2020

Annual Report

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Moreton Bay Boys' College

Life adventures. Life achievers.

Annual Report

(By publishing this Report, our school will meet both State and Australian Governments reporting requirements. This information relates to the 2020 school year).

INTRODUCTION

Moreton Bay Boys' College (MBBC) is an independent, innovative boys' school in Brisbane. MBBC is an accredited International Baccalaureate (IB) World school with a globally focused curriculum and learning programmes tailored to boy's individual needs. MBBC is an affiliated Uniting Church school, amalgamated with our nearby sister school Moreton Bay College, led by one Executive Principal and under the governance of a single Board, the College offers an inquiry based, engaging curriculum designed specifically for boys from Prep – Year 12.

MBBC has a strong philosophy of educating the whole person-body, mind, heart and spirit. At MBBC our boys are encouraged to extend themselves intellectually and to strive to achieve, whether this is in the classroom, the playing field or on the stage. The focus on academic excellence is underpinned by a rich and caring pastoral programme. This is coupled with outstanding co-curricular opportunities to engage boys across visual and performing arts, cultural activities and a wide range of sports. It truly is a school experience that allows boys to become, *Life Adventurers, Life Achievers*!

The College is nestled in a stunning, natural bushland environment of wide-open spaces featuring large, technology-rich classrooms. A few minutes' drive from Moreton Bay College, the two schools offer families the confidence of mutual values, aligned calendars and the educational benefits of a single-sex school. With internationally benchmarked IB programmes across the primary and middle years, multiple learning pathways, and a broad range of opportunities supported by Christian values, Moreton Bay Boys' College will guide boys from the boy he is now to the man he will become.

DESCRIPTIVE INFORMATION

School sector:

Independent

School's address:

302 Manly Road, Manly West Qld 4179

Total enrolments: Excludes Pre-Prep students as Pre-Prep is held on Moreton Bay College Campus

501 (Prep to Year 12)

Year levels offered:

Pre-Prep – Year 12

Co-educational or single sex:

Single sex – Boys only

CORPORATE GOVERNANCE:

Moreton Bay Boys' College is operated by Moreton Bay Boys College Ltd, a Public Company, Limited by Guarantee under the Corporations Act 2001, registered in Queensland. The company has one member, Moreton Bay College.

The amalgamation with Moreton Bay College in July 2011 saw some changes in the Governance of the College. Both Colleges have retained their independent legal status with a separate Board of Directors responsible for each College; however, the membership of each Board is common.

At any one time the Board may have a maximum of 11 Directors, some of whom are appointed by the College while others are Uniting Church appointees. They are responsible for overseeing and managing the strategic direction and governance of The Moreton Bay Colleges.

As of 31 December 2020, the governors (directors of MBBC) were as follows: Ms Samantha O'Brien (Chair), Dr Julie Beeby (Deputy), Mr Neil Ballment, Mr Peter Bickerton, Mr Stuart Copeland, Mrs Wendy Evans, Mr Reg Gulley (Company Secretary), Mrs Adele Nisbet, Mr Robert Ritchie, Mr Col Sutcliffe, Mr Jason Titman.

The amalgamation of the two colleges means that we have one Executive Principal, leading The Moreton Bay Colleges under the umbrella of Uniting Church values. This position was held by Mr James Sloman until July 2020, when he resigned. The Head of College at MBBC is Mr Andrew Holmes.

The Board is responsible for the strategic direction of the College. At the end 2018, the Board launched the new Strategic Plan 2019-2022. The vision of the College is *Two Colleges: One Community – Preparing our students for tomorrow's world*. Purpose must have passion and the Moreton Bay Colleges' passion is to develop and nurture students in an inclusive and diverse Christian learning environment. We will deliver on an outstanding student experience that allows students to graduate with the attitudes, attributes and skills that will provide the keys to becoming global citizens. Our strategy for achieving our vision, our purpose and living our values is built on five pathways – providing an outstanding student experience, developing exceptional people, working together in an inclusive, supportive Christian culture, building an engaged community and ensuring a sustainable and future-focussed organisation.

Enrolments:

At the end of 2020, 501 boys were enrolled in the College.

Year Levels Offered:

Two classes were offered at each year level from Prep to Year 12.

DISTINCTIVE CURRICULUM OFFERINGS:

The MBBC curriculum is designed and tailored to provide a seamless transition for each boy from Pre-Prep to Year 12 with the end goal that every student achieves his desired post-school destination. This is achieved by broadening the experiences of the boys through an innovative, relevant and engaging curriculum.

MBBC's curriculum is designed around the specific, distinctly different ways boys think and

learn, and the emotional support they need to maximise their potential. We believe our boys should be able to engage in a wide range of academic and co-curricular endeavours and be free to express themselves in a way that is not limited by stereotypes.

An all-boys environment also allows us to develop our resources towards the particular needs of boys, from the books they prefer to read to larger sized classrooms, high levels of technology and large, open spaces in which to play and build relationships.

While intentionally a Pre-Prep – Year 12 school our Primary School consists of Prep to Year 6 while Secondary School is Years 7 – 12. Pre-Prep is held on the Moreton Bay College Campus.

The College is an accredited International Baccalaureate (IB) School. Details of the IB programme can be found on the College's website www.mbbc.qld.edu.au or directly from the International Baccalaureate (IB) website, www.ibo.org.

MBBC is the only school in the Bayside authorised to deliver the International Baccalaureate PYP and MYP programmes. The IB encourages students to think critically, challenge and question. The IB programme is an internationally recognised framework, which works hand in hand with the Australian Curriculum. It encourages boys to consider both local and international environments in order to prepare him as a young man for a future life on the global stage with the skills to ask challenging questions, think critically, develop research skills proven to help them in higher education and to be active in their communities in order to take their learning beyond academic study.

The PYP operates from Years P-6. It is based on facilitating inquiries whereby students gain insight into conceptual based learning, taking action to better our world and gain valuable knowledge in the following subject areas: English; Mathematics; Arts (Visual Arts and Music); Science; History; Geography; Health and Physical Education; Spanish.

The MYP for Years 7 – 10 aims to develop students who are active learners, internationally minded, able to empathise with others and who have the intellect and skills to pursue lives of purpose and meaning. It is a concept-based, inquiry-driven curriculum based on six global contexts: identities and relationships, personal and cultural identity, orientations in space and time, scientific and technical innovation, fairness and development, and globalization and sustainability which culminates in a year-long personal project.

In our Senior School we offer a broad range of QCAA General and Applied subjects leading to QCE and ATAR. In 2020, our first cohort to graduate under the new SATE system, our graduates continued to demonstrate above average results with 19% achieving an ATAR of 97 or above, 27% achieving an ATAR of 90 or above and over half of the cohort achieving an ATAR of 80% and above. Two of our graduates received QCAA Certificates of Academic Commendation for achieving an A in at least six General subjects. Our College Dux achieved an ATAR of 99.90; the highest ATAR a student can achieve is 99.95.

Growing too, is out Vocational Education and Training (VET) pathways that provides the Senior boys with, not only traineeships and/or apprenticeships but, alternate pathways into University or further post school education opportunities. Seven of our Year 12 students gained a Diploma of Business. One of our students completed an Electrical School Based Apprenticeship and one student used his Mechanical School Based Apprenticeship to gain early entry into the Defence Force.

A key goal of the College's Strategic Plan is the development of a dynamic and innovative

21st Century learning environment, which will deliver a multifaceted technology-rich curriculum. We believe that such an approach will have pronounced benefits in:

- increasing student learning outcomes
- improving boys' engagement with the curriculum
- developing the skills needed for their future
- enhancing digital citizenship
- ensuring that our boys have the capacity to thrive and be safe in a digital world

In 2020, MBBC continued with the BYOD Digital Learning Programme in the Primary and Middle Schools. The programme extended to a voluntary programme in Year 3, where parents could choose to supply an iPad for their son's schooling. This programme was complimented with classroom iPad sets from Prep to Year 3. This programme encourages flexibility and personalised learning through allowing the boys control over their devices. It enhances existing learning opportunities and continues to produce high quality educational outcomes.

The College refined its progressive online reporting approach. Seesaw is used for Primary reporting and TASS for Secondary. This has allowed for parents to receive timely feedback on their son's school work, enabling them to engage more deeply in their son's education.

Our annual academic testing programme includes consistent standardised testing for all boys from Prep to Year 10. This data is aggregated along with other student performance data within a data analytics programme (TrackOne) enabling teachers and administrators to make well informed decisions about individual student strengths and weaknesses as well as school wide improvement strategies.

MBBC continues to use the Education Perfect platform as our core text for English, Maths, Science, Humanities and the Languages. Education Perfect provides students with instant feedback, and with instant feedback, and allows for teacher to provide more extensive differentiation.

The Moreton Bay Colleges' Robotics Programme grows from strength to strength with students from both Colleges competing in two competitions – Robocup Junior and the First Tech Challenge – putting in a strong showing in both competitions and competing in the Final of the First Tech Challenge.

Learning Enhancement:

At Moreton Bay Boys' College, we recognise, value, and cater for gifted and highly capable learners. In addition to the individualised extension work offered in the classroom, the College's Enrichment programme ALTIUS is provided to those identified students of exceptional abilities. Through the ALTIUS Programme, our students are provided the opportunity to participate in a variety of enrichment activities, events, and competitions. We also understand that boys learn at different rates with different needs. We endeavour to tailor support programmes to assist boys as they move through the learning continuum.

The Learning Enhancement team also provides identified students with educational adjustments to address diagnosed disorders and disabilities. Inclusive support and individualised adjustments are provided to help improve curriculum access by removing barriers to learning. Guidance is also provided to those who are identified as requiring individualised assistance. This assistance is offered to students by a range of support staff, including specialist teachers, pastoral care staff, college counsellor, and support aides. Opportunities also exist for external visiting specialists (i.e., Speech-Language Pathologists, Occupational Therapists, etc.) to provide individualised intervention on campus.

College Curriculum

Learning Area	Prep – Year 6	Years 7 – 9	Year 10	Years 11 – 12
	IB Primary Years Programme	IB Middle Years Programme		QCAA
Language	English	(Language and Literature)	(Language and Literature)	English Essential English (Unit 3)
Mathematics	Mathematics	Mathematics	Mathematics • Pre-Mathematical Methods • Pre-General Mathematics	Essential Mathematics (SEM 2) General Mathematics Mathematical Methods Specialist Mathematics
Science	Science	Science	Science	Biology Chemistry Physics
Humanities	Social Studies History Geography	Individuals and Societies (History and Geography)	Individuals and Societies (History and Geography) Business (Elective)	Ancient History Geography Legal Studies Business
Language Acquisition	Spanish (Years 2-6)	Spanish and Japanese (Year 7) Spanish or Japanese (Years 8 and 9)	Japanese (Elective) Spanish (Elective)	Japanese Spanish
The Arts	Visual Art Music Singing	Visual Art Music (1 Semester) Drama (1 Semester)	Visual Art (Elective) Music (Elective) Drama (Elective)	Visual Art Music Drama Music Ext (Unit 3)
Health & Physical Education (HPE)	Physical, Social and Personal Education	Physical & Health Education	Physical & Health Education	Physical Education
Design & Technology	Year 6 Design Technology	Design Technology	Design Technology (Elective) Digital Solutions (Elective)	Design Engineering Digital Solutions
Religion	Religion	Religion	Religion	Religion

EXTRA CURRICULAR ACTIVITIES:

A large range of co-curricular activities are offered to the boys.

Academic

This year saw the continuation of extracurricular academic offerings. Year 11 and 12 students were given the opportunity to complete a Diploma of Business (through a partnership with Barrington College). This offering was undertaken with students from Moreton Bay College.

Tours

Due to COVID-19, the Africa Tour and Canberra Tour were unable to proceed. The Canberra Tour has been rescheduled to September School Holidays 2021.

Music

Our choirs, rock bands and instrumental ensembles have continued to go from strength to strength and it has been wonderful sharing music with the school and wider community. Various bands have been invited to perform at assemblies, showcasing the musical talents of our students.

Sport

Sport plays a significant role in the life of a Moreton Bay Boys' College student. Sport at the College teaches boys to discover their personal strengths through competition, and also encourages them to become all-rounders. In the early years, many boys are intrinsically motivated by the sense of competition provided by team sport. At Moreton Bay Boys' College, we believe in creating a culture of participation and fairness within which students can build a healthy sense of competition and improve on their own terms.

For boys in Prep to Year 12 sport is conducted through local affiliated club's competitions. MBBC competes as "The Eagles" in several sports including basketball, cricket, football, tennis, touch football and volleyball. Additional competitive sports, Mountain Biking and Sailing are offered. Students can pursue sporting representative honours via Lytton District, Composite District trials to gain selection on Metropolitan East teams and compete at Queensland Secondary Schools State Championships.

Moreton Bay Boys' College students in Years 2 to 6 take part in the newly formed Britton Shield Competition. Available sports in 2021 include, Swimming, Touch Football, Football and Cricket, with the aim of introducing Cross Country in 2022. For boys in Years 4 to 12, competition in the Christian Schools Sporting Association (CSSA) was offered in swimming, cross-country and athletics.

Additionally, for boys in Prep to Year 3, the College offers a range of activities through the Australian Government Sporting Schools. Activities include AFL, basketball, cricket, football and touch-football.

Across our sports curriculum we encourage students to continue working towards their own personal bests, which naturally develops leadership skills and the capacity for cooperation. We place a high value on our students' ability to contribute to their team, work with their coaches and take on new challenges in training and on the field. A strong sense of camaraderie is fostered, but whatever the contest, win, lose or draw, competing in the right spirit is always the main priority.

Outdoor Education

The College's Outdoor Education Programme continues to be a strong component of the College curriculum, starting from Prep and culminating with the seniors' optional involvement in the Duke of Edinburgh award.

A brief outline of each activity is below:

Year 2 - Year 2 enjoyed an 'Outdoor Experience Day' at PGL Kindilin in Term 3. Activities included bush craft, climbing, aeroball and group activities. This was a wonderful experience for the boys in preparation for an overnight camp stay in Year 3.

Year 3 - Year 3 visited PGL Kindilan in the Redlands for a 2 day and 1-night mid-week activity-based camp during Term 1. Students were able to build on the previous Year 2 camp and completed activities such as canoeing, team challenges, low ropes and aeroball.

Year 4 Camp – The Year 4 students attended the 3 day and 2-night camp at Mapleton Outdoor Education Centre during Term 1. The boys were challenged by a wide variety of activities, including rock climbing, abseiling, canoeing, giant swing, and flying fox. Students stayed in dormitory style accommodation.

Year 5 Camp - Year 5 camp was held at Noosa North Shore Eco Retreat during Term 1. Noosa Eco Retreat is near Lake Cooroibah and adjacent to Queensland's cleanest urban river system, at the gateway to the Great Sandy National Park. The boys spent 3 days and 2 nights at camp participating in a variety of activities. These included body boarding, surf awareness, raft building, mountain biking, canoeing, and hiking around the beautiful Noosa National Park.

Year 6 Camp - The Year 6 cohort attended a 3-day camp during Term 1 at Emu Gully near Helidon. This camp fosters the development of leadership and team-building skills in a programme developed around some of the famous military encounters of the Australian forces. Students participated in ANZAC themed activities such as Commando Cable Crossing, Siege of Tobruk, Storm the Fort and completing the Kokoda Track.

Year 7 Camp – Camp Lawrence at Lake Moogerah was the destination for the Year 7 camp during Term 1. The 5-day camp programme involved archery, fishing, orienteering, abseiling, hiking and mountain biking. The aim of the camp was building 'connections' by developing positive relationships. Students were required to rely on physically and emotionally and support each other. This gave students opportunities for personal growth, helped forge new friendships and created lasting memories.

Year 8 Camp - Year 8 camp was held during Term 1 at Adventure Alternatives Kenilworth. It was a 5-day expedition-based camp. The theme of the camp was 'Interdependence & Steps'. Students were encouraged to develop their critical thinking, and further develop their personal and social competence. Through this programme, students were also exposed to numerous resources and opportunities to live and breathe environmental responsibility and sustainability.

Year 9 Camp - This 5-day programme was hosted by Adventure Alternatives Outdoor Education during Term 1. The camp involved an expedition to Booloumba Creek and through Conondale National Park. The programme is based on the process, coined by Murray Toft of the Canadian Calgary University, "Traffic Light Decision Making". This model encourages students to think deeply about the foundation on which their decisions are made. The traffic light model is a clear demonstration of aligning the thinking process with appropriate action. Its strength is found in slowing down the decision-making process. Developing this thought process is vital for students in this age bracket as freedom in society and social outings all start to become apparent. The Year 9 programme allows the students to participate in a variety of new activities, requiring them to explore natural environments, and engaging them in a new-found responsibility for each other's safety and their own.

Year 10 Camp - The five-day programme was run by Adventure Alternatives during Term 1 at Noosa. The camp theme was 'Journeys & Values'. Activities included abseiling, day hikes, and mountain biking through the Noosa Hinterland. Students were able to build on skills they had developed in the 3 previous years at camp. Each student is encouraged to lead themselves first and then the group. Group dynamics are revisited, and students are empowered to flex the muscle of resilience in response to the natural, social and physical environments.

Year 11 Camp – Due to Covid Year 11 Leadership Camp was held at the College during Term 3. Peer Power facilitated a 3-day retreat for our Year 11's. They were able to learn about leadership, trust, and different emotional & social intelligences in a rewarding and challenging programme. This was a great opportunity to identify those boys with the potential to undertake positions of leadership next year, as well as a chance for the Year 11 boys to come together as a group in preparation for Year 12.

Cultural Activities

A range of non-sporting pursuits were offered to boys in 2020 including Chess, IT Club named *Tech Ninjas,* Debating, Public Speaking, Art Club, Model making, Speech and Communication. MBBC participated in the QDU and Circuit debating competitions in secondary years.

Community and Service-Learning Programme

This year our boys participated in a structured programme of service to their community. This included tasks such as ANZAC Services and a Buddy programme for the Secondary/Primary Students.

Secondary school

- Smith Family Student2Student Reading buddies
- Tech crew support for College events
- Participated in community service for their local sporting groups and associations.
- Through the MYP Personal Project, students worked with various organisations to help make a difference, in their community e.g., raising money for projects in Tanzania ($12,000) and PNG (books and stationery)
- Easter Eggs for Others
- Various Leo's Club fundraising activities
- Gold Coin Donation Days – Each House selected a specific charity.

Primary School

- Students acted in their community, as per their reflections and gained knowledge through their Units of Inquiry.
- Through the PYP Exhibition students worked with various organisations to help make a difference in their community
- Gold Coin Donation Days – Each House selected a specific charity.

THE SOCIAL CLIMATE OF THE SCHOOL

General

Moreton Bay Boys' College promotes equity and excellence and ensures that all students can become successful learners, confident and creative individuals, and active and informed citizens. Education is more than just schooling; it has a greater purpose to provide guidance in how to succeed in the broader aspects of life and being a productive, positive member of the world.

Pastoral Care Programmes
We have a comprehensive Pastoral Programme that encompasses subject matter such as leadership, resiliency, career education, wellbeing and study skills. This is delivered on a weekly basis through form classes.

In Primary, students participated in Who We Are lessons which covered many social skills but also blended well into meeting the elements of our PYP. These weekly lessons see students mixed across years levels P, 1&2, 3&4 and 5&6. These lessons target wellbeing and emotional intelligence, while students explicitly learn about our College Values, IB Learner Profile Attributes and IB Attitudes. Our MATEs (Mentoring Another Throughout Education) programme sees upper Primary students mentoring the lower Primary students. These weekly lessons help to promote students' abilities to display the IB Social, Self-Management and Communication Skills.

In Secondary, the pastoral care programme covers a range of issues such as being a good man, digital citizenship, career education, leadership and drug and alcohol awareness. Secondary boys are allocated to one of the four Houses for their pastoral care programme.

The Eagle's Flight - Behaviour Management Framework:
The behaviour management framework for the College is based on the belief that it should be more than a punitive measure. We believe that boys respond very well to positive reinforcement but at the same time must understand that there are consequences for poor behaviour. The College is making good progress in implementing Restorative Practices, with staff undertaking PD.

Our Eagle's Flight behaviour management framework has embedded IB Learner Profile Attributes in an explicit way. Boys move from Blue to Gold for positive behaviours or to Yellow/Orange/Red for behaviours that do not meet our expectations.

This year we partnered with the University of Adelaide to measure the wellbeing of students and staff across the Colleges. We used this data to refine our pastoral programmes to ensure that we are meeting the specific needs of our boys.

Five to Thrive
The *5 Ways to Wellbeing* framework is implemented across the colleges. This wellbeing framework was developed by the New Economics Foundation (NEF), which was commissioned by the British government to establish a set of evidence-based actions that would improve personal wellbeing. The NEF's research found that there were five everyday actions, which when embedded into everyday life, will enhance wellbeing.

MBBC have titled these five actions the *Five to Thrive* framework following the suggestions from NEF's research.

Connect, Be Active, Take Notice, Keep Learning and Give. MBBC commits itself to programmes and events that align with this framework.

College Values
There is a strong focus on the College Values: Engagement, Character, Care and Teamwork. These values underpin all the pastoral care programmes and are a key aspect in developing the leadership of the boys.

IB Learner Profile Attributes
The IB Learner Profile describes the key attributes of an MBBC boy and the man we would like him to

become. The IB Learner profile consists of the following ten attributes: Caring, Inquirers, Knowledgeable, Thinkers, Communicators, Principled, Open Minded, Reflective, Balanced, Risk Takers.

Together, with an age-appropriate understanding of IB Learner Profile attributes, the College looks to build the social, emotional and motivational capacities of the boys through a range of programmes such as Bullying Awareness Week, White Ribbon (Domestic Violence), Modern Manners for Young Men, Career Development, Peer Programmes and Digital Citizenship.

Fostering the development of self-control and personal responsibility is not an easy task when it comes to boys as the risk-taking section of their brains does not fully develop for 25 years, and sadly, too many young Australian men's lives are cut short by impulsive, reckless behaviour. When boys make poor choices at school, the College's system of reflection and identification of what is needed to move forward, making a commitment and offering support, gives them the chance to take control and make the changes needed for good choices.

To assist our young drivers, the Year 12 boys undertake a full day, practical Defensive Driving Course in their last week at school so that, with their Learner's Permit, they are able to get behind-the-wheel practice in controlled driver training situations.

The boys also have the opportunity to hear from a range of guest speakers who have shared their skills, wisdom and knowledge.

By giving the boys of MBBC the chance to develop their social and emotional side, the College hopes they will be well prepared for the adventures of life. Of equal importance, particularly with boys, was the opportunity for students to develop their spiritual side. Reflection and contemplation in Chapel set the tone for each school week, reinforced by religious education classes.

Student Leadership

Student leadership has a number of components. In Year 6, we offer a House Vice-Captain role to boys for six months each, thus enabling more boys to share in the experience. Our Senior Leadership (Year 12) House positions call for a year-long commitment and, as such, the boys have a chance to work as a mentor with two groups of younger leaders. In addition, senior boys can be appointed to one of the five senior leadership positions - Captain, Vice-Captain, Cultural Captain, Sports Captain and Service Captain. Students in Years 6 and 12 are invited to nominate for positions of student leadership and are interviewed by members of the College Leadership Team, including the Principal. During their tenure, the boys worked closely with senior staff to extend their natural leadership skills and develop greater appreciation for teamwork and planning for success.

The Secondary School has a very active Student Representative Council (SRC). The SRC is led by the College Captain, Vice-Captain and Service Captain and contains an elected representative from each Form class. The SRC provides students from multiple year levels opportunity to share in decisions on school issues, build relationships and community spirit, respond to student concerns and needs and bring about student imitated change. In response to COVID-19 and the requirement to learn from home, student leaders created the Student Health and Wellbeing Committee to help keep students engaged and motivated. This group has worked with Moreton Bay College to lead a number of mental health and wellbeing initiatives across the colleges.

Regular class presentations on Assembly and Chapel ensure that every boy at MBBC has the opportunity to develop their confidence and skills in public presentations.

Our Year 6 House Vice-Captains were especially prominent in organising a number of important activities such as House competitions, Interhouse events, assisting with carnivals and running assemblies. They led their Houses in learning the College song and war cry at the Spirit Gatherings. The

Senior Leaders took a lead role in organising guest speakers and presentations for Senior Assemblies, as well as worked with staff to facilitate successful Inter-House sports events, special church services and the Pink & Blue competition with Moreton Bay College students.

PARENTAL INVOLVEMENT

The Parents and Friends Association (P&F) meets regularly and is very active raising valuable funds for the College. These funds are re-invested into facilitates and resources that benefit the boys and the College as a whole. Unfortunately, due to the unprecedented Year 2020 was, with the substantial impact COVID-19 had on fund-raising events, most of the key P&F events had to be postponed to 2021.

The College provides many varied opportunities for parents and the community to be involved in College activities such as Mother and Son Breakfast (postponed due to COVID-19); Father and Son Breakfast (postponed due to COVID-19); Grandparents Day; Carnival Day (postponed due to COVID-19) and parent information sessions (postponed due to COVID-19).

Satisfaction Data

The College has been able to demonstrate it is satisfying the community through its continued enrolment growth, enrolment interviews, exit surveys, satisfaction surveys, letters, and feedback.

For further information, Mr Andrew Holmes, Head of College since January 2020 can be contacted on 3906 9444.

School Income broken down by funding source

For information regarding the funding of the College's educational programmes please access the My School website http://www.myschool.edu.au/.

STAFFING INFORMATION 2020

Staff composition:

37 full time teaching staff
8 full time non-teaching staff
8 part time teaching staff
17 term time non-teaching staff

No identified indigenous staff.

Qualifications of all teachers:

The teaching staff are well qualified; several staff have completed a Doctorate, while one is a PhD candidate. 16% of our staff hold Masters degrees.

Highest Qualification	% of classroom teachers, non-teaching staff and school leaders at the school
Doctorate	2%
Masters	16%
Bachelor Degree	59%
Diploma	12%
Certificate	11%

Professional Learning:
The College is very much committed to the ongoing development of all staff, recognising that it's the quality of teaching that has the biggest impact on student learning. Staff from across the College participated in range of workshops designed to focus on best practice areas such as pedagogy, learning support, differentiation of curriculum, information and communication technology, behaviour management.

Professional development activities are also built into student free days and the regular meeting schedule. Student learning remained central with the implementation of the Australian Curriculum and International Baccalaureate (IB) Primary Years Programme (PYP) and Middle Years Programme (MYP), The Art and Science of Teaching and the Peer Coaching. In addition, cross-curricula priorities including literacy, numeracy, thinking skills and the inclusion of Information Communication Technologies (ICTs) were also priorities. All teaching staff were involved in at least one school directed professional development activity.

The College acknowledges that we have a number of very experienced teachers on staff and have tapped into their expertise through Coaching. The aim is to train all teachers as Coaches. Several staff have been trained in facilitative coaching and others dialogical. In 2020 middle leaders acted as coaches of the staff.

Restorative practises continued to be emphasised with workshops for the staff along with updates to Collins Writing and an ACARA curriculum changes

In addition, staff were provided with First Aid training and professional development on Staff Wellbeing.

The following table indicates the expenditure and teacher participation in professional learning undertaken in 2020:

Total Number of Teachers & Aides	**Total expenditure on teacher PD (as recorded in Financial Questionnaire)**	**Average expenditure on PD per teacher**
54	$54,147	$1,002
The total funds expended on teacher professional development in 2019		$86,004
The proportion of the teaching staff involved in professional development activities during 2019		100%

The 2020 COVID-19 global pandemic meant a forced reduction in ability to deliver Professional Development to our employees.

Average staff attendance for the school, based on unplanned absences of sick and emergency leave periods of up to 5 days. Average staff attendance (includes aides, admin):

Number of Staff	**Number of School Days**	**Total Days Staff Absences**	**Average Staff Attendance Rate**
70	190	322	97.6%

For permanent and temporary staff and school leaders the staff attendance rate was 97.6% in 2020

Proportion of teaching staff retained from the previous year:

Number of permanent teaching staff at end of programme year (Head Count)	Number of these staff retained in the following year	% retention rate
49	47	96.0%

From the end of 2019, **96%** of permanent teaching staff were retained for the 2020 school year.

KEY STUDENT OUTCOMES

Average student attendance rate:

Total number of students	Number of school days in programme year	Total number of student absences	Average Attendance Rate %
505	179	4186	95%

The average attendance rate as a percentage in 2020 was 95%

Average student attendance rate for each year level:

Year level	Average Attendance Rate %
Prep	97%
Year 1	97%
Year 2	96%
Year 3	97%
Year 4	95%
Year 5	97%
Year 6	95%
Year 7	96%
Year 8	93%
Year 9	95%
Year 10	91%
Year 11	94%
Year 12	92%

A description of how non-attendance is managed by the school:

All student rolls are marked during Form class at the commencement of each day. If a student is marked absent from school, parents are contacted via SMS or telephone to ascertain reason for absence. Reasons for student absences are recorded in the school's electronic database by 9.30am each day.

Parents requesting extended absences should do so by submitting a request to the Head of College stating dates of absence and reasons. The Administrative Assistant for Student Services records the dates of absence in the school's electronic database (TASS).

2020 NAPLAN Testing was cancelled due to COVID-19

Apparent Retention Rate Year 10 to 12:

The Year 10 to 12 Apparent Retention Rate is defined as the number of full-time students in Year 12 in any given year expressed as the percentage of those students who were in Year 10, two years previously (this may be greater than 100%).

	Year 10 Base	Year 12	Apparent Retention Rate %
Number of Students	27	27	100%

VALUE ADDED

The following are some of the ways in which MBBC 'value adds' to its students:

- The International Baccalaureate, Primary Years and Middle Years Programme
- Overseas study tours
- Intentional small student population with small class sizes and individual attention
- Study Labs – free out of hours tuition and homework support
- Data analytics to track student performance and inform appropriate interventions
- Student Leadership Programme
- Joint Musical and drama productions with sister school MBC
- Additional efficiencies through the amalgamation with Moreton Bay College
- Mountain Bike Programme with fully certified track on campus
- Availability of professional counselling to staff and students
- Dedicated Chaplaincy, RE and worship programme
- Music Programme, - peripatetic music staff offering individual instruction
- Speech & Communication tutoring
- Involvement in World Public Speaking and Debating competitions
- A wide-ranging curriculum and co-curricular programme
- Academically Gifted programme for advanced students
- International Mindedness Day
- Diploma of Business
- LEOs committee
- A highly dedicated, well qualified and committed staff all of whom engage in on-going professional learning and are committed to improving student outcomes
- All students entering the senior programme of study (Years 10, 11 and 12) were able to undertake their choice of subjects
- Multiple pathways programme
- Individualised programmes for students with special needs
- Facilitator of school-based apprenticeships
- Beautifully landscaped grounds
- All-purpose Sports Hall and courts complex
- State of the Art Library offering beautiful, spacious, and flexible learning areas

Sustainability practices

The College maintains active relationships with local community conservation groups and encourages its whole community to adopt sustainable living practices. The College encouraged students and their families to reduce their carbon footprint by riding bikes or car-pooling at least one day per week,

One of the College's most significant efforts is the establishment of the 5.5-hectare Nature Refuge. The refuge area has undergone substantial enhancement for habitat and conservation including re-vegetation of native species and weeding.

The College is committed to promoting ecologically sustainable development through building partnerships with local developers and community environment groups and via its own strategic planning vision including design of the school's grounds and facilities.

Moreton Bay Boys' College Staff

College Executive Leadership Team

EXECUTIVE PRINCIPAL [MBC, MBBC]
Mr James Sloman

HEAD OF COLLEGE
Mr Andrew Holmes

HEAD OF SECONDARY
Mr Michael Holland

HEAD OF PRIMARY
Mr Richard Curtis

Chief Operating Officer
Mr Rodney Taylor

Chief Financial Officer
Mrs Anna Thompson

Chief Marketing and Enrolments Officer
Mrs Lynne Labanne

DIRECTORS
Mr Michael Bos
Director of International

Mrs Susan Pavish
Director of Sport

Mr Jon Smith
Director of Information Services

Dr Bradley Voltz
Director of Music

COLLEGE LEADERSHIP TEAM

Mrs Leigh Ann Cadzow-Andreas
MYP Coordinator

Mrs Lesley Cosgrove
PA to the Head of College & Office Manager

Mr Paul Dack
Primary Curriculum Coordinator (4-6)

Mr Haydn Eames
Primary Pastoral Coordinator

Mrs Larissa Guy
Primary Curriculum Coordinator (P-3)

Mr Anthony Lewis
Primary Pastoral Coordinator

Mr Shane McCarthy
Assistant Head of Secondary (Pastoral) and College Chaplain

Mrs Naomi Williams
Assistant Head of Secondary (Academic)

SECONDARY CURRICULUM COORDINATORS

Mrs Leisa O'Connor, STEM
Mr Stuart Paterson, Humanities
Ms Stephanie Smith, Communication
Ms Leanne Heelass, Learning Enhancement

TEACHING STAFF

Mrs Melissa Acocks
Ms Meg Andersen
Mrs Audrey Aquaro
Mrs Sharon Atkins
Mrs Angie Beighton
Mrs Julie Bowness
Mrs Angela Bowen
Mr Edward Cox
Mr Scott
Mrs Patricia Pinilla
Mrs Caroline Fogg
Mrs Rebecca Glendinning
Miss Ebony Horn
Mr Luke Howell
Mrs Julie Kearns
Ms Deanna Kelly
Mr Robert Kelly
Mr Victor Laredo-Rodriguez
Mrs Bailey Lee
Miss Peggy Lee
Ms Sian Leszczynski
Miss Alyson Locke
Ms Carol Milne
Mr Arran Montgomery
Mr Damien Murtagh
Dr Deborah Needham
Ms Jemma Pickering
Dr Graeme Potter
Miss Camille Rochin
Mr Alistair Rofeta
Ms Allanah Secis
Miss Yiman Li

Mrs Nicole Walker
Mrs Theresa Wasiak
Mrs Kim Wilson
Mrs Bree Hackett
Miss Maddison Bartle
Mrs Lauren Fernandes
Mrs Alicia Gorshkov

TEACHER AIDES

Mrs Felicity Armstrong
Miss Kirsten Bell
Mrs Diana Butler
Mrs Tricia Crichton
Ms Jennifer Fraser
Mrs Jenny Furlong
Mrs Karen Glenn
Mrs Joanne Houghton
Mrs Kerrie Mackay
Mrs Kate Pauga
Mrs Dianne Petrie
Mrs Allison Petrillo
Mrs Debra Southern
Mrs Bhavana Singh
Ms Ki Sook Kim
Mrs Trudy Tait

SUPPORT STAFF

Mrs Coby Acton
PA to Head of Primary & Head of Secondary

Mr Kieren Anderson
IT Support Officer

Mrs Bernice Botha
Counsellor

Mrs Lindsey Butler
Intermediate Accountant

Miss Chloe Cao
International Student Services Officer

Mrs Emma Campbell
Registrar, MBC & MBBC

Mrs Rachelle Carter
Administration Assistant

Mrs Chantelle Cross
Administration Assistant - Student Reception

Mr Kevin Dubber
Building & Maintenance Manager

Mrs Kelly Exton
Registrar

Mrs Alex Givney
Foundation Manager

Mrs Kate Mason
Management Accountant

Mrs Jemanda Hannouf
Community Development Officer

Mrs Judy Harper
Management Accountant

Ms Cerene Hughes
Assistant Director of Sport

Mrs Sharon Hunt
Payroll Officer

Mr Hayden Jones
Systems Administrator

Mrs Paula Jowitt
Senior Administration Assistant- Primary School

Mrs Sally Joyce
Library Technician

Miss Amy Leaver
Finance Officer

Miss Kelly Leaver
Administration Assistant-Music

Ms Tracey Lee
Executive Assistant to the Executive Principal

Miss Nina Leveque
Human Resources Officer

Mr Ryan Lind
Marketing and Communications Manager

Mrs Julia MacDonald
Business Advancement Manager

Mrs Victoria Matthews
Community Development Officer

Mr Sam White
HR Officer

Mrs Hayley Wilson
Human Resources

Mrs Lorraine Wilson
Assistant Registrar

Ms Tania Molford
Debt Collector

Ms Amy Morland
Admin Assistant-P-12 Sport

Mr Dilruk Rajapakse
Finance Manager

Mrs Heidi Rice
Accounts Officer

Mr Cody Richter
IT Support Officer

Mr David Royds
IT Support Coordinator

Mrs Lianne Ryalls
P-12 Administration Officer

Mrs Sonya Stribling
Graphic Design and Website Coordinator

Mrs Sonya Watson
Risk & Compliance Officer

Mrs Jan Westerhuis
Assistant Registrar