various implementations within the school.

In 2024, surveys were carried out in collaboration with the Australian Universal Federation (AUF). Parents were asked 25 questions, students 30 questions, and staff 40 questions. A summary of the survey results, along with some additional information, has been provided in the next pages.



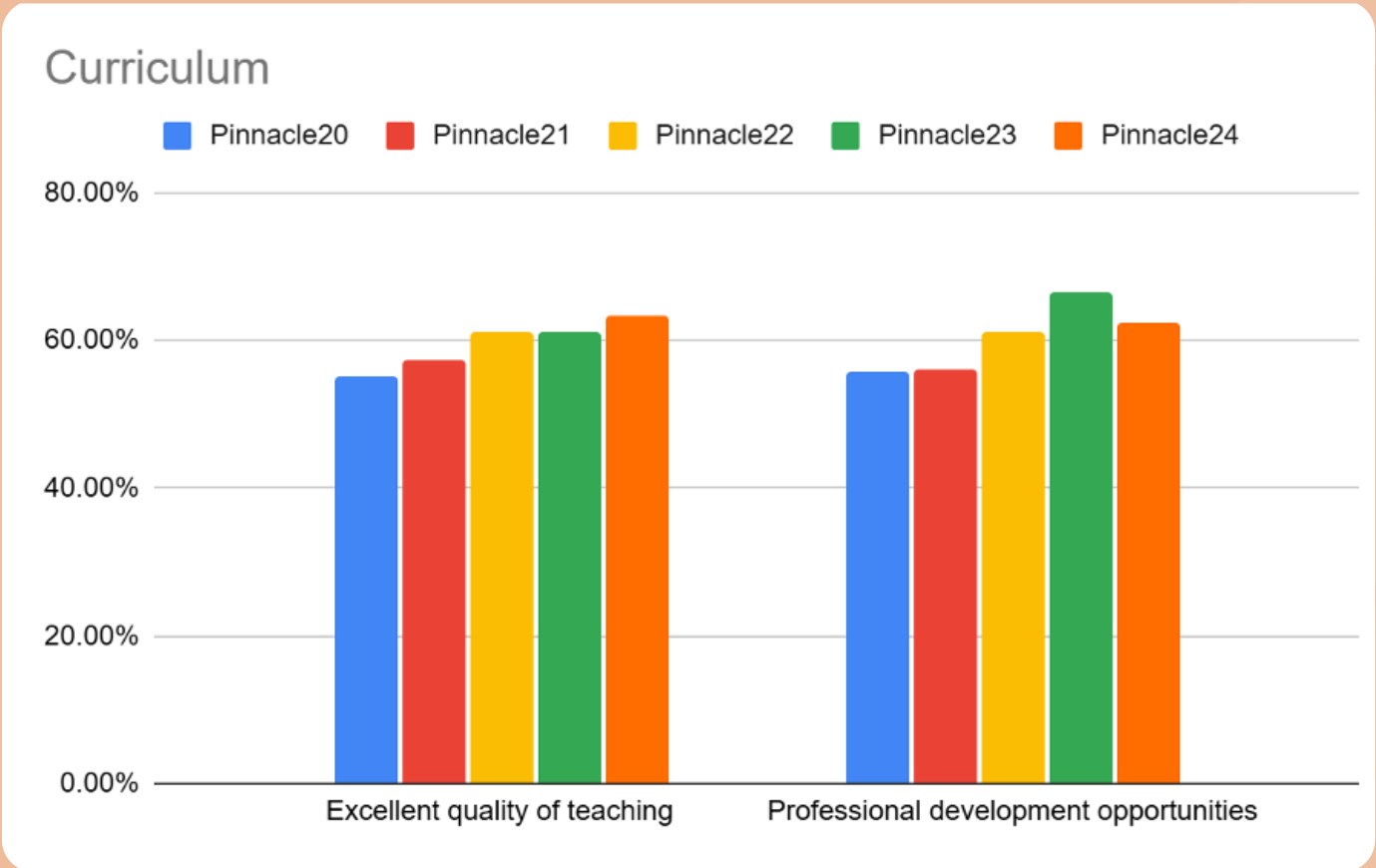
Staff Satisfaction Survey

The staff survey includes 40 questions covering topics such as student experience, communication, school leadership, curriculum matters, staff well-being, and extracurricular activities. The results highlight several strong areas, including the perception that the school is a safe environment, the presence of positive relationships between students and teachers, the use of varied teaching strategies, and a strong sense of pride among staff in working at Pinnacle. Additionally, staff feel that administrators, teachers, and other personnel treat each other with respect.

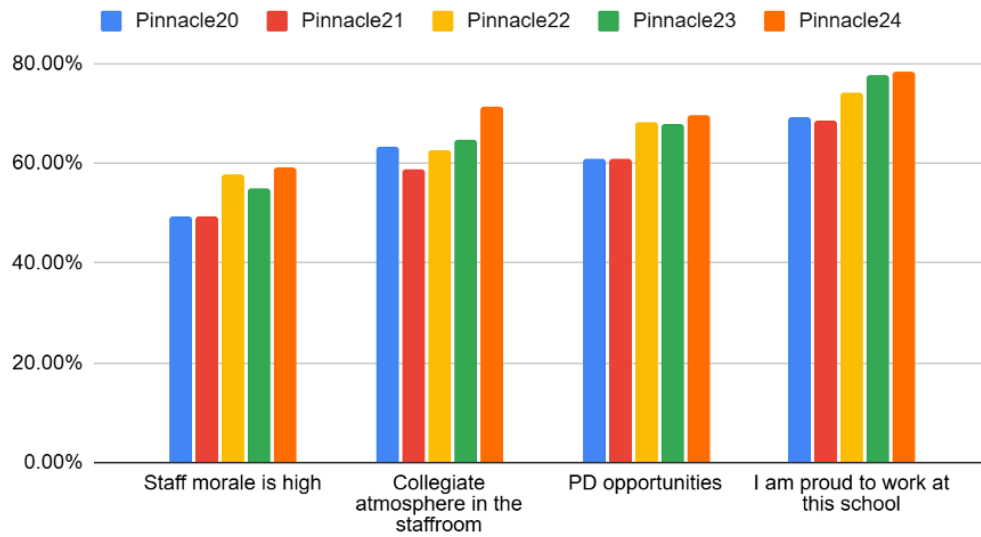
There has also been notable improvement over recent years in areas such as access to professional development opportunities, confidence in how the school is managed, clarity around the school's goals and direction, and the collegial atmosphere within the staffroom.

Staff further expressed satisfaction with access to technology, the school's behaviour management policies, prompt action in response to problems, the overall quality of teaching, and the growing enthusiasm among colleagues.

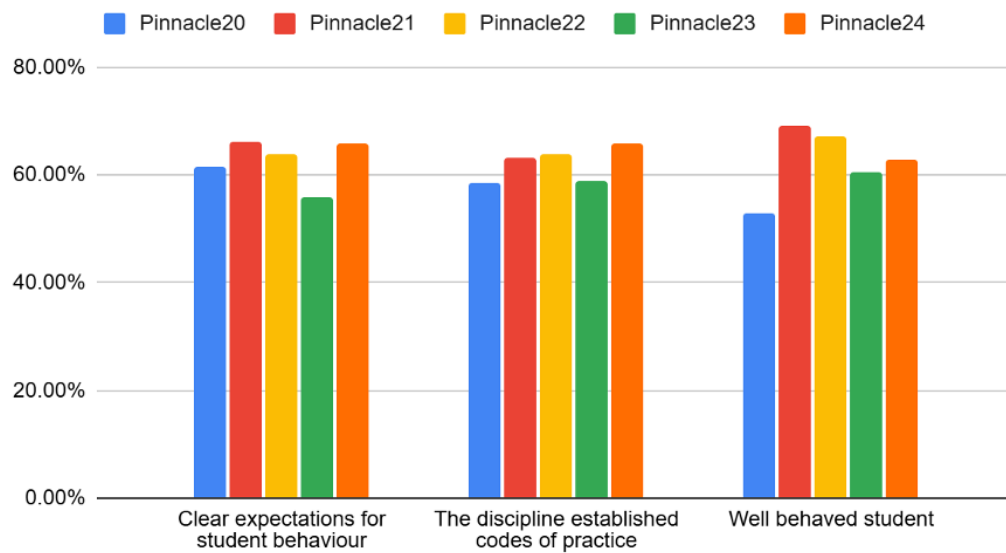
However, the survey also identified areas that require attention. These include the condition of school buildings and grounds, the range and quality of co-curricular activities, support for students with special needs and certain aspects of student behaviour.



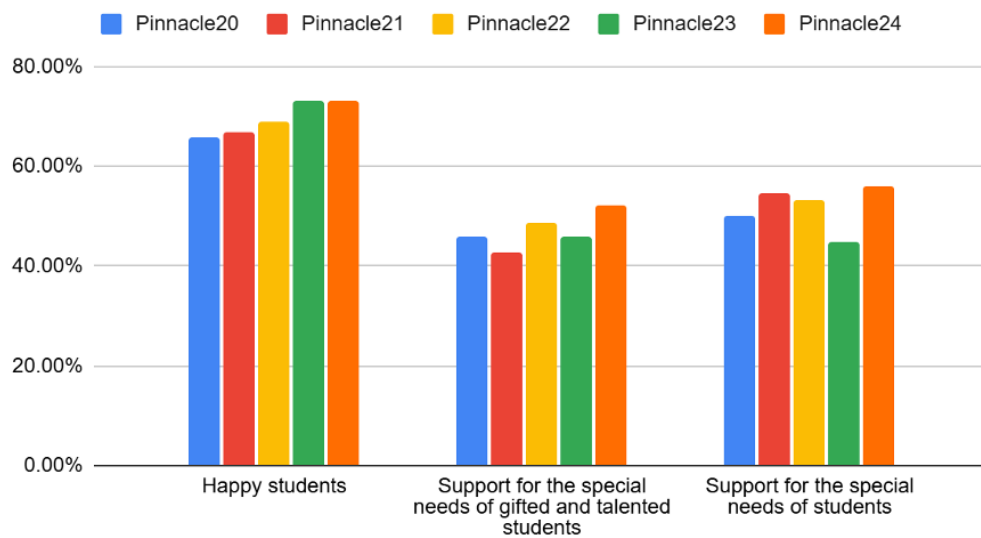
Staff



Student Behaviour



Student



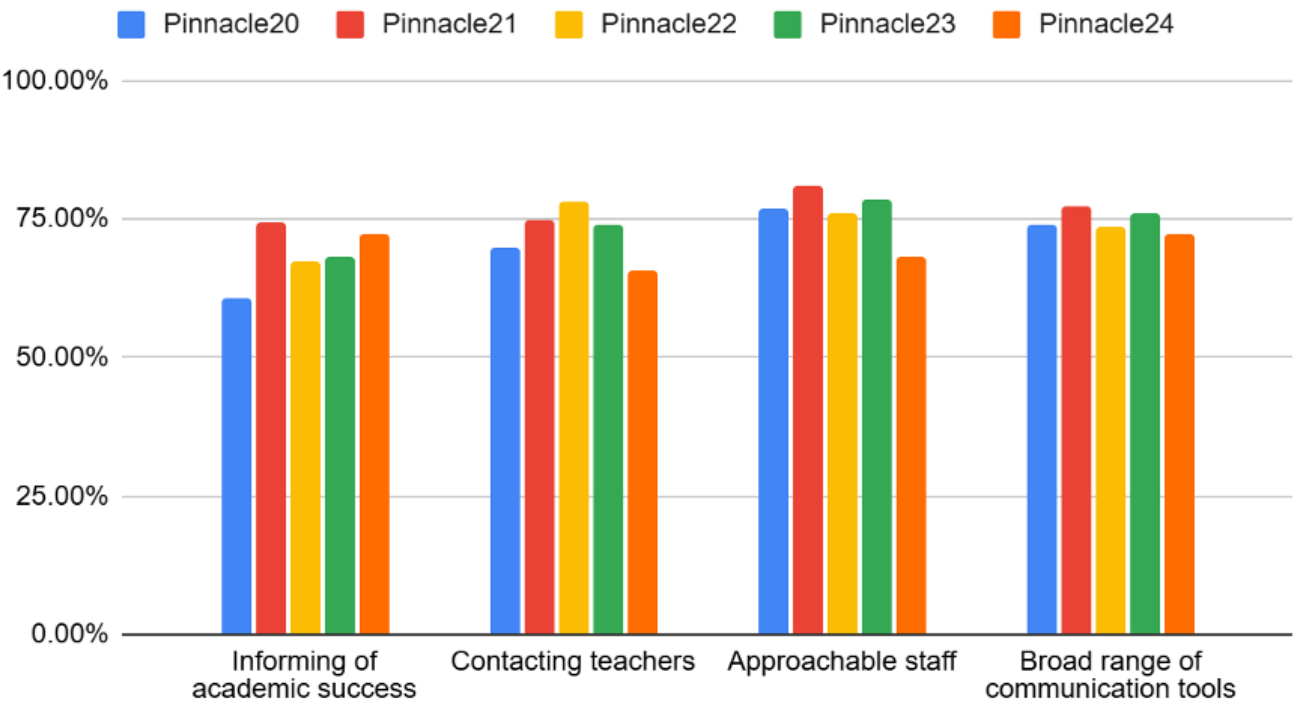
Parent Satisfaction Survey

The survey consists of 25 questions covering areas such as communication between the school and parents, management, student life, student support, curriculum, and extracurricular activities.

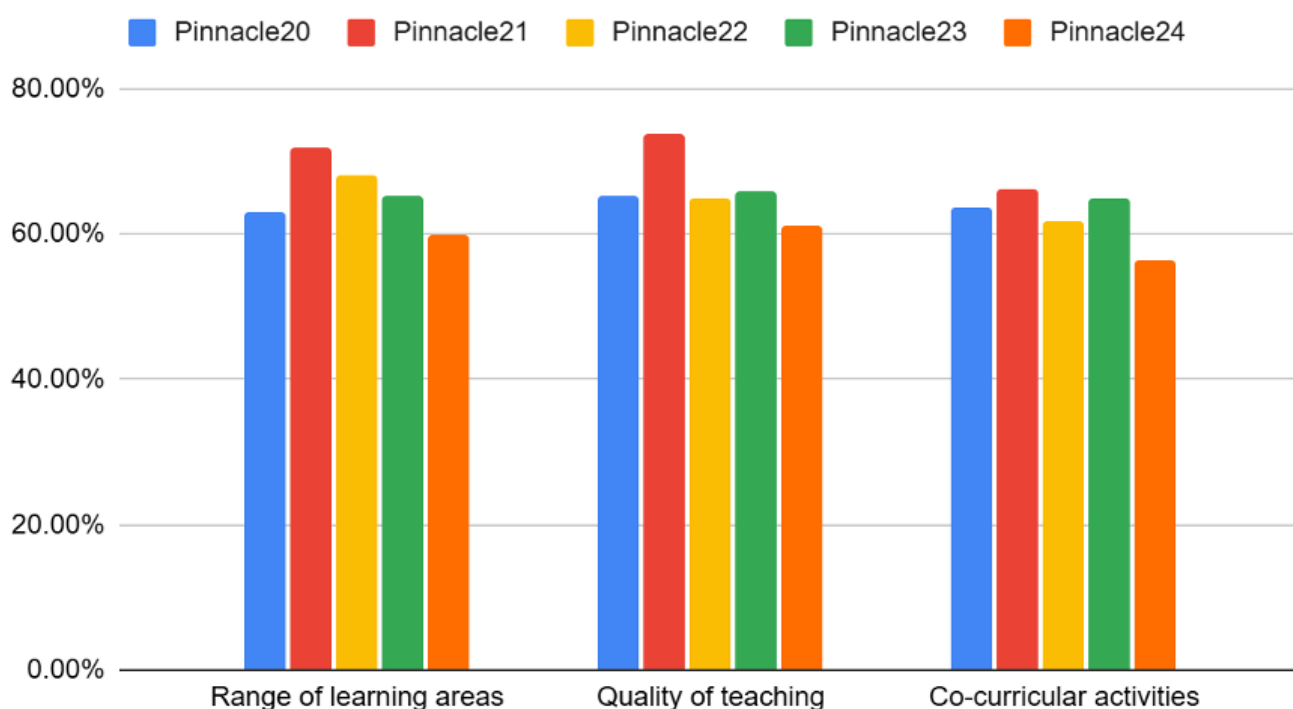
Parents expressed particular satisfaction with the school's safe environment, effective communication tools, approachable staff, and welcoming atmosphere.

However, the data also highlights several areas for improvement, including the handling of bullying, the condition of school grounds, the quality of co-curricular activities, and programs aimed at developing students' social and personal skills.

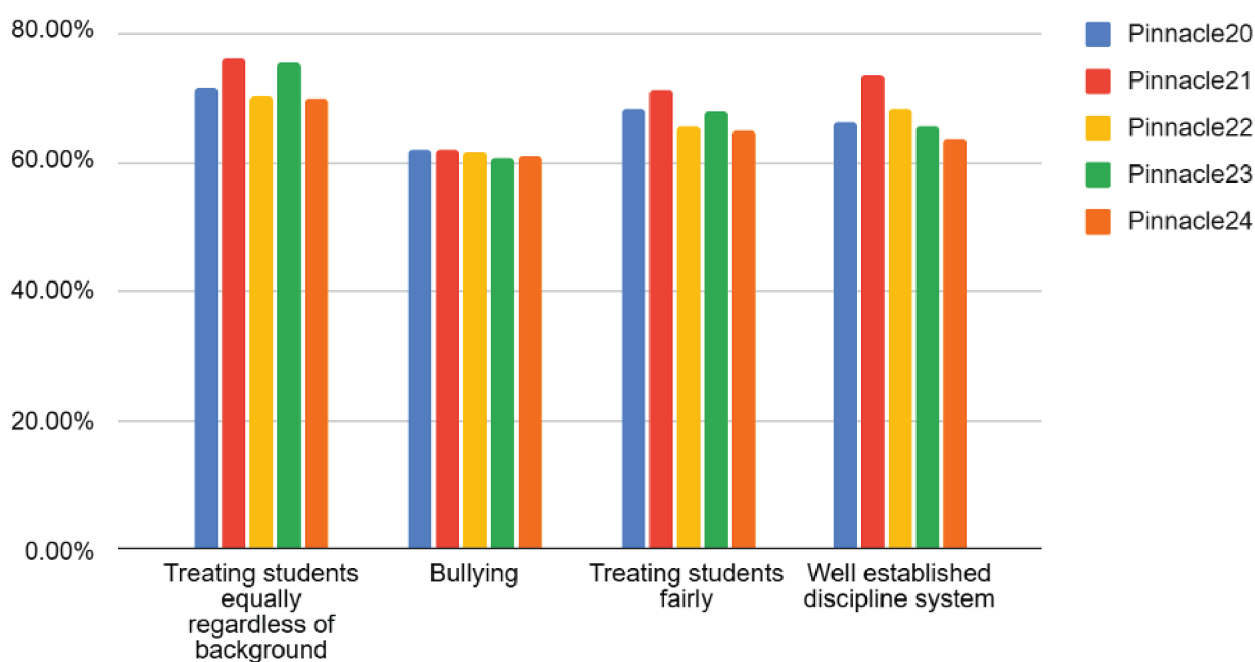
Communication



Learning



Management

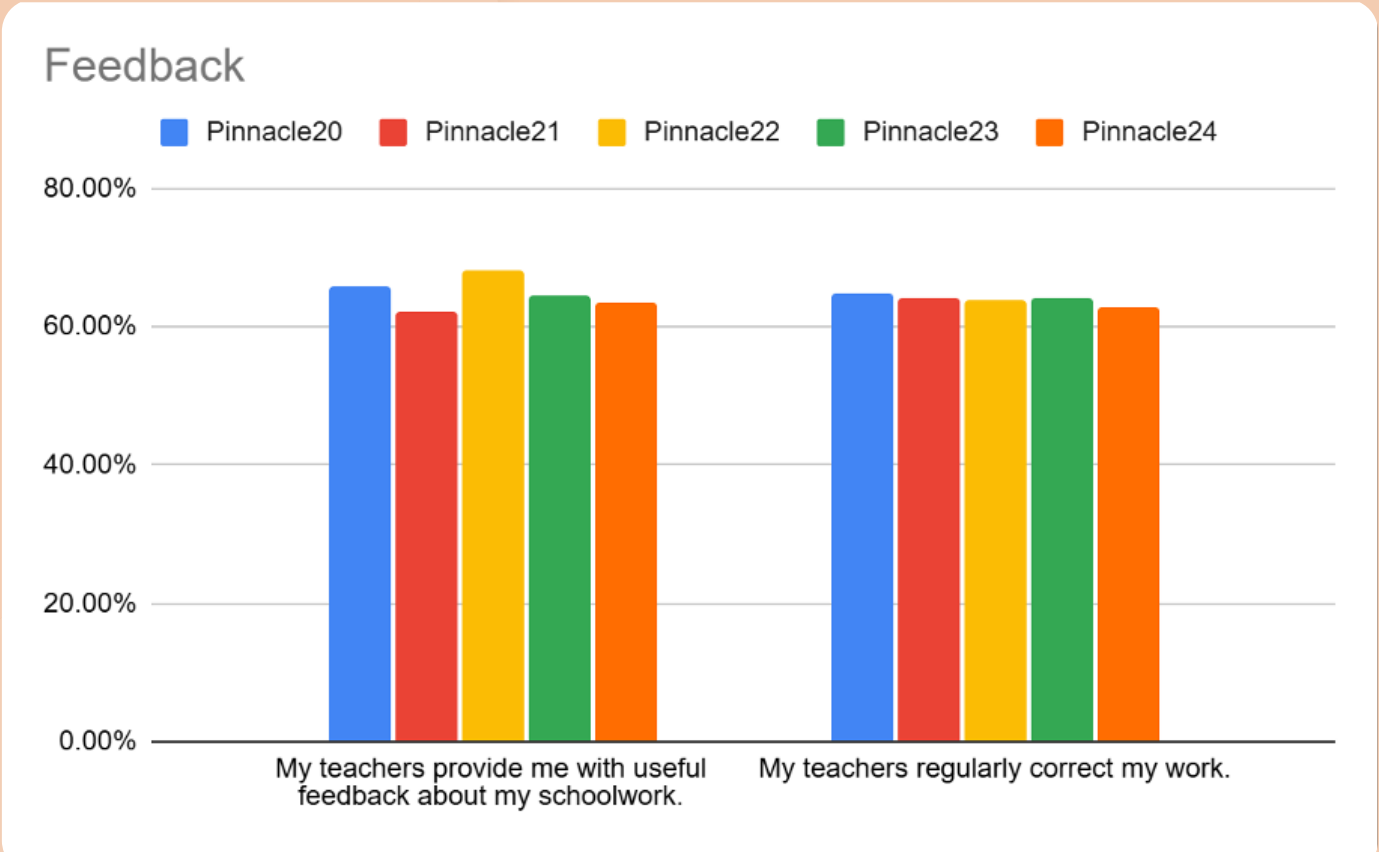


Student Satisfaction Survey

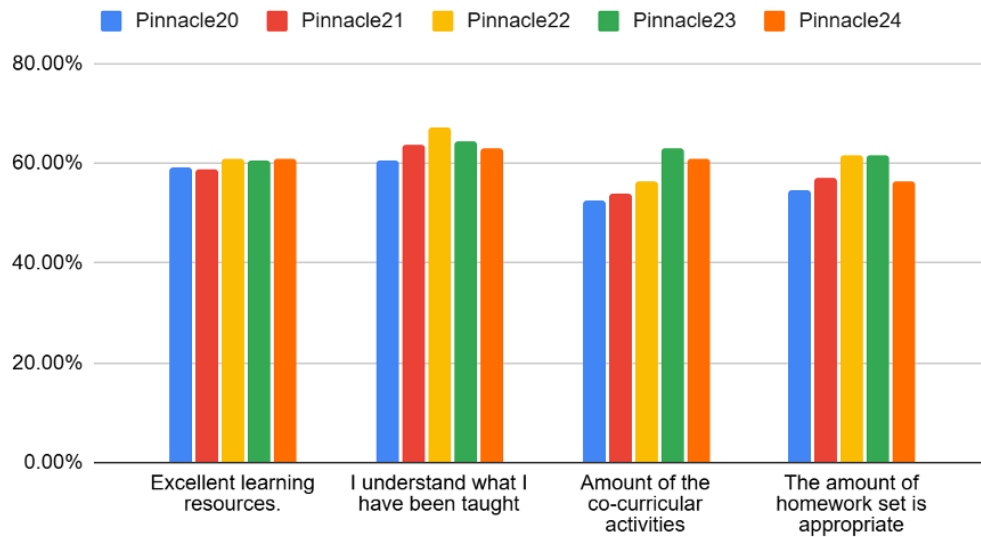
According to the students, the strongest areas of the school are: feeling accepted by teachers, feeling a sense of belonging, being motivated, understanding the school's expectations, having a safe environment, being treated fairly, receiving constructive feedback from teachers, and the effectiveness of teachers' strategies and methods.

Another positive outcome is the notable increase in students' happiness about being part of the school and their participation in extracurricular activities, especially when compared to the 2024 results.

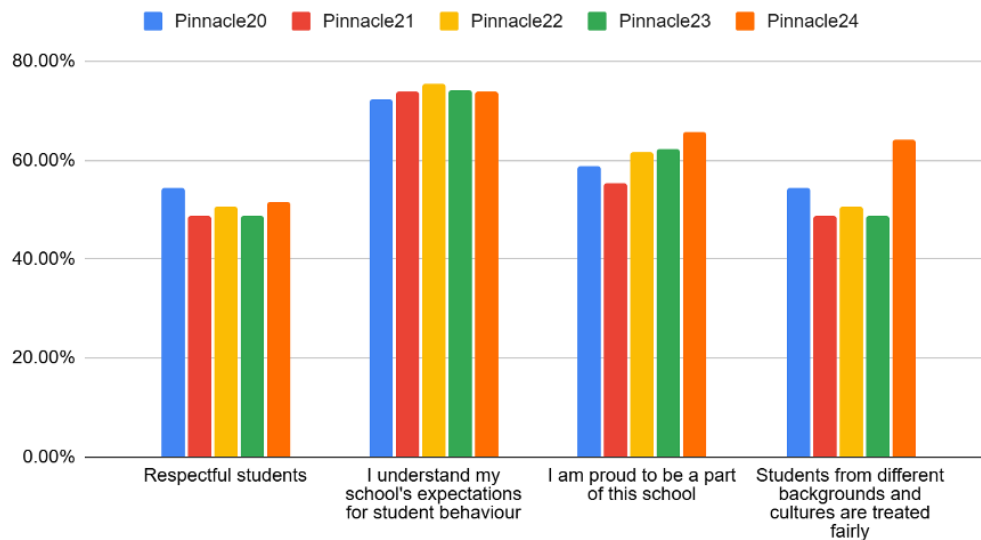
On the other hand, the data also indicates areas for improvement. Students feel that the school should strengthen its support systems, particularly in fostering student leadership skills, improving school facilities, and enhancing student-teacher relationships.



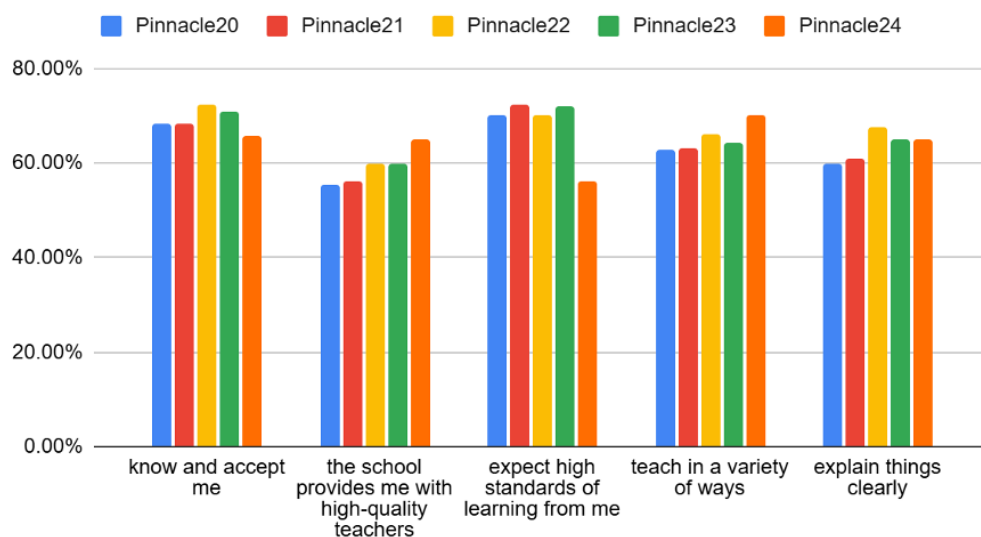
Learning at School



School Life



Teachers

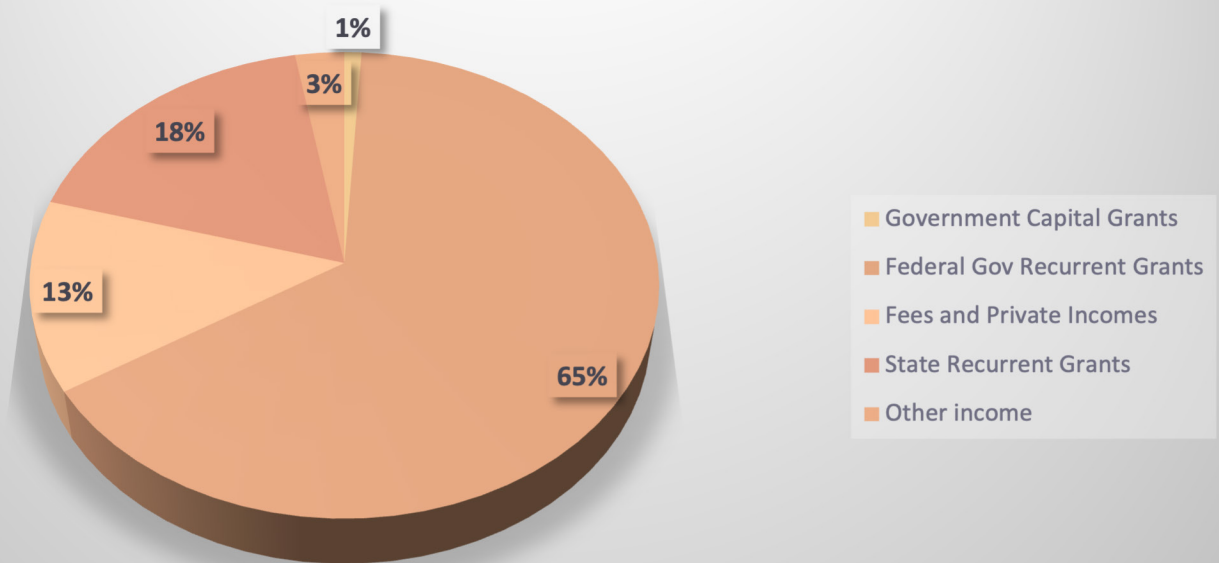


FINANCE REPORT

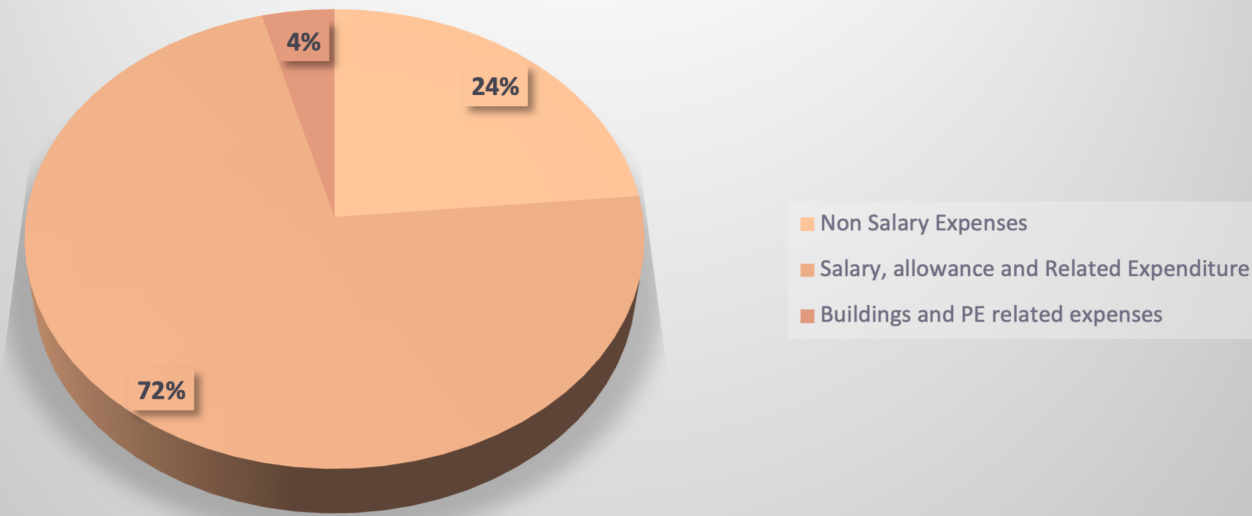
Pinnacle College Financial Information 2024

Please find below financial summaries of the College's revenue and expenditure items presented in graphical formats.

Pinnacle College Income



Pinnacle College Expenses



Golden Grove Campus

150 Bicentennial Drive
Golden Grove SA 5125
08 8367 9022 Ext. 1
goldengrove@pinnacle.sa.edu.au

Elizabeth East Campus

10 Anderson Street
Elizabeth East SA 5112
P. 08 8367 9022 Ext. 2
elizabetheast@pinnacle.sa.edu.au

Gilles Plains Campus

52-56 Wandana Avenue
Gilles Plains SA 5086
P. 08 8367 9022 Ext. 3
gillesplains@pinnacle.sa.edu.au

