

# 2014 ANNUAL SCHOOL REPORT

The Education Act 2006 requires all schools in Queensland to provide a formal report each year on a range of school contextual and performance information from the previous school year. This information provides students, parents, staff and the wider community with meaningful information about the school.

## General Information

St Teresa's Catholic College is a Brisbane Archdiocesan Co-educational Catholic secondary school offering education for Year 8-12 and situated at Noosaville on Queensland's Sunshine Coast. Opened in 2004, it has 8 ha of land on Sea Eagle Drive.

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## Enrolments

The enrolment for 2014 was 791 students across five year levels as below:

Year Level	Year 8	Year 9	Year 10	Year 11	Year 12
Number	175	169	150	161	134
Boys	96	93	75	84	66
Girls	79	76	75	77	68

## Principals Report 2014

Since his election as Pope in 2012, Pope Francis has made a difference to the way that the Church 'appears to do business'. His papacy is a pastoral one, with its focus not on the institution but on the people who make up the Church. He has reached out to individuals, both those who belong to our faith tradition and to those who do not. In one of his homilies he made the following observation: *"Catholic education is one of the most important challenges for the Church, currently committed to new evangelisation in an historical and cultural context and is undergoing constant transformation."*

As a Catholic school educating youth in a rapidly changing digitalised and secular world we need to be aware that we are part of the Church's mission and as such we must always have in the foreground of our vision the provision of a quality education that is grounded in the gospel story. This means that we must make the person of Jesus known and loved in a new and challenging context. We must show the youth that the story of Jesus is ultimately about hope, faith and love. The young of today are bombarded with violence and are sold the story of consumerism as the best way to improve our lives as individuals and as a society. What the gospel story offers is a story of justice, respect, integrity, compassion and fidelity: values inherent in all humans but values that are

forged and strengthened through both prayer and action. Pope Francis highlights the challenge with these words:

*“Effectively, Catholic schools are attended by many students who are not Christian or do not believe. Catholic educational institutions offer to all an approach to education that has as its aim the full development of the person, which responds to the right of every person to access knowledge. However, they are also called upon to offer, with full respect for the freedom of each person and using methods appropriate to the scholastic environment, the Christian belief, that is, to present Jesus Christ as the meaning of life, the cosmos and history. Jesus began to proclaim the good news of the ‘Galilee of the people’, a crossroads of people, diverse in terms of race, culture and religion.”*

2014 was a year of preparation for the introduction of Year 7 in 2015. The College needed to build new facilities and also prepare new work programmes for Year 7 as well as modify those in subsequent year levels. The College has adopted the Australian Curriculum guidelines in all areas of study. The College thanks the Queensland Government for its contribution of \$2,345,000 towards the project. The College had to find \$1.224,000 to supplement the work that was completed. Thanks also to the local Noosa Council for its approval of the plans.

The College used 2014 to consolidate its course offerings in Years 10 -12 and the way that it offered its subjects in Year 8/9. As a result of this minor changes have been made to the subject offerings in 2015. The College also expanded its VET offerings and also trialled a new position of Work Transition Officer in order to help a number of students experience the workplace so that better career options can be considered. The College will continue this role into 2015 as the role also enabled the College to develop wider community links.

The College, as did all Queensland secondary schools, had to negotiate a new Middle Leadership structure that was a result of the 2013 Teacher Enterprise Bargaining agreement. This took a significant amount of time negotiating and consulting with staff to look at what structure was needed to take the College forward over the coming years. Major changes in the educational thinking behind these roles, with an emphasis on leadership rather than management, required a considerable amount of time and effort. Surveys of staff indicated that this process was seen to be transparent and professional.

In conclusion as a Catholic College let us all reflect on the wisdom of St Teresa in the following words: *“However quietly we speak, God is so near that He will hear us.”*

## **Vision and Mission**

**College Motto:** Dare the Dream

### ***Statement of Special Religious Character***

The religious character of the College resides within the foundation story of the College, the local Catholic community and the continuing commitment and practices of the parents, students and staff who gather to form a learning environment.

This living ethos is expressed in this Catholic College community by:

- Bringing about an integration of faith, life and culture through education of the whole person
- Being a place of faith, hope and love expressed through the Catholic faith tradition
- A commitment to the charisms of St Teresa of Jesus (Avila) and St Marcellin Champagnat in its everyday activities.

### ***Vision***

Our vision is that St Teresa's Catholic College is an authentic Christian community where Gospel values are evident and lived out in relationships and practices between students, staff and parents. The spirit of the school is that of a family which provides a safe and positive learning environment. There will be equity of opportunity for all to achieve their full potential. It will provide a quality education rich in values and resources, which are in keeping with contemporary educational needs.

### ***Mission***

In the spirit of St Teresa of Jesus (Avila) and St Marcellin Champagnat we bring Christ to our community as we educate and witness through the seven foundation of our College.

Aspiration: St Teresa's and St Marcellin's determination, drive and daring emerged from a belief that God would provide, especially during times of trial and suffering.

Contemplation: Our spirituality calls us to see God in all things.

Family Spirit: Our way of relating to each other is characterised by love and forgiveness, support and help, forgetfulness of self, openness to others and joy.

Presence: To bring up children properly we must love them; we must love them all equally.

Simplicity: To adopt simplicity is our way of relating to God and others.

Wisdom: Our lived experience within a Christian community finds inspiration from our belief in Jesus and our desire to follow His example.

In the Way Of Mary: Mary's journey of faith is the perfect model for our spiritual journey.

## **Curriculum**

St Teresa's Catholic College offers a unique Middle Schooling programme that aims to assist students through an easier transition into the High School environment. In Year 8 and 9 students are organised into Homeroom classes and do all their subjects in this cohort. In Year 8 students will have the same teacher for 2 or 3 of their classes whilst in Year 9 students will have the same teacher for 1 or 2 classes. The timetable is a two-week rotating timetable that allows for subject lessons, interschool sport, PSDE and assembly.

### **Year 8/9 subjects**

(All Year)

7 lessons per fortnight

Religious Education  
Science

English  
History

Maths

(Half year)

7 lessons per fortnight

Art/Drama  
French

HPE  
Music

Design Technology  
Food Technology

### Year 10 subjects

The Year 10 student's study 7 subjects each for 7 periods per fortnight. Of these subjects 4 are compulsory full year, History and HPE are half year and the other 2 lines are electives in which students choose from a number of alternatives. The other lessons are given to PSDE, Assembly and Homeroom.

#### **Compulsory:**

Religious Education  
History

English  
HPE

Mathematics

Science

#### **Electives:**

Business Studies  
Design Technology  
Food Technology  
Computer Studies  
Fashion Design

Drama  
French  
Graphics  
Visual Art  
Digital Design

Geography  
Media  
Electrical Engineering  
Industry trades  
Forensic Science

History  
Music  
Creative Literacy  
Marine Industries  
Sports Coaching

### Year 11/12

The College offers a wide range of courses for the senior Years. We offer both OP (Authority subjects) and non-OP (Authority registered subjects). We also have the option for students to engage in school based apprenticeships and studying a large number of certificate options.

The students do 6 subjects + a study (making 7 subjects) which are allocated 7 periods per fortnight. The other lessons are given over to QCS, PSDE, Assemblies and Homeroom.

The following subjects were offered in 2014:

#### **OP subjects**

Study of Religion  
Chemistry  
Drama  
Geography  
Legal Studies  
Philosophy and Reason

English  
Physics  
Music  
Graphics  
HPE  
Dance

Mathematics A, B, C  
Accounting  
Film and Television  
Hospitality Studies  
Modern History  
Ancient History

Biology  
BCT  
French  
ITS  
Marine Studies  
Visual Art

#### **Non-OP subjects**

Religion and Ethics  
Hospitality  
Recreation Studies

English Communication  
Manufacturing (Building and Construction)

Pre-Vocational Maths

## ***Certificate Courses***

Cert III Fitness & Health	Cert II Hospitality	Cert III Business
Cert III Early Childhood	Cert III Health Administration	Cert III Media
Cert III Technical Production	Cert III Tourism	Cert III Allied Health
Cert III Sport & Recreation	Cert III Info Tech Production	Cert II Animal Studies
Cert IV Justice Studies	Cert IV Music Business	

## ***Technology***

The College offers a 1:1 laptop programme. In Year 8/9 all students have access to an iPad mini. In Years 10-12 all students have access to an Apple laptop. Besides these devices the College has a dedicated computer lab that is used for high-end computer work related to Film and TV, ITS and Computer Graphic courses.

These devices are provided and maintained by the College. Any applications that are required by the students are loaded at the beginning of the academic year. Any applications and/or textbooks need to be approved by the relevant subject department Leader.

Teachers are encouraged to develop their IT skills and to develop multi modal presentations for students where possible. The College has also engaged in whole school surveys using IT and also uses IT programme called 'My Learning' to disseminate information to parents through regular updates.

Teachers have been encouraged to develop resources that can be accessed by students who are absent. Students have also been encouraged to submit drafts using email and teachers have been encouraged to provide feedback using the computer.

## **Extra-Curricula Activities**

### ***Camps/Retreats***

At St Teresa's Catholic College each Year group is involved in a special camp or retreat programme.

Year 8	Term 1 Orientation Camp	3 days
	Term 2 Spirituality Day	
Year 9	Term 2 "Survival Camp"	3 days
Year 10	Term 3 Retreat: Who am I	3 days
Year 11	Term 2: Leadership Camp	3 days
Year 12:	Term 3: Retreat: A Review of Life Week 4	3 days

### ***Sport***

St Teresa's Catholic College competes in the Year 8 and 9 North Zone of the Sunshine District High Schools Competition. The sports in this competition are Soccer, Touch, Basketball and Volleyball. St

Teresa's Catholic College also competes in the Zone swimming, cross country and athletics events. The College won the swimming and athletics carnivals in 2014.

St Teresa's also competes in the Sunshine Coast Cricket, Rugby, AFL, Netball and Water-Polo competitions. We also for the first time competed in the Queensland Confraternity Rugby League Carnival. The College also competes in the Queensland Catholic Schools Girls Netball competition every July school holidays.

St Teresa's Basketball teams compete in the Noosa District Club competition. The College also competed for the third time in the National Marist Basketball Competition. In 2014 the event was hosted by Sale Catholic College, Victoria.

### ***Performing Arts/Cultural***

St Teresa's Catholic College offers students the opportunity to engage in music tuition and also has a number of school musical ensembles. The College also produces a school musical every two years. In 2014 the College musical was "*Sweet Charity*" and was performed at the 'J' Theatre Noosa. A wide-ranging instrumental music programme is offered to students in all Year levels and various music evenings are held to enable the students to perform.

Other cultural activities include Debating, Tournament of the Minds, Voices on the Coast, Community service at various nursing homes and disability organisations, Anzac Day, Rostrum Voice of Youth, chess competitions, Immersion experiences and Red Cross Blood Bank.

## **Pastoral Care Programmes**

### ***School Social Climate***

Saint Teresa's Catholic College encourages a happy and healthy social climate by a pastoral policy which is child centred with an emphasis on family spirit. Each class has a Pastoral Care teacher who with the Pastoral Coordinator is the personal face of the school to each student and family. There is constant contact with parents and the focus of activities is child centred.

The College has a strong emphasis in 2014 of promoting anti-bullying particularly through alerting students to the danger of cyber-bullying. Posters and guest speakers both in class and to whole year levels were engaged during the course of the year. Student protection processes were also reviewed and information relayed to students, staff and parents.

An initiative of the College in 2014 was to introduce a whole school approach to personal and Social development (PSDE). This programme uses the 'Rock and Water' approach to enabling students to develop self-confidence, resilience and communication skills.

There is an emphasis on student welfare and child centred learning with a middle school philosophy. The Learning Services Centre, catering for individual learning needs, has been a huge success at the College. The College has heavily emphasised the College spirit of care of the individual coming from the Marist Charism, with an emphasis on creating family spirit. Individuals are encouraged, supported and nurtured to achieve their best in a safe and happy environment. This is evident from responses gained from parents at

- Parent/teacher/student interviews
- Parent nights
- Parent communications
- Interviews with siblings when enrolling for entry into the school.

The social climate is also enhanced by the process and procedures established that enable and encourage students to determine, and walk towards, their individual career pathways. College personnel provide opportunities for students to take an active role in their own learning pathways leading to greater commitment and success, and a positive social environment.

### ***Strategies for Involving Parents***

At Saint Teresa's we take every opportunity to involve parents in our family spirit. Parents are encouraged to attend:

- Significant Task nights to see student learning achievements
- Drama and musical performances
- Sporting events
- Religious liturgies
- Student led parent/teacher interviews
- Hospitality nights
- Parent Information nights.

Parents are also encouraged to become involved in the school by volunteering in areas such as:

- Champagnat Learning Centre (CLC) - Library
- Uniform Shop
- Coaching and supporting sporting teams, events and carnivals
- Guest speakers
- Members of the College Pastoral Board
- Work Placement for students
- St Teresa's Catholic College Parish facilitated Masses

## **Staffing Information**

### ***Staffing Allocation***

The number of staff employed in 2014

Teaching Staff: **56 (FTE 54.1)**

**Teachers' Aides: 8**                      Ancillary Staff: **33 (FTE 29.9)**

### ***Teacher Qualifications***

Master Degrees: **12**

Post Graduate: **16**

Bachelor's Degree: **24**                  Diploma: **4**

(only highest level recorded – many staff have multiple qualifications)

The percentage of staff retained for 2014 from 2013 was: **89.9 %**

Staff attendance for 2014 was: **96.79 %**

### ***Teacher Professional Development***

The total budget for Staff Professional Development was \$105,000. This was from funding from Brisbane Catholic Education and the school's internal budget.

All staff were involved in seven Professional Learning days during the year. Key priorities for Professional learning were:

- Curriculum review and reporting
- IT in the classroom
- Vocational Education training
- Pastoral care review
- Literacy and Numeracy
- Spiritual and Theological Training

## **School Financial Income**

The 2014 figures are not available on the My School site but the following figures show the 2013 income from various sources.

Source of Income	2012 \$ per student	2013 \$ per student
Australian Federal Government	8 363	8 720
Queensland State Government	2 878	2 519
Parent Contribution	3 386	3 318
Other Income	573	556
Less deductions	1 683	1 434
<b>Total</b>	<b>13 517</b>	<b>13 680</b>

## **Student Outcomes**

### ***Student Attendance Rates***

The average student attendance rate for 2014 was **93.0%**

Year 8	Year 9	Year 10	Year 11	Year 12
96.0 %	92.0 %	96.0 %	92.0 %	91.0 %



In 2014 the College put in place a College Attendance Officer. This person assists teachers to set up appropriate processes to ensure that student absences are investigated. The College also instituted an attendance SMS system.

### ***Student Retention Rates***

The following data provides information for retention rates of Year 12 students for 2013

Year 10		Year 12		Apparent Retention rates
Year	Enrol	Year	Enrol	<b>95.7 %</b>
2012	140	2014	134	

Although the numbers show an almost similar number there have been a number of students who have both moved into and out of the College. The College exit surveys of students that leave showed a strong degree of satisfaction with the College and the range of subjects and pathways offered.

### ***NAPLAN Results 2014***

Average Scores – St Teresa’s Catholic College compared to both Queensland and National Minimum Standards

#### **Year 9**

Test Component	2014 St Teresa’s Mean	2014 National Mean	2013 St Teresa’s Mean	2013 National Mean
Reading	580	580	582	580
Writing	565	550	560	554
Spelling	576	582	589	583
Grammar & Punctuation	573	574	583	573
Numeracy	578	588	570	584

The above NAPLAN data show that the College was below the National Mean in all areas except for Writing. These results were disappointing and show a downward trend from the past two years. The College is looking at the data and it was interesting that this was the first time that we had explicitly prepared our students for NAPLAN. Somehow this programme of preparation disadvantaged our students compared to past performances. The College is looking at these results and is modifying its approach to this assessment instrument.

We will continue to monitor these results but we are concerned that students have handled the writing task well but individual components inherent in the writing task such as spelling and grammar and punctuation have shown a decline in standard.

## Year 12 Outcomes 2014

The following data summarises the Year 12 results for 2014

1. Number of students awarded a Senior Statement: - **133**
2. Number of students awarded a Queensland Certificate of Education (QCE): - **126**
3. Number of students awarded one or more Vocational Education and training (VET) qualifications:- **63**
4. Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT) : - **16**
5. Number of students who obtained an Overall Position (OP) - **83**
6. Percentage of students who obtained an OP 1-15: - **83.5 %**
7. Percentage of students who were awarded QCE, VET or SAT – **96%**
8. Percentage of QTAC applicants receiving a tertiary offer: - **95.1%**
9. Percentage of QTAC applicants accepting an offer – **78.0 %**

### OP Breakdown

Year	No of Students	OP 1-5	OP 6-10	OP 11-15	OP 16-20	OP 21-25
2014	83	8 (9.4%)	27 (31.8)	36 (42.3%)	14 (16.5%)	0 (0%)
2013	91	14 (15.4%)	30 (33.0%)	24 (26.4%)	19 (20.9%)	4 (4.4%)
2012	81	12 (14.8%)	28 (34.6%)	24 (29.6%)	16 (19.7%)	1 (1.2%)

State %                                      20.5 %                      29.25 %                      29.5 %                      17.95 %                      2.8 %

Our OP results in 2014 show a dramatic slide in the OP 1-5 range but also a bigger increase compared to state in the other OP ranges. This result was a direct result of the student performance in the State wide QCS test where we had few students score A's and no students an 'E'. The result of the QCS test was such that it pulled our results in so that our top students achieved lower than expected results and our lower OP students achieving better than expected results. The College needs to look at its QCS results, in particular to analyse the different baskets of skills so that these skills can be embedded into the curriculum in earlier year levels.

It is noted that the College has only 61.9 % of its students (83/134) OP eligible. The College has been continually reviewing the range of courses available for students who are not looking at a pathway that is University linked.

### VET Breakdown

Certificate IV	Certificate III	Certificate II	Certificate 1	TOTAL
5	39	30	10	84

The College continues to look at the range of Certificate courses that it can offer so as to provide students with a viable pathway. It is imperative that students leave the College with a QCE or appropriate certificate and it is pleasing to see the large increase in the number of Certificate III and Certificate IV completions.

### ***Next Steps***

The following table shows the destination of our students from the Year 12 cohort 2013. This data was provided to the College through the Next Steps report 2014.

<b>Destination</b>	<b>% of students</b>
University	40.0 %
VET studies	12.0 %
Apprenticeships	8.0 %
Traineeships	2.0 %
Full time work	11.0 %
Part Time Work	18.0 %
Seeking Work	9.0 %

### **School Renewal Priorities 2014**

In 2014 a new 5 year Strategic Plan for the College was developed. To access this plan please refer to the College website.

In 2014 the Internal School review addressed the following areas from the Brisbane Archdiocesan Strategic Development Plan 2013-2017:

<b>Priority</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
<b>1. Mission &amp; Religious Education</b>	Evangelisation & faith Formation	<b><i>Prayer &amp; Worship</i></b>	Learning & Teaching of Religion
<b>2. Learning &amp; Teaching</b>	Pedagogical Practice	<b><i>Learning &amp; Teaching Improvement</i></b>	Student Well-being & Pastoral Care
<b>3. Professional Practice &amp; Collaborative Relationships</b>	Professional Learning & Practice	<b><i>Professional Capacity</i></b>	Work Culture
<b>4. Strategic Resourcing</b>	Stewardship of Resources	<b><i>Finance &amp; Facilities</i></b>	Learning Environments

The College evaluated each of the above 2014 areas within the College, identifying the strengths and weaknesses in each criteria. From this information the College has put in place different strategies to improve the areas in which potential weaknesses were identified.

Some of these outcomes include:

- developing a stronger link with the parish in the delivery of sacramental availability
- continue to develop resources for the teaching of Religious education
- continue to develop an AITSIL framework for teacher improvement
- develop Professional Learning Teams for teachers across departments
- ensure that Professional Learning matches College priorities
- develop a maintenance programme for the College buildings
- investigate possibility of building a chapel for the College.

## **Parent Satisfaction**

The College does not conduct a parental satisfaction survey annually. The only information that we can analyse is the exit surveys that are completed when a student terminates at the College. From these surveys it would appear that most families are happy with the education that their child receives at St Teresa's.