



Reconnecting young people with education
through relationships, respect, and practical
pathways to the future.



NORTH COAST PATHWAY

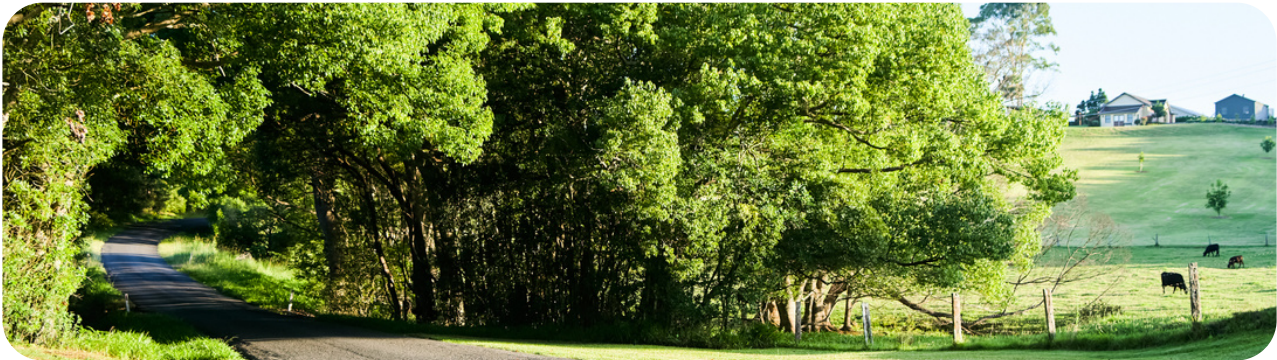
Annual Report 2025

ALSTONVILLE NSW

Contents

01 School overview	02
02 Message from the Chair	03
03 Message from the Principal	04
04 Message from the Head Teacher	06
05 School context	07
Priority areas for improvement	07
Promoting respect and responsibility	07
06 National literacy & numeracy (NAPLAN)	08
07 Senior secondary & post-school destinations	09
08 Workforce composition	10
Teacher accreditation & qualifications	10
Workforce compensation	10
09 Student attendance	12
Management of non-attendance	12
10 Enrolment policy	13
11 Other school policies	13
12 Improvement targets	14
13 Respect & responsibility	14
14 Parent, student & teacher satisfaction	15
Parent satisfaction	15
Student satisfaction	15
Teacher satisfaction	15
15 Financial information	17

01 School overview



SCHOOL NAME	North Coast Pathway
SCHOOL TYPE	Independent Special Assistance School
LOCATION	Alstonville, NSW
YEARS OF SCHOOLING	Years 9-10
PROPRIETOR	North Coast Community College Inc.
PRINCIPAL	Ted Nabung
HEAD TEACHER	Maria Eades

North Coast Pathway commenced operation as a registered and accredited Special Assistance School to provide an alternative educational pathway for young people who have become disengaged from mainstream schooling.

The school’s purpose is to reconnect young people with education through personalised learning, trauma-informed practice, strong relationships and practical pathways into further education, training and employment.

North Coast Pathway delivers an educational program aligned with NSW curriculum requirements while prioritising student wellbeing, personal development, employability skills and social inclusion.

24

students enrolled at census

2

year levels (9 & 10)

2025

inaugural year of operation

02 Message from the Chair

Following approval by NSW Education Standards Authority (NESA) and NSW Minister for Education for the establishment of the Special Assistance School known as North Coast Pathway to commence in 2025. A formal launch event was held on 21 November 2024 at the premises of North Coast Community College in Alstonville. It was well attended by some 45 interested parties and the media.

The Ballina Mayor, Sharon Cadwallader, gave an address highlighting the important role Pathway is expected to play in the education of students who were finding mainstream education settings not working for them. This was followed by a lively Q&A session with Principal Ted Nabung and newly appointed Head Teacher Maria Eades.

North Coast Pathway opened in February 2025 and gradually grew enrolments throughout its first semester. By the end of June, student enrolments had reached 24, representing the maximum capacity of the school's current premises. There is strong evidence of ongoing demand within the community, supporting the potential for future growth and expansion of the school to grow this number over time.

On behalf of the Board I congratulate, Ted and Maria and the various teachers employed on the very promising start to this new venture. It has taken bold leadership driven by a desire to address unmet needs of a growing group of students for which we know Pathway has the potential to be life changing.

At our first Graduation Ceremony held in December 2025, it was heartwarming to witness the significant difference the school had already made in the lives of many of our students. It was particularly fitting that the Mayor of Ballina again joined us as our Guest of Honour and she spoke eloquently about the positive impact that Pathway has achieved in such a short period of time through its commitment to supporting young people and their educational journeys.

On behalf of the Board, I would like to thank the dedicated team at North Coast Pathway, supported by critical administrative services provided by North Coast Community College, for their commitment to the organisation's vision, purpose and values and their continued support and belief in our students.

Bruce Barling
Chair



03 Message from the Principal



"A strong foundation from which we can continue to grow and transform the lives of people in our community."

Ted Nabung
Principal

North Coast Pathway's inaugural year of operation has been both rewarding and transformative. When we opened our doors in February 2025, we shared a clear vision: to create a safe, supportive and empowering learning environment where young people could reconnect with education, rediscover confidence and re-imagine their futures.

Our students arrived with diverse educational experiences and significant barriers to engagement. Throughout the year, we focused on building respectful relationships, providing personalised learning opportunities, and creating a culture where every student felt safe, valued and capable of success. We have been encouraged by improvements in student engagement, wellbeing and participation. While attendance and re-engagement remain ongoing challenges for many of our students, we have witnessed remarkable examples of resilience, courage, growth and achievement.

Perhaps the most rewarding aspect of our first year has been seeing students who once doubted whether school could work for them walk through our doors, take a breath, and choose to try again. We have watched them grow in confidence, find their voice, build meaningful friendships and begin shaping pathways towards further education, training and employment. Students speak of adjustment, courage, respect and belonging, and I can only imagine how challenging that journey has been for many of them. To hear their reflections and witness their growth has been deeply moving.

Our very first Graduation Ceremony in December was a fitting celebration of these achievements. It was heartening to reflect on the positive difference North Coast Pathway had already made in the lives of many of our students in such a short period. We were honoured to welcome the Mayor of Ballina as our Guest of Honour, whose words affirmed the positive impact the school is already having on young people and the broader community.

Education, at its core, is about far more than subjects and grades. It is about restoring hope, building purpose and creating a sense of belonging. That is what North Coast Pathway stands for, and it will continue to guide our work as we grow.

I acknowledge the fortitude and commitment of our governing body, the founding team from North Coast Community College, the North Coast Pathway team, our students' families and carers, and our community partners. Their collective belief, dedication and support have enabled North Coast Pathway to establish a strong foundation from which we can continue to grow and transform the lives of young people throughout our community.

As we look to the future, we do so with optimism and determination. The strong demand for our school reinforces the importance of our mission, and we remain committed to providing every young person who walks through our doors with an opportunity to succeed.



04 Message from the Head Teacher



*“A year of growth, collaboration and achievement
— built on strong relationships.”*

Maria Eades
Head Teacher

The 2025 year marked the inaugural year of North Coast Pathway, laying the foundations for a supportive, inclusive, and student-centred learning environment. This year has been one of growth, collaboration, and achievement, made possible through the commitment of our students, staff, families, and community partners.

Throughout the year, we have focused on delivering engaging and meaningful learning experiences that support students to reconnect with education and prepare for future success. Outdoor learning opportunities have encouraged students to develop resilience, teamwork, confidence, and a stronger connection to their environment.

A key priority has been strengthening post-school pathways. Through participation in the YES Program, students attended Taste Tester Days at the local TAFE, explored vocational education and training options, and participated in work experience placements. These opportunities, alongside individualised career planning, have supported students to identify their strengths, interests, and future aspirations.

Student wellbeing has remained central to our approach. Partnerships with external providers, including occupational therapists and speech pathologists, have enabled the delivery of valuable wrap-around support. Participation in the Batyr program and our ongoing partnership with the Police School Liaison Officer have further strengthened student wellbeing, resilience, and engagement.

The achievements of our inaugural year reflect the dedication of our staff, the resilience of our students, and the valued support of our families and community partners. Together, we have established strong foundations for North Coast Pathway, and I look forward to continuing to expand opportunities and support every student to achieve their full potential.

05 School context

North Coast Pathway is a Special Assistance School located in Alstonville, supporting students in Years 9 and 10 who have disengaged, or are at risk of disengaging, from mainstream education.

The school utilises the ASDAN International curriculum framework alongside NSW curriculum requirements to develop students' personal, social, academic and employability skills.

WHAT THE SCHOOL PROVIDES

- Trauma-informed educational practice
- Small class sizes
- Wellbeing support
- Community-based learning opportunities
- Personalised learning programs
- Individual learning plans
- Vocational exploration

The school delivers a personalised educational program incorporating the ASDAN International curriculum framework which is mapped in line with NSW curriculum requirements to support the development of students' personal, social, academic and employability skills.

Priority areas for improvement

In 2025, the school identified the following priority areas

- improving student engagement and attendance
- strengthening literacy, numeracy and foundation skills
- developing social and emotional capabilities
- expanding vocational and post-school pathways
- strengthening partnerships with families and community agencies.

Promoting respect & responsibility

North Coast Pathway promotes respect and responsibility through

- individualised learning plans
- restorative practices
- social and emotional learning
- community participation experiences
- student leadership opportunities
- collaborative decision-making processes.

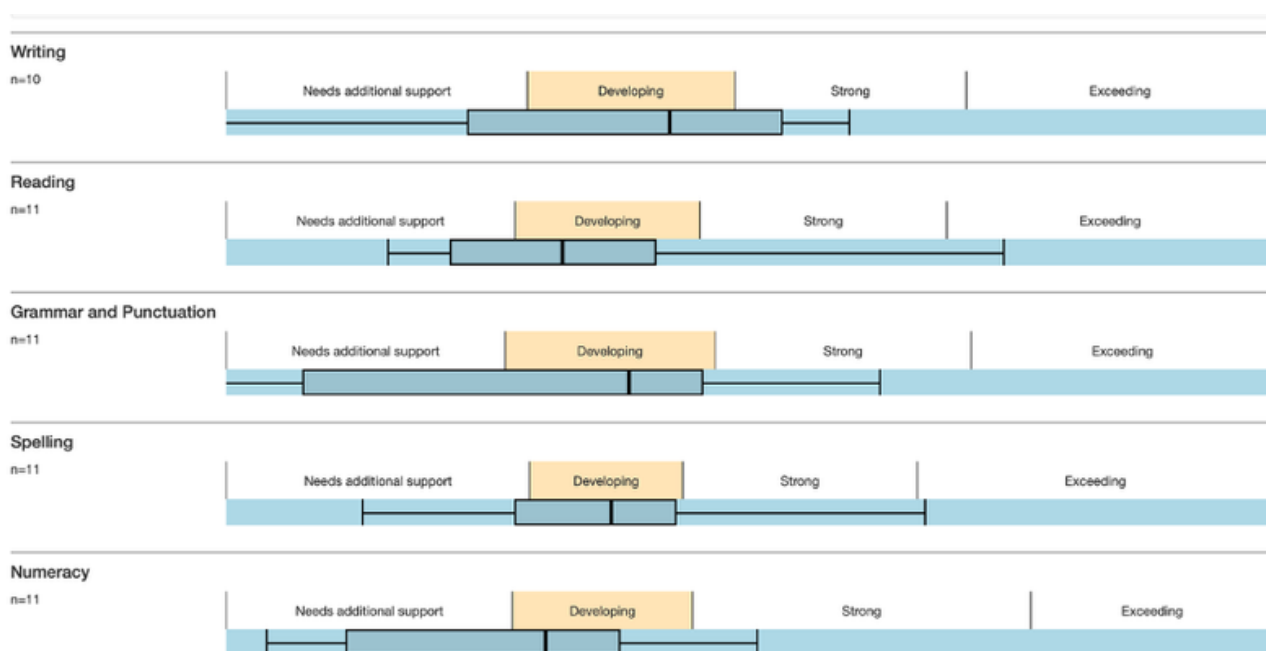
06 Student outcomes in standardised national literacy and numeracy testing

11

eligible Year 9 students
participated in NAPLAN 2025

In 2025, 11 eligible Year 9 students participated in the National Assessment Program – Literacy and Numeracy (NAPLAN). North Coast Pathway uses NAPLAN results in conjunction with school-based assessment data and individual learning goals to inform targeted educational planning and intervention strategies. Given the diverse educational backgrounds and support needs of the student cohort, NAPLAN data is interpreted within the context of each student’s educational history, wellbeing needs, and level of engagement with formal education.

THE RESULTS



07 Senior secondary outcomes and post-school destinations

North Coast Pathway supported its inaugural Year 10 cohort through structured transition planning, career exploration and pathway development activities.

POST-SCHOOL DESTINATIONS

DESTINATION	NUMBER
Further study (TAFE / VET)	2
Employment / apprenticeship	—
Other education / training	—
Unknown	—



08 Workforce composition

North Coast Pathway employed teaching, support and administrative staff throughout 2025, including:

- Principal
- Head Teacher
- Classroom Teachers
- Student Learning Support Officers
- Administrative staff.

In 2025, North Coast Pathway employed three teaching staff members, including a Head Teacher in a leadership role. The teaching workforce comprised two full-time positions and one part-time teacher.

All teaching staff held appropriate NESA accreditation and Working With Children Checks.

Level of Accreditation	Number of Teachers
Conditional	0
Provisional	0
Proficient	3
Highly Accomplished	0
Lead	0



08 Workforce composition

Category	Number of Teachers
Teachers having teacher accreditation qualifications from a higher education institution within Australia or recognised within the National Office of Overseas Skills Recognition (AE-NOOSR) guidelines.	3
Teachers having a bachelor's degree from a higher education institution within Australia or recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications.	0
Teachers identifying as Indigenous employed at the school.	0

Level of Accreditation	Number of Teachers
Teaching Staff	3
Full-time Equivalent Teaching Staff	3
Non-Teaching Staff	2
Full-time Equivalent Non-Teaching Staff	2



09 Student enrolment and attendance

School enrolment numbers at census in August 2025 was 24.3.

Student attendance remains one of the most significant challenges facing Special Assistance Schools serving disengaged learners.

In 2025, North Coast Pathway recorded the following attendance rates.

YEAR 9

49.25%

YEAR 10

70.75%

WHOLE SCHOOL

52.83%

Although attendance rates are below state averages, these figures reflect the complex educational and social circumstances of the student cohort. The school's primary focus is on re-engagement with education, incremental attendance improvement and sustained participation.



Management of non-attendance

North Coast Pathway maintains comprehensive procedures for monitoring and responding to student non-attendance through:

- daily attendance monitoring
- prompt parent/carers contact
- attendance intervention plans
- individual attendance strategies
- collaboration with support agencies
- ongoing attendance analysis by school leadership.

10 Enrolment policy

North Coast Pathway maintains a documented enrolment policy that outlines

- eligibility criteria
- enrolment procedures
- enrolment priorities
- conditions of enrolment
- appeals processes
- transition and support arrangements.

The school accepts enrolments consistent with its registration as a Special Assistance School and its mission to support students who require an alternative educational setting.

11 Other school policies

The following policies were available during 2025. All policies and procedures are available on North Coast Pathway's website.

Child Protection Policy

Child Safe Code of Conduct

Complaints and Grievance Policy

Anti-Bullying Policy

Behaviour Support Policy

Suspension and Expulsion Policy

Attendance Policy

Work Health and Safety Policy

Privacy Policy

Student Welfare Policy

Enrolment Policy

12 School-determined improvement targets

In 2025, North Coast Pathway focused on:

- Increasing student attendance
- Strengthening literacy and numeracy outcomes
- Embedding trauma-informed educational practice
- Improving engagement and retention
- Increasing successful transitions to further education and training
- Strengthening community partnerships

13 Initiatives promoting respect & responsibility

Programs implemented during 2025 included:

- Restorative practices
- Social-emotional learning
- Community engagement experiences
- Student leadership opportunities
- Vocational exploration activities
- Wellbeing and resilience programs



14 Parent, student and teacher satisfaction

Feedback gathered throughout 2025 indicates strong satisfaction with the school's educational model and culture.

Parents

- Supportive relationships
- Personalised learning
- Communication
- Improved wellbeing & engagement

Students

- Feeling respected & supported
- Improved confidence
- Positive relationships with staff
- Increased engagement in learning

Teachers

- Collaborative culture
- Trauma-informed practice
- Personalised learning approaches
- Strong professional relationships



What our students are saying...

"I'm so grateful to have a school like this. I've made so many friends, and I feel so much better about myself. I've been able to speak up more and advocate for myself. I'm just thriving in this community."

"At Pathway the teachers actually treat you with respect and treat you like a person. They listen to what you want to talk about and give you feedback. They help you plan your future; help you get a job or get into TAFE. They provide counsellors who come to see you at school. The kids are also kind and friendly. Everyone is close here and respects each other."

"Pathway is a great school because we get one-on-one help, and the students are way nicer. They don't say mean things about what you're wearing or how you look."

"This school has been better than my last. I get to work in a proper environment and work at my own pace."

"On Fridays we go out to waterfalls or parks. We have lunch and have fun always, whether it's in or out of school."

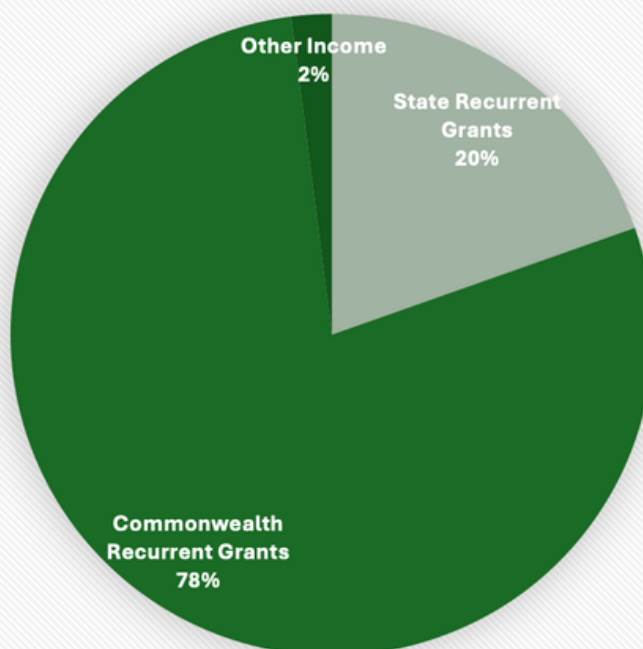
"I like it here. They helped me get work experience as a sparkie."

"NCP helped me complete Year 10 and move on to Foundation Skills, so I feel prepared for the workforce and TAFE."

"Pathway is the best school yet. The teachers are good, and it's a clean environment."

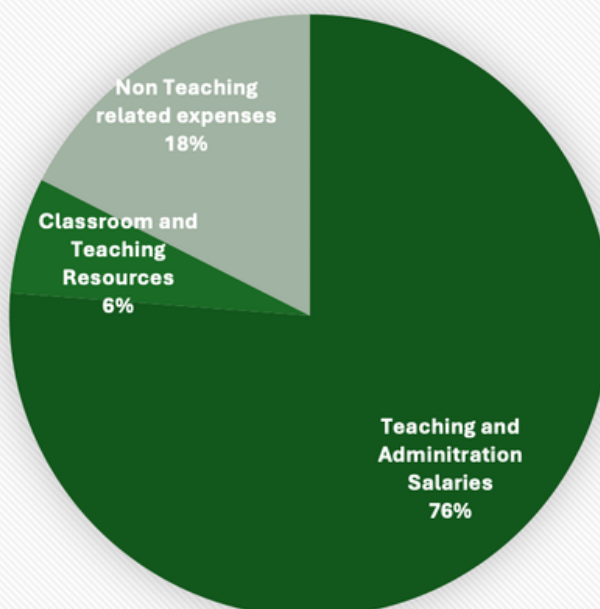
15 Financial Information

North Coast Pathway - 2025 Income



■ State Recurrent Grants ■ Commonwealth Recurrent Grants ■ Other Income

North Coast Pathway - 2025 Expenses



■ Teaching and Administration Salaries ■ Classroom and Teaching Resources
■ Non Teaching related expenses

North Coast Pathway
acknowledges the Bundjalung and Yaegl peoples,
the Traditional Owners of the beautiful lands which we
live, learn and liaise.

We acknowledge the deep continuation connection to
land, waters and community.

We pay our respects to all Elders past, present and emerging of all
Aboriginal and Torres Strait Islander nations.





Thank you.

To our students, families, staff and community partners — thank you for making our inaugural year possible. Together we have built strong foundations for the years ahead.

SCHOOL

North Coast Pathway
Alstonville, NSW

PROPRIETOR

North Coast Community
College Inc.

ABN

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