

2024

Annual REPORT

BASED ON
2023 SCHOOL DATA



calvary
CHRISTIAN COLLEGE

☎ 07 4722 9201

✉ admin@calvary.qld.edu.au

🌐 www.calvary.qld.edu.au

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SCHOOL INFORMATION

**College Address**

569 Bayswater Road, Mount Louisa

Postal Address

PO Box 1544, Aitkenvale QLD 4814

Phone

07 4722 9201

Web

www.calvary.qld.edu.au

Year Levels Offered

Prep to Year 12

School Sector

Prep to Year 12

Co-education or Single Sex

Co-educational

Number of Enrolments

1051

EXECUTIVE PRINCIPAL

STEVE DOWNES EXECUTIVE PRINCIPAL

Our 2023 schooling year was another great year in the Calvary story. As a College we continue to grow and see the lives of the young people in our care develop. We are committed to continuing to be a faith-based education institution that outworks the plans and purpose that God has for our students.

At Calvary Christian College, faith is at the heart of everything we do. Grounded in Christian principles and values, our educational approach seeks to nurture the spiritual, intellectual and personal growth of every student. We cultivate a community where faith flourishes and lives are transformed. We are Calvary STRONG.

Our College is more than just a place of learning- we seek to be a vibrant collaborative community where relationships are cultivated, and lives are enriched. The relationship between home and school is fundamental to the success of our students. We recognise and value this vital role and are committed to fostering open communication between home and College.

As we look to the future, we remain steadfast in our commitment to providing a Christ-centred education that equips students with the knowledge, skills and values they need to thrive in a complex and ever-changing world. With faith as our guide and community as our strength, we are confident that the best is yet to come for Calvary Christian College.

To our College Board, led by Ps. Dustan Bell, I thank you for your vision, support and commitment to our College.

Together we continue to journey forward in faith, unity and excellence to transforming lives and shaping futures.

Mr Steve Downes
Executive Principal



FROM THE EXECUTIVES



Robyn Hair
Deputy Principal

As we reflect on the significant achievements and challenges faced by our College throughout the 2023, we have witnessed the unwavering dedication and commitment of our team, students, and families, which continue to propel us forward in our mission of excellence in educating young people of strong Christian character.

Our commitment to academic excellence remained unwavering in 2023. We are proud to report that our students achieved outstanding results in both internal and external assessments, demonstrating their mastery of knowledge and skills across various disciplines. Our commitment to providing a wide variety of options for education and post school pathways remains a priority. Many students have selected a Vocational pathway with several Certificates being completed whilst remaining committed to the College subjects that will pave a solid



way forward for them. These included mechanics, hospitality and business to name a few.

The College have this year invested in the professional growth and development of the teaching team through a program called Classroom Profiling. This program is a powerful method of collecting professional data on individual teachers and working with a coach to improve and establish sound classroom practices of management that enhance the learning experiences of the students. We now have 24 teachers trained as Level 1 Profilers and are already seeing the significant impact this is having on teacher practice and student outcomes.

The College continues to grow its online capacity as both a learning tool and communication with parents. MyCalvary is becoming richer and more robust in its capability, and we continue to explore the potential of this learning system.

The Calvary Teaching School is doing exceptionally well, with six Pre-Service

FROM THE EXECUTIVES

teachers completing their first year of study through Christian Heritage College whilst working within the College community alongside a mentor teacher. These Pre-Service teachers are already well on their way to becoming outstanding Christian teachers, with a sound Christian foundation within our College culture.

The College Executive spent many hours in robust and immensely productive conversations developing our 2023 – 2026 Strategic Plan that is fully founded on the mission and vision of the College. We look forward to these focus areas being the foundation of ongoing growth whilst maintaining the passion for quality teaching and learning and building a high-quality team of educators and support team.

As we look ahead to the future, we remain committed to our core values of excellence, perseverance, goodness, faithfulness and generosity. By building on the successes of 2023 and addressing the challenges that lie ahead, we are confident that we will continue to thrive as a Christian College, dedicated to transforming lives through education. Together, we will continue to inspire excellence and make a positive impact on the lives of our students and the communities we serve.





Wendy Chamberlin

Director Early Learning Centre

With the growing demand for our Kindergarten program and a long waiting list, we undertook a room restructure in 2023 to expand our Kindergarten (4-year-old Pre-Prep) cohort from one group to two by the start of 2024. This expansion has led to significant growth, with bookings increasing from 98 in 2023 to 187 in 2024. The restructure will accommodate a larger group of children transitioning from the Early Learning Centre (ELC) to the College in 2024 and beyond.

We are delighted to have attracted two additional Early Childhood Teachers, a notable feat in an industry struggling to recruit educators. Furthermore, we have provided support for one of our esteemed long-serving educators to pursue qualifications as an Early Childhood Teacher. These three educators enable us to offer a government-subsidised Kindergarten program, running five days a week for 40 weeks each year.

Efforts to manage waitlists for future years are ongoing, and we are confident in filling the two Kindergarten rooms for 2025. Feedback from our families, particularly newcomers, has been overwhelmingly positive this year.

The room restructure has also resulted in combining our two and three-year-old



groups into one room. While this arrangement is not ideal due to the significant variation in developmental stages, our educator team has embraced this change with enthusiasm and a commitment to improvement. Their positive attitude has resonated with our families, who have shown support and acceptance of the changes.

Despite these developments, our waiting list remains extensive, indicating a strong demand that could easily fill an additional room for future years.

Additionally, we have also been able to expand our Early Educator from 12 at the end of 2023 to 18 at the beginning of 2024.



Allison Reeves
Director of Primary

As Director of Primary College, I am pleased to present the Annual Report for the year 2023. This year has been marked by significant strides in educational development, technological integration, and the reinforcement of our Christian values and team culture. Our commitment to providing a holistic and nurturing environment for our students has been reflected in various initiatives and programs that were successfully implemented. The following sections highlight the key components of our progress: Team, Students, Curriculum, and Extra-Curricular Activities.

Team

MyCalvary (Schoolbox) Implementation

One of the most notable achievements this year was the extensive integration of the MyCalvary online learning platform across all year levels. This platform has not only enhanced our teaching and learning processes but also served as an effective communication tool between teachers and parents. Our teachers have embraced MyCalvary to deliver lessons, assignments, and feedback, fostering a more interactive and engaging learning environment.

Tech Task Force

To support this technological advancement, we introduced a Tech Task Force aimed at upskilling our Primary teaching team. This initiative focused on the early adoption of MacBooks and provided training on MyCalvary. The Task Force assisted in ensuring that our staff are confident and proficient in using these new tools to enhance their teaching practices.

Professional Development and the Essential 10

Our commitment to continuous improvement was further demonstrated through whole school professional development sessions and departmental toolbox talks centered around the Essential 10.





These sessions provided teachers with a common language and approach for managing behavior, equipping them with strategies to address issues before resorting to the Responsible Thinking Classroom. The Pastoral Care Coordinator was instrumental in delivering these talks and offering one-on-one support to teachers in need.

Students

Zones of Regulation

In 2023, we implemented the Zones of Regulation program across Prep to Year 6, with a dedicated Coordinator leading the initiative. The Coordinator prepared lessons, modelled key elements of the program, and worked individually with students who had behavioural or learning needs. This program has significantly contributed to our students' emotional and social development, helping them to better understand and manage their emotions.

Girl and Boy Time

In upper primary, we re-launched our extra-curricular program, Girl and Boy Time, with the aim of addressing social conflict and building a strong student community. These sessions provided a structured space for students to discuss social issues and develop positive relationships with their peers.

Curriculum

Christian Studies Program

Our Christian Studies program underwent a comprehensive review and restructuring to ensure a cohesive approach from Prep to Year 6. This restructuring included intentional involvement of our Chaplains, enabling them to incorporate the "God is Focus" in Chapels and other activities. This initiative has reinforced our Christian culture and provided a more integrated and meaningful faith-based education for our students.

In summary, 2023 was a year of growth and transformation at Primary College. Our commitment to enhancing teaching and learning through technology, supporting our staff with professional development, and fostering a strong Christian and team culture has yielded remarkable results. We remain dedicated to providing an enriching and supportive environment for our students, guided by our core values and educational excellence.





Martin Vucetic
Director of Secondary

2023 was another action-packed year in our Secondary College. Nothing brings our school together like our sporting carnivals. Whether it was Swimming, Athletics, Cross Country, State of Origin or our Long Lunch the healthy (and sometimes fierce) competition allowed our sporting stars to shine. It's also where our House Families united and where quality Sportsmanship was on display.

Camps were another highlight with our Year 7, 10 and 12 students heading off for a few days to challenge themselves physically and mentally while making lasting connections with their peers and teachers that will last a lifetime.

But it's in our classroom where the real magic happened. There was the studying of new concepts, ideas, and strategies. Allowing our students to discover diverse ways to learn, challenge incorrect thinking or simply adopting an understanding of how they can use knowledge powerfully to interact with their ever-changing world. Lessons and subjects that sparked curiosity, built a love of learning, and directed their steps for the future.

Across our departments we had our Ag Team lead by Mr Murray Hair initiating our Calvary Cattle Show Team where our Ag students not only learnt about cattle but how to prepare them and lead them in competition. Our Hospitality students with Mrs Slater used their knowledge and skills in the kitchen to prepare hundreds of meals for families with sick children at the Ronald McDonald House. In our Science labs our Titration team lead by Mrs Knuth took out 1st Place at the JCU Competition and were ranked 9th in Queensland qualifying for the National titles. There was HPE, Science, History and Careers Week where each department created a variety of opportunities for our students to learn more about these subjects, to build a love for learning and to lift our students' eyes to the future of what life after Calvary could look like. And of course, the extra activities whether in Sport Co-curricular, visits from guests like Reggie Dabbs or events put on by our amazing SRC team who helped our students think beyond themselves to raise funds to support the Cancer Council, RU OK Day and our own

Eaton College. Our students also performed in 'Shrek the Musical' with our cast and crew putting in countless hours to produce a fantastic show.

One of the highlights of 2023 was the introduction of the "Poppy Project". This initiative was named after one of our graduating Senior students Poppylilac Gough, a student whose parent is a first responder and knowing the impact this line of work can have on a family, took it upon herself to collaborate with Mrs Walter in our Student Services team, to provide a program and community for Primary and Secondary students whose parents are also first responders, to meet, connect and support one another.

However, these events and learning experiences don't happen automatically. Our remarkable teaching team, whose unwavering commitment to education and their students has made all the difference. Their passion, hard work, and tireless efforts have guided our students on this educational journey, and for that, I am forever grateful. Proverbs 27:17 says, "As iron sharpens iron, so one person sharpens another." Our team are a collection of teachers who challenge, inspire, support, and sharpen one another so that we grow as individuals and professionals to create the best outcomes for our students.

In my first full year in this position, I am thankful for our team's patience and grace and their ability to keep our team culture strong and focused on the main thing, but also being flexible and heaps of fun to be around. With new initiatives like our Apple Mac Book roll out, a whole school House Family Day and development in our assessment and reporting framework, 2024 will be a year of growth and stretching as we continue to serve God and build His school together.



OUR STUDENTS

Number of Students

YEAR LEVEL	TOTAL	MALE	FEMALE	INDIGENOUS	ATTENDANCE %
PREP	75	39	36	8	93
YEAR 1	71	36	35	10	92
YEAR 2	71	35	36	4	93
YEAR 3	84	42	42	7	92
YEAR 4	54	30	24	2	92
YEAR 5	75	39	36	3	92
YEAR 6	84	37	47	4	91
YEAR 7	110	52	58	10	89
YEAR 8	101	54	47	8	88
YEAR 9	96	40	56	8	87
YEAR 10	85	38	47	8	85
YEAR 11	84	46	38	5	86
YEAR 12	61	22	39	6	87

Student Attendance

Number of possible attendance days - 192,470

Total number of students - 1098

Total number of days absent - 19,857

Total attendance - 89%



NAPLAN Results

YEAR LEVEL AVERAGE SCORE AVERAGE SCORE (NATIONAL)

READING		
YEAR 3	392	393
YEAR 5	481	489
YEAR 7	525	529
YEAR 9	545	557
WRITING		
YEAR 3	425	405
YEAR 5	447	467
YEAR 7	507	521
YEAR 9	552	557
SPELLING		
YEAR 3	399	392
YEAR 5	471	479
YEAR 7	535	533
YEAR 9	563	563
GRAMMAR AND PUNCTUATION		
YEAR 3	401	398
YEAR 5	462	491
YEAR 7	536	532
YEAR 9	552	551
NUMERACY		
YEAR 3	389	397
YEAR 5	464	478
YEAR 7	530	531
YEAR 9	546	559



Retention Rate Year 10 to 12

YEAR 10

YEAR 12

APPARENT RETENTION

72

61

84%

Year 12 Outcomes

Number of students awarded with a Senior Education Profile: 61

Number of students awarded a Queensland Certificate of Education (QCE): 53

Number of students awarded a Queensland Certificate of Individual Achievement (QCIA): 2

Number of students awarded an International Baccalaureate Diploma (IBD): 0

Number of students receiving a Senior Statement only: 6

Number of students awarded one or more VET qualifications: 29

Number of students who are completing/completed a school-based apprenticeship or traineeship (SAT): 14

Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification: 100%

Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer: 87.5%

At the time of publishing this School Annual Report, the results of the 2023 post-school destinations survey, Next Steps – Student Destination report for the school was not available. Information about these post-school destinations of our students will be uploaded to the school's website in September after release of the information.



Distinctive Curriculum Offerings

- Learning Support Programs
- English as a Second Language Programs
- Indigenous Tutoring Programs
- Weekly Assessment Support Tutoring in the Secondary College – Learning Support
- PAT Testing in English and Maths – Prep to Year 10
- Grow & Equip Program
- Christian Living Program
- House Family Connect
- Study skills and exam preparation lesson – Year 11 and 12
- NAPLAN Preparation – Curriculum Inclusive and Practice Tests
- Work Experience – Year 10, optional for 11 and 12
- Camps – Year 4, 5, 6, 7, 10 and 12
- Beef Week Camp – Year 11 & 12 Agricultural Practices
- Careers Expo – Year 10 to Year 12
- Careers Week – Secondary
- History Week - Secondary
- Literacy Week – Secondary
- HPE Week – Secondary
- Activity Days – Year 7 to 12
- Book Fair Week – focus on Literacy and reading
- Glen Gerreyn presentation– Year 10 to Year 12
- Head, Heart, Hands Education Program – Prep to Year 12
- RAAP Presentation (QLD Fire and Emergency services) – Year 11
- Secondary College Captains Compass Conference
- House Family Activities and Events
- ANZAC and NAIDOC Celebrations
- Poppy Project – Children of first responders meetings
- Adopt-a-Cops – across Primary and Secondary
- Student Leadership Program – Primary College Captains and Student Leaders
- Chapel and Assembly
- English/Humanities and Mathematics/Science Tutoring Programs
- Year 6 UNITE Transition Days into Secondary College
- Weekly Sport/Co-Curricular
- SET Plan Meetings – Year 10, 11 and 12
- Primary Choir and Eisteddfod
- Inter-school sports programs – Year 4 to 6

CURRICULUM OFFERINGS - EXTRA CURRICULAR

- Intra-school sporting events – Prep to Year 6
- Intra-school Block Sport – Year 7 to Year 12
- Internal Sporting Skill Development Programs – Student Training Sessions
- External Sporting Skill Development Programs – OZ Kick, Net-Set-Go
- Sport Gala Days – AFL, Futsal, Basketball
- PACA Program - Performing and Creative Arts – Extra Curricular program for Prep to Year 12.
- Student Choirs – Voices in the Secondary College
- Primary College Choir
- Musical and Showcase Events
- Chapel Band/Team
- Chaplaincy and Student Leadership Programs – Primary and Secondary College
- JCU Titration Challenge – Year 11
- Electronics/Robotics Club
- Scuba Course – Secondary College
- Australian Mathematics Competition
- Defence Student Clubs
- Ignite Program (transition program from Kindergarten to Prep)
- ICAS Assessment
- JCU Science and Engineering Challenge – Year 9 to 10
- JCU Experience Day – Year 12



SOCIAL CLIMATE

Calvary Christian College is committed to the philosophy of mutual respect and mutual responsibility. Therefore, all members need to understand that the following behaviours are unacceptable:

- Physical bullying – pushing, shoving, fighting, pinching and any other unwelcome physical contact used intentionally to intimidate or hurt someone.
- Verbal bullying – insults, putdowns, teasing, intimidation, threats, derogatory names or inappropriate personal comments, etc.
- Gesture bullying – any gestures, ‘the look’ and other non-verbal signals or body language used to intimidate and silence a victim.
- Extortion bullying – physically stronger and more powerful students force weaker students to hand over lunches or money, do their homework etc.
- Exclusion bullying – being ‘left out’ of games, etc deliberately spreading rumours etc.
- Cyber bullying – any use of Information Communications Technology (ICT), particularly mobile phones, social networking, emails and the internet, to deliberately upset or hurt someone else.
- Sexual harassment, racist or discriminatory comments or behaviour – including sexual/inappropriate gestures.

Student Support

The College provides a supportive learning environment. Students have access to the following support network:

Student Leaders

- Classroom Teachers
- Pastoral Care Teachers
- Heads of Houses
- Area Coordinators
- Head of Student Services
- Chaplains
- ADF Transition Mentor
- Student Welfare Officer
- Learning support programs for students who are inconsistent with expected grade level
- Learning support and modifications to curriculum delivery for students with a diagnosed learning difficulty
- Learning support programs for students who have suspected diagnosis of a learning difficulty





Student Support

The College also provides the following:

- Responsible Thinking Process/Incident Report Form – Reporting Process.
- Safety Posters around the College.
- Grow/Equip Program where topics such as Digital Citizenship and Relationships are covered.
- Workshops Presented by Queensland Police – Sergeant Mark Whebell (Adopt-A-Cop).
- Students Seminars and Workshops – GRIP Leadership, Head, Heart and Hands - Parenting and Education
- An education solidly founded in scriptural values – excellence, perseverance, goodness, faithfulness and generosity.
- Protective Behaviours Educational Programs – Prep to Year 6.
- Social Skills Development Programs – Year 5 to 6 and Secondary students as required.

Parent Involvement

Parents are involved in the College by:

- Parent Information Evenings
- Parent/Teacher Interviews
- Volunteers
- Parents in Partnership
- Board Representatives
- Open Events
- Participation in classroom based activities and events
- Special events i.e. ANZAC Day

Data on Parent, Teacher and Student Satisfaction is collected via:

- Parent/Teacher Interview Feedback Forms
- Staff meetings
- Staff surveys

Contact person for further information:

Mrs Nadine Nicolosi

Assistant to the Executive Principal

nadine.nicolosi@calvary.qld.edu.au

OUR PEOPLE

Teaching Staff

	FULL TIME	PART TIME	TOTAL
MALE	23	1	24
FEMALE	48	14	62
INDIGENOUS	2	0	2
TOTAL	71	15	86

Non-Teaching Staff

	FULL TIME	PART TIME	TOTAL
MALE	18	13	31
FEMALE	15	86	101
INDIGENOUS	1	5	6
TOTAL	34	104	138

Qualifications (Teaching Team)

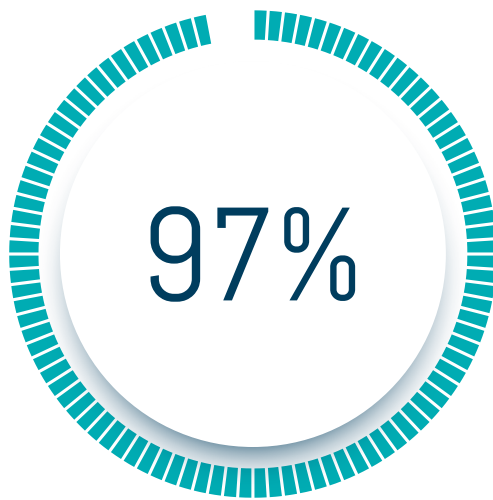
Doctorate or higher	2
Masters	8
Post Graduate Qualification	8
Bachelor	71



Staff Attendance

STAFF	NUMBER OF SCHOOL DAYS	TOTAL DAYS STAFF ABSENCES
191	195	1,123

The average staff attendance rate during 2023 was 97 per cent.



Retained Teaching Staff

NUMBER OF TEACHING STAFF AT END OF (2022)	NUMBER OF TEACHING STAFF AT THE END OF THE YEAR (2023)	RETENTION RATE
56	69	84%

From the end of 2022, 84 per cent of staff were retained for the entire 2023 school year.





Professional Development

TEACHERS	TOTAL EXPENDITURE ON TEACHER PD	AVERAGE EXPENDITURE ON PD/TEACHER
71	\$165,454.33	\$2,330

The proportion of teaching staff involved in professional development activities during 2023 was 70 per cent.



Professional Development Initiatives

- New Team Induction
- First Aid
- CPR Training
- Behaviour Management
- Literacy Year 7 to 10
- Advanced Leadership Program Training
- Food Safety Supervisor Training
- Effective Peadagogoy
- Stress and Mental Health
- Reading and Literacy
- Child Protection Practice Workshop
- ISQ Curriculum Leaders Symposium
- QCAA Senior Syllabus HOD Forums

SCHOOL FUNDING

Net Recurrent Income

	\$ Total	\$/Student
Australian Government recurrent funding	\$12,995,198	\$13,100
State/Territory Government recurrent funding	\$2,773,053	\$2,795.42
Fees, charges and parent contributions	\$5,353,478.86	\$5,396.65
Other private sources	\$620,099.25	\$625.10
Total gross income	\$21,741,829.11	\$21,917.17
Less deductions	\$781,558.00	\$787.86
Total net recurrent income	\$20,960,271.11	\$21,129.31

Capital Expenditure

	\$ Total
Australian Government capital expenditure	NIL
State/Territory Government capital expenditure	NIL
New school loans	NIL
Income allocated to current capital projects	\$780,300
Other	NIL
Total capital expenditure	\$780,300