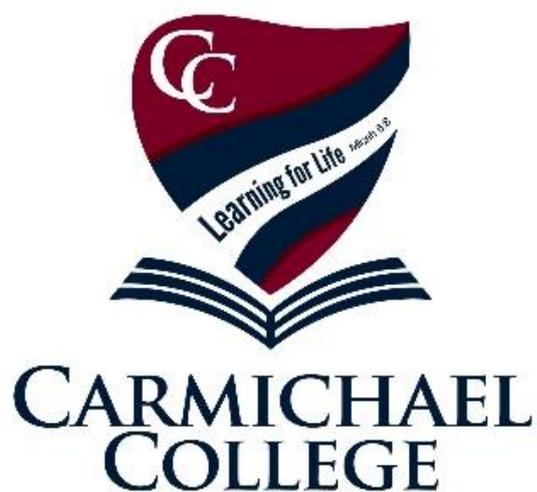


# Carmichael College



**Annual Report  
2020**

# Carmichael College

## Annual Report 2020



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Contact Person Margot Pinel

I present to you the annual report for Carmichael College 2020. This report provides a snapshot of the significant events and achievements of our College throughout the year of 2020, and the commitment to our College Vision of an - Excellent Education, Intentional Pastoral Care and Connected Community.

Our Report for 2020 has a different sentiment as all schools in Australia navigated a pandemic never before experienced. The 2020 year could be described as a year of “Overcoming.” It was a year of great upheaval with the onset of COVID-19, and decision making at a macro- and micro- level changed weekly for quite a time as we chartered unfamiliar waters.

This year brought a very deep understanding of Connected Community.

### ***Excellent Education***

In 2020 we welcomed 7 new teachers to the Carmichael family. Carmichael College was also fortunate enough to be selected to trial Brightpath - formative assessments – that give detailed and up to date feedback about student learning in literacy and numeracy. Though the year started briskly, Term 1 finished early for students, whilst staff upskilled in online learning and digital technologies.

Term 2 opened with only students of essential workers and finished with the return of our full cohort. Our Professional learning took a U-Turn and staff were upskilled very quickly in the use of SeeSaw, Zoom, and OneNote. Prep utilised a hybrid model of hard copy material, Zoom and a little of SeeSaw. The Online learning space was a new experience for all but Parent feedback overall was very supportive (see Parent Satisfaction graphs).

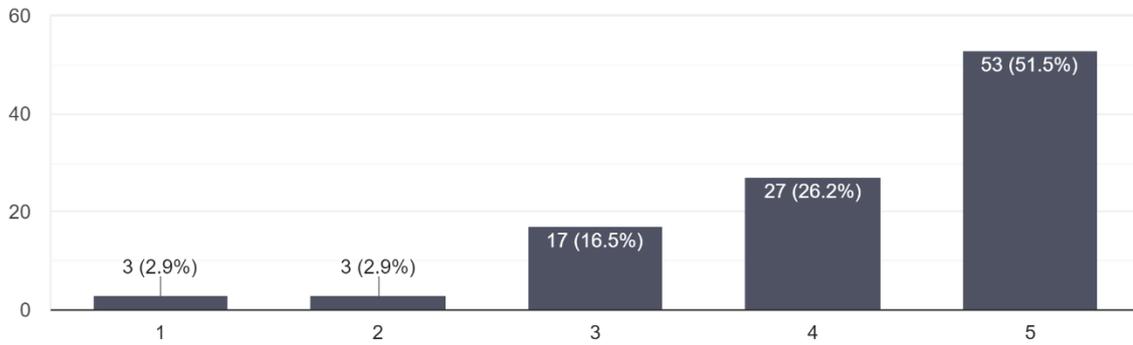
Staff became agile in adapting to rapid changes and problems with the use of technology by families. We welcomed feedback and utilised surveys to hear from parents.

Most PD and Courses were put on hold for the majority of the year and our Annual Implementation Plan was revised to respond to the urgent needs at hand.



### How are you going using our online tools?

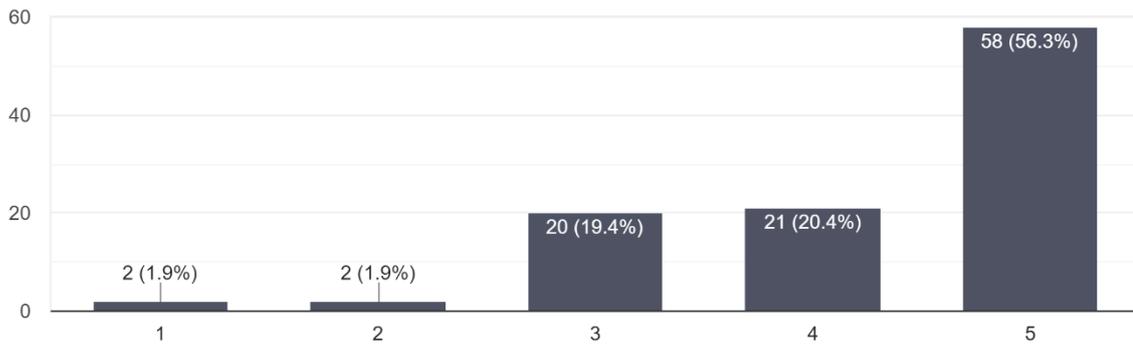
103 responses



(5 indicates very satisfied)

### How are you finding our support (either IT, education or emotional)

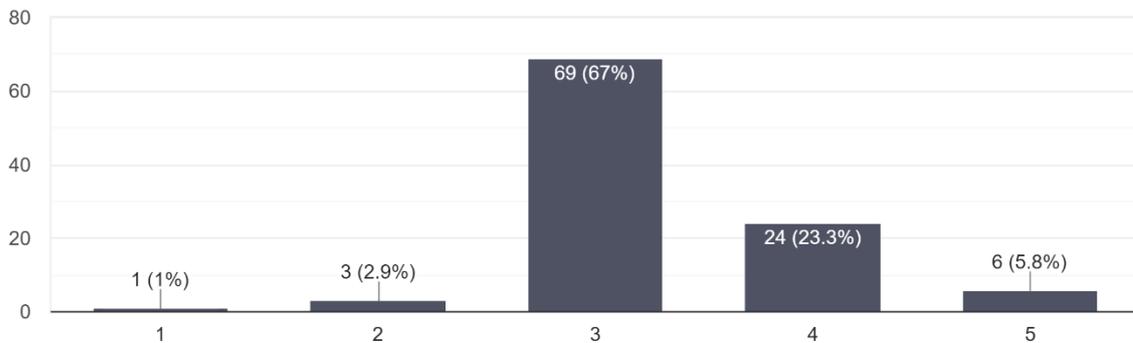
103 responses



(5 indicates very satisfied)

### How are you finding the amount of work?

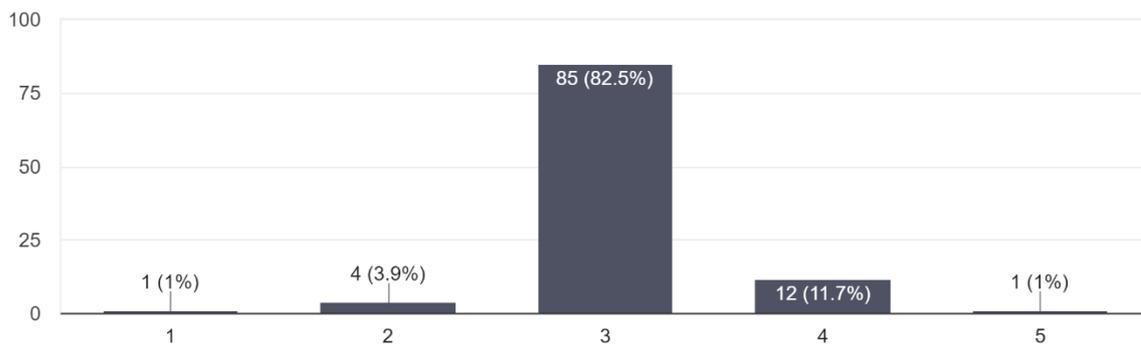
103 responses



(3 indicates "just right". 5 is too much online work and 1 not enough)

How are you finding communication?

103 responses



(3 indicates “just right”. 5 is too much online work and 1 not enough)

Particular professional learnings this year were:

- Digital technologies and platforms for online learning;
- Child protection;
- Workplace, Health and Safety;
- First Aid; and
- NCCD training.

We continue to engage in professional relationships with ISQ, QCAA and CSA.

All external competitive sporting was cancelled as were most events in general. Our Year 7 camp did go ahead at the beginning of the year as did our Year 5/6 camp.

NAPLAN was also cancelled.

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

Pastoral Care in 2020 became an integral part of our Online learning experience.

The wellbeing of our students became an important focus during Lockdown and when students returned. Chapel went online for most of the year as regulations limited what we were able to do. Chapel was able to be viewed at home and at school, as was our Devotional program.

Learning Enrichment also checked in with students during Lockdown and continued with its support when students returned. Differentiation continued and this was reflected in the support structures in place. External Agencies linked online with students where possible to continue to provide support.

### ***Connected Community***

In 2020 our Information Evening at the beginning of the year was well attended and included our very first Year 7 Information Evening. This was one of the last times we came together as a whole school before the onset of COVID.

Parent/teacher interviews held towards the end of Term 1 became a mix of face to face and then phone interviews.

We continued to reach parents through various communication platforms such as our Facebook Families page, and the various platforms our Year levels used to connect with students. We telephoned families to “check in” and delivered hampers to families who were struggling.

Where possible we endeavoured to build a sense of community, despite regulations that separated us, and ultimately meant the cancellation of most of our community events.

We were fortunate to hold our first ever Presentation Evening for our Year 7 students. This was a highlight for us.

Yours in Christ,

Margot Pinel

## Contextual Information

**School Sector:**

Independent

**School's Address:**

793 Oakey Flat Road, Morayfield, QLD 4506

**Total Enrolments:** (as reported in the Commonwealth Census Data August, 2020)

386

**Year Levels Offered:**

P-7

**Co-educational or Single Sex:**

Co-educational

**Characteristics of the Student Body:** (as reported in the Commonwealth Census Data August, 2020)

218 Male students, 168 Female students

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

<b>Curriculum and College Offerings</b>	<b>Year Levels</b>
Devotional and Chapel Program	P-7
Australian Curriculum subject offerings	P-7
Reading to Learn	P-7
Instrumental Music Program	4-7
Great Teachers = Great Results - STEM	P-7
Language - Chinese	P-7
Sporting Schools – Soccer, Swimming, Athletics	P-7
Carnivals – Swimming, sporting	P-7
Gala Days boys and girls – cricket, touch football, soccer	4-7
Excursions and Incursions	P-7
Camping program	3-7
Community Activities - Family Fun Day, Mother’s Day and Father’s Day	P-7
Private Lessons - Violin, Guitar, Piano, Drums, After School Roar Football Clinic	P-7
Extra Curricula Activities	P-7
ANZAC Service	P-7
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 – 7)
- 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 is 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 2020</b>	<b>Total (\$)</b>	<b>\$ per Student</b>
Australian Government Recurrent Funding	3,723,119	9,645
State/Territory Government Recurrent Funding	839,618	2,175
Fees, Charges and Parent Contributions	1,354,362	3,509
Other Private Sources	25,811	67
<b>Total Gross Income (Excluding Income from Government Capital Grants)</b>	<b>5,942,910</b>	<b>15,396</b>
Less Deductions	1,056,222	2,736
<b>Total Net Recurrent Income</b>	<b>4,886,688</b>	<b>12,660</b>

<b>Capital Expenditure 2020</b>	<b>Total (\$)</b>	<b>\$ Total</b>
Australian Government Capital Expenditure	0	0
State/Territory Government Capital Expenditure	111,352	111,352
New School Loans	319,293	319,293
Income Allocated to Current Capital Projects	590,944	590,944
Other	0	0
<b>Total Capital Expenditure</b>	<b>1,021,588</b>	<b>1,021,588</b>

## Our Staff Profile

### Staff Composition: (as reported in the Commonwealth Census Data August 2020)

<b>Teaching Staff - Part Time</b> Male – 1 Female – 7	<b>Teaching Staff - Full Time</b> Male - 6 Female – 17 (1 indigenous teacher)
<b>Non-Teaching Staff - Part Time</b> Male - 1 Female – 12	<b>Non-Teaching Staff - Full Time</b> Male - 0 Female - 0

### Qualifications of all Teachers for 2020:

Qualification	Either Detail the Number or the Percentage of Classroom Teachers and School Leaders at School who Hold this Qualification
Doctorate or Higher	-
Masters	4
Bachelor Degree	27
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
31 (Full and Part-time teachers)	\$1,171
The total funds expended on teacher professional development in 2020	\$36,311
The proportion of the teaching staff involved in professional development activities during 2020	\$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
31	188 Teaching Days	181 days	96.89%
For permanent and temporary classroom teachers and school leaders the average staff attendance rate in 2020 was 96.85%			

## 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
41	39*	95%
From the end of 2019, 93% of staff were retained for the entire 2020 school year		

\*including staff on maternity leave

## Key Student Outcomes

### Average student attendance rate (%) for Term 3 (Years 1 to 7)

Number of Possible Attendance Days	Total Number of Students	Total Number of Days Absent	Total Attendance
15,369	327	1,184	14,185
The average attendance rate for the whole school as a percentage in 2020 was 92.30%			

Year Levels	Average Attendance Rate for Each Year Level as a Percentage in 2020
Year 1	93.69%
Year 2	92.50%
Year 3	91.78%
Year 4	92.72%
Year 5	90.92%
Year 6	93.77%
Year 7	89.06%

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 was cancelled for Years 3 and 5 in 2020

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