

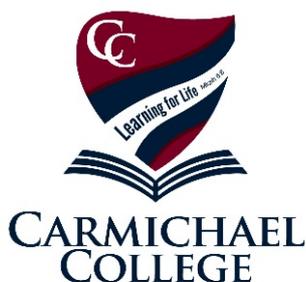
# Carmichael College



**Annual Report  
2019**

# Carmichael College

## Annual Report 2019



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Contact Person	Margot Pinel

I present to you the annual report for Carmichael College 2019. This report provides a snapshot of the significant events and achievements of our College throughout the year of 2019, and the commitment to our College Vision of an - Excellent Education, Intentional Pastoral Care and Connected Community.

We commenced 2019 with 303 enrolments. We also made the decision to dispense with composite classes moving forward after 2019. The College has enjoyed steady growth and is no longer in a position to rely on composite classes, though they are very effective.

This year we welcomed five new teachers to the Carmichael fold. This was to meet the demands of increasing enrolments.

2019 was also the year prior to the commencement of secondary, and a great deal of preparation was necessary before it's commencement.

### ***Excellent Education***

In 2019 our focus was further development of our Philosophical Framework, continued professional learning in our Signature pedagogy – R2L and further development and training in Visible Learning (Hattie). These evidence-based approaches are foundational to not only literacy development but excellent teaching and learning practices.

Carmichael College underwent a School Review through Independent Schools Queensland. This school review was instrumental in preparing Carmichael College for the next stage of growth as the College prepares for secondary.

Compliance and consistency were hallmark terms used in the delivery of all professional learning. i.e. one in, all in. This has been important from curriculum offerings right through to extra-curricular activities.

Professional learning in 2019 were developed in line with the college Improvement plan and feedback from staff performance reviews. Funding was targeted to these areas. There was a focus on phonics in the lower years in line with R2L training.

Particular professional learnings this year were;

- R2L – Prepare to read and detailed read for new staff
- Visible learning – Learning Intentions, Success criteria
- Child protection
- Workplace, Health and Safety
- First Aid
- NCCD training
- LEM phonics
- Created for Community
- Authentic assessment
- STEM

Carmichael College was also part of a STEM research program which commenced this year with finalisation of the program in 2020. This was an exciting opportunity to visit other schools and determine priorities for Carmichael College.

We continue to engage in professional relationships with ISQ, QCAA and Nundah State School to ensure the successful implementation of our professional learnings.

Building commenced on our Admin building, secondary classrooms, multipurpose court – catering for basketball, tennis, volleyball and netball. These facilities will open in 2020.

### ***Intentional Pastoral Care***

Intentional pastoral care is essential in a Christian school community. Our Devotional program, including Chapel continues to build an enjoyment and understanding of the Bible and the importance of the gospel message for our students. Our 3- year Chapel program is complete and a new series will be formulated in 2020. Families enjoy the opportunity of seeing their children singing and dancing to praise songs and receiving our Fruit of the Spirit awards. Devotional groups for boys and girls in year 6 also formed part of a Devotional program.

Learning Enrichment remains vital in supporting students in our college. Differentiation plans reflect the needs and support required by students. Students verified and students identified in our NCCD data, also received support within the classroom and externally if required. We continued to work closely with External Agencies in ensuring our students needs were being met.

Behaviour management was a focus as our enrolment numbers continue to increase rapidly. A new system was introduced for the recording and monitoring of incidents. This has enabled tracking of students and problematic behaviour and timely intervention when needed. Separation of play spaces has become more intentional due to student numbers.

Buddy programs between higher and lower grades occur regularly and build a sense of community and care amongst the students.

### ***Connected Community***

This year our Information Evening at the beginning of the year was well attended and reflected the growing number of children in the school. In second term, we held our very first Information Evening for secondary and this too was well attended.

We continue to reach parents through various communication platforms such as our Families page, newsletters, notes, classroom notes, Chapel, and other community events. We began to put our newsletter on our Families page as less parents engaged with their emails than with social media.

As is our practise, we continued with key events during the year. Sporting carnivals, Family Fun Day, Mother's Day Brekky and Dad's Big Night Out, Book Week and our Christmas Chapel. This is a wonderful opportunity to connect with families. Sausage sizzles are a staple!

Having a strong sense of community here at Carmichael unites us, and helps us all to feel part of something important. It provides opportunities for our families to connect with other people, support other people and feel secure .

We believe that teaching and learning happens best in partnership with our families.

Yours in Christ,

Margot Pinel

## Contextual Information

**School Sector:**

Independent

**School's Address:**

793 Oakey Flat Road, Morayfield, QLD 4505

**Total Enrolments:** (as reported in the Commonwealth Census Data August, 2019)

303

**Year Levels Offered:**

P-6

**Co-educational or Single Sex:**

Co-educational

**Characteristics of the Student Body:** (as reported in the Commonwealth Census Data August, 2019)

166 Male students, 137 Female students

**Distinctive Curriculum Offerings and Extra-Curricula Activities: (at a glance)**

<b>Curriculum and College Offerings</b>	<b>Year Levels</b>
Devotional and Chapel Program	P-6
Australian Curriculum subject offerings	P-6
Reading to Learn	P-6
Instrumental Music Program	4-6
Great Teachers = Great Results - STEM	P-6
Language - Chinese	P-6
Sporting Schools – Soccer, Swimming, Athletics	P-6
Carnivals – Swimming, sporting	P-6
Gala Days boys and girls – cricket, touch football, soccer	4-6
Excursions and Incursions	P-6
Camping program	3-6
Community Activities - Family Fun Day, Mother's Day and Father's Day	P-6
Private Lessons - Violin, Guitar, Piano, Drums, After School Roar Football Clinic	P-6
Extra Curricula Activities	P-6
ANZAC Service	P-6
Childcare and OSHC Adjacent to College	√

### Carmichael College Snapshot

Our Vision Statement forms the basis for our Biblical and Philosophical teaching and learning framework at Carmichael College.

*The Vision of Carmichael College is to enrich minds through excellent education, transform hearts for Christ and serve in our community.*

This Vision statement is represented in a threefold approach:

- Excellent Education
- Intentional Pastoral Care
- Connected Community

**Excellent Education** – We believe excellent education occurs when the environment the students are learning in is supportive but challenging, relational and respectful, visible and explicit and where students can exceed their own expectations. Carmichael College is committed to implementing the Australian Curriculum as our core content. Our pedagogical approach, based on our signature pedagogy, “Reading to Learn”, ensures that learning is made explicit for all students, and learning intentions are clear. There are opportunities for practice and re-learning and feedback is welcomed. A classroom that is successful is a classroom where mistakes can be made as a process of learning and where students can feel safe to do so.

**Intentional Pastoral Care** - Pastoral Care encompasses three important elements:

1. emotional support
2. behaviour management and
3. structured curriculum time for social, service and spiritual development

Pastoral Care is central to the ethos of Carmichael College. Based on the Gospel of God’s unconditional love in Christ, it permeates all aspects of school life and builds genuine community.

#### Programs

Pastoral Programs at Carmichael College include, but are not limited to, the following:

- College Devotional Program (Prep – 6)
- Behaviour Management Plan
- Restorative Justice Process
- Bullying Management
- Critical Incident Management
- “My Life Rulz” Program
- Learning Assistance/Enrichment Programs
- Chapel
- Student Leadership Program/Devotional Programs
- Affirmations – in words and through award systems

**Connected Community** – Carmichael College is committed to strong communication links between school and home. This is done through a variety of modes and mediums. Families are encouraged to partner with us in the education of their children. Various community events are held throughout the year, and our weekly Chapel is well supported by parents. Parents often like to help out in our classrooms. Our Families page is updated regularly and our College newsletter is published fortnightly.

**Full-Time Equivalent Enrolments Relating to Recurrent Income and Capital Expenditure:*****Interpreting School Financial Information***

The following table and charts summarise the recurrent and other income of the selected school together with its capital expenditure for the calendar year. Where data are available for a minimum of three consecutive calendar years, total cumulative capital expenditure for those years will be displayed. Caution should be taken in using the information presented below when making direct funding comparisons between schools. The financial resources available to schools are directly influenced by the nature of the school (including its location and profile), its programs and its operations.

<b>Net Recurrent Income 2019</b>	<b>Total (\$)</b>	<b>\$ per Student</b>
Australian Government Recurrent Funding	\$2,978,781	\$9,831
State/Territory Government Recurrent Funding	\$670,994	\$2,215
Fees, Charges and Parent Contributions	\$1,130,102	\$3,730
Other Private Sources	\$71,698	\$237
<b>Total Gross Income (Excluding Income from Government Capital Grants)</b>	<b>\$4,851,575</b>	<b>\$16,012</b>
Less Deductions	\$619,383	\$2,044
<b>Total Net Recurrent Income</b>	<b>\$4,232,192</b>	<b>\$13,968</b>

<b>Capital Expenditure 2019</b>	<b>Total (\$)</b>	<b>\$ Total 2017-2019</b>
Australian Government Capital Expenditure	\$320,000	\$1,020,000
State/Territory Government Capital Expenditure	\$1,813,648	\$2,845,272
New School Loans	\$2,680,707	\$3,980,707
Income Allocated to Current Capital Projects	\$302,384	\$565,442
Other	-	-
<b>Total Capital Expenditure</b>	<b>\$5,116,739</b>	<b>\$8,411,421</b>

<https://www.myschool.edu.au/Finance/Index/113793/CarmichaelCollege/51519/2019>

## Our Staff Profile

**Staff Composition:** (as reported in the Commonwealth Census Data August, 2019)

<b>Teaching Staff - Part Time</b> Male – 1.5 Female – 4.4	<b>Teaching Staff - Full Time</b> Male - 6 Female - 12
<b>Non-Teaching Staff - Part Time</b> Male 0 Female – 18.8	<b>Non-Teaching Staff - Full Time</b> Male - 2 Female - 0

**Qualifications of all Teachers for 2019:**

Qualification	Either Detail the Number or the Percentage of Classroom Teachers and School Leaders at School who Hold this Qualification
Doctorate or Higher	
Masters	2
Bachelor Degree	20
Diploma	
Certificate	-

**Expenditure on and Teacher Participation in Professional Development:**

a) Teacher Participation in Professional Development

Description of PD Activity	Number of Teachers Participating in Activity
Reading to Learn	100% Teacher Participation
Assessment – writing rubrics	
First Aid, Workplace Health and Safety	
Child Protection	
DSE and DDA	
NCCD	
Total number of teachers participating in at least one activity in the program year	All

## b) Expenditure on Professional Development

Total Number of Teachers	Average Expenditure on PD per Teacher
23.9 (Full and Part-time teachers)	\$1,416
The total funds expended on teacher professional development in 2019	\$33,849
The proportion of the teaching staff involved in professional development activities during 2019	100%
Professional learning is facilitated through Carmichael College staff, Independent Schools Qld, Christian Schools Australia, QCAA, ACER, Early Years Centre, R2L/Education Queensland	

## Average staff attendance for the school, based on unplanned absences of sick and emergency leave periods of up to 5 days:

Number of Staff	Number of School Days	Total Days Staff Absences	Average Staff Attendance Rate
23.9	195 Teaching Days	130 days	97.21%
For permanent and temporary classroom teachers and school leaders the average staff attendance rate was in 2019 was 96.64%			

## Proportion of teaching staff retained from the previous year:

Number of permanent teaching staff at end of previous year	Number of these staff retained in the following year (the program year)	% Retention Rate
16	16*	100%
*including staff on maternity leave		

## Key Student Outcomes

### Average student attendance rate (%) for Term 3

Number of Possible Attendance Days	Total Number of Students	Total Number of Days Absent	Total Attendance
10,418	227	963.25	9,454.75
The average attendance rate for the whole school as a percentage in 2019 was 90.75%			

Year Levels	Average Attendance Rate for Each Year Level as a Percentage in 2019
Year 1	91.65%
Year 2	89.64%
Year 3	91.65%
Year 4	88.41%
Year 5	92.92%
Year 6	90.45%

Absenteeism is managed in accordance with Carmichael College Policies on Absenteeism, Pastoral Care and Behaviour Management. Student absences are monitored daily and managed by the Principal. Parents are contacted to discuss irregular or persistence absences. Formal procedures are actioned for unauthorised absences.

## NAPLAN Results

NAPLAN results for Years 3 and 5 in 2019

Reporting on these outcomes may be accessed through the My School website <http://www.myschool.edu.au/>