

# Queensland School ANNUAL Reporting – 2019

## St Joseph's Nudgee College

	Postal address	2199 Sandgate Road, Boondall
	Phone	(07) 3865 0555
	Fax	(07) 3865 0500
	Email	<a href="mailto:contact@nudgee.com">contact@nudgee.com</a>
	Webpage	<a href="http://www.nudgee.com">www.nudgee.com</a>
	Contact Person	Principal

### Our students

#### *School Profile*

Coeducational or single sex:	Single Sex (Male)
Year levels offered:	5 – 12
Religion:	Catholic School in the Edmund Rice Tradition

#### *Total student enrolments for this school for 2019:*

Total Enrolments	Enrolments End of Year	Enrolment Continuity (Feb – Nov)
1625	1585	98%

#### *Characteristics of the student body:*

St Joseph's Nudgee College is a Catholic day and boarding school for boys conducted by Edmund Rice Education Australia. Our policy and practice is informed by the Charter for Catholic Schools in the Edmund Rice tradition.

Our mission is to inspire young men to live justly, igniting in them faith, compassion and a love of learning. We celebrate our diversity and work together to create an environment where every person is respected. We encourage our young men to strive in the spiritual, academic, social, personal, cultural, and sporting aspects of life. Faithful to the vision of Edmund Rice, we hold a special concern to act justly and with compassion, especially towards those most in need. For over a century, our College community has been based on Catholic faith, service to others, loyalty and friendship in day and boarding contexts. In Jesus our brother, we are determined in our struggle to uphold, communicate and nurture the values of the Gospel.

Our goal is that each member of our community will become for the world Signum Fidei - a Sign of Faith.

#### *School Disciplinary Absences*

Disciplinary Absences	Count of Incidents
Short Suspensions - 1 to 5 days	18
Long Suspensions - 6 to 20 days	5
Exclusions	0
Cancellations of Enrolment	1

# Our curriculum

## *Our distinctive curriculum offerings*

<b>Years 5 to 9</b>	<b>Year 10</b>	<b>Years 11 and 12</b>
Religious Education (Core Studies)	Study of Religion	Study of Religion Religion and Ethics
English Honours (Extension Yr 9) English (Core Studies) English Modified (Core Studies Yr 7-9)	English Literature Prep English Prep Essential English Prep	English English Essentials
Delta Mathematics (Extension Yr 8-9) Mathematics Mathematics Modified	Specialist Mathematics Prep Mathematics Methods Prep General Mathematics Prep Essential Mathematics Prep	Specialist Mathematics / Maths C Mathematics Methods / Maths B General Mathematics / Maths A Essential Maths / Pre Vocational Maths
Science Science Modified (Yr 9)	Physics Prep Chemistry Prep Biology Prep Agricultural Science Prep	Physics Chemistry Biological Science Agricultural Science
Social Science (Core Studies)	Geography Prep Modern History Prep Philosophy Prep	Geography Modern History Philosophy and Reason
Economics and Law (Year 9)	Economics Prep Legal Studies Prep	Economics Legal Studies
Business and Accounting (Year 9)	Accounting Prep Business Prep Business - Cert II	Accounting Business Business - Certificate III Business Management
Art Drama (Years 7-9) Music	Visual Art Prep Drama Prep Music Prep	Visual Art Drama Music
Health & Physical Education	Physical Education Fitness, Sport and Rec Prep	Physical Education Fitness, Sport and Rec Fitness Certificate III
Japanese	Japanese Prep	Japanese
Digital Technologies (Yrs 8-9)	Digital Solutions Prep	Digital Solutions Information Technology Studies
Design Technologies - (Plastics, Wood, Drawing & Prototyping)	Design Prep Construction Prep Engineering (Metal Fabrication) Prep Engineering (Technical Drawing) Prep	Technology Studies Construction Certificate I Engineering Certificate II Graphics
Curriculum (Support)	Curriculum (Support)	Curriculum( Support)

## Our extra curricular programmes

The College provides extensive opportunities for students to participate in extracurricular activities at their level and within their areas of interest. Participation is encouraged and this participation forms an important aspect of the social and school community engagement for students.

Through sporting and cultural activities we foster and promote **respect, commitment, resilience** and **enjoyment** in all that we do.

St Joseph's Nudgee College is a member of the Greater Public Schools Association of Queensland and most activities are conducted within the association.

Each of our extra curricular programmes aim to provide opportunities for participation and individual development for our students, with the highest standard of coaching and student-athlete support.

The success of our programmes cannot be isolated to our placing on the Championship or Premiership ladder.

Rather, our GPS competition provides the vehicle by which we develop our students; through their engagement in a common goal.

This year we are excited by appointment of a new position of Director of Performing Arts. A strategic decision to place greater emphasis and profile to the wonderful cultural activities offered.

Throughout each year, students of St Joseph's Nudgee College can take part in the following activities:

Sporting Activities	Cultural & Intellectual Activities	Other Activities
Basketball	Audio Visual Crew	Cattle Club & Show Team
Cricket	Chess	Strength & Conditioning
Cross Country	Debating	
Football	Instrumental Music tuition	
Rowing	Music Ensembles (bands, orchestras, choirs, drumline)	
Rugby	Musical Theatre production	
Swimming	Robotics	
Tennis	Theatresports	
Track & Field	Tournament of the Minds	
Volleyball		

## Our social justice programmes

Social Justice
<p><b>Big Brekky</b> Program (Yr 10 - 12)</p> <p><b>Big BBQ</b> Program (Yr 10 - 12)</p> <p>Emmaus Nursing home "<b>Scrabble and Chat</b>" (Yr 7)</p> <p><b>House Charities</b></p> <p><b>Immersion</b> program (All of Yr 10)</p> <p><b>Project Compassion</b></p> <p><b>ERA for Change</b> advocacy committee (Social Justice and Advocacy Group) (All Years) Includes projects such as Lantern Parade and Detention for Detention (refugees) and Stella Fella (human trafficking, respectful treatment of women etc)</p> <p>Various fundraisers, appeals and events</p> <p><b>"Walk to the Philippines"</b> fundraiser (Yr 5-10)</p> <p><b>Zillmere Jabiru Kids</b> (Yr 7-9)</p> <p><b>Refugee learn to swim program</b> (Yr 7-12)</p> <p><b>Leaders BBQ for Charity</b> (Prefects, weekly lunchtime BBQ)</p> <p><b>Ecumenical Coffee Brigade</b> - Sandwich making for people on the streets (Yr 8)</p> <p><b>139 club</b> - Food drive plus weekly leftover bread, sausages and eggs from Big Brekky</p> <p><b>MDA Work and Welcome</b> program for refugees (staff)</p> <p><b>Vic's Cafe</b> (Yrs 9-12)</p>

## Our social climate

St Joseph's Nudgee College social climate is characterised by its broad enrolment policy, extensive student formation program and robust and energetic house pastoral care structure. Our model of care is an ends based approach where we look to identify those character, value and faith traits that we would like to see embodied in our graduates and then work to ensure that formal and informal avenues are available to students in their time at the College from Years 5 – 12 to discover and develop these traits and talents. Identified are: A strong understanding of faith and Catholic values, honesty, integrity, a sense of justice and method for action, commitment to academic achievement, focus on effort, respect and cooperation and a commitment to ensuring that all dealings have people treated with justice and maintaining dignity. These are all given a visual representation through our pastoral care star where faith is at its centre and our values are at the points of the star.

The College enrolment sees a wide cross section of students from a multitude of cultures and socioeconomic groups. Culturally we have significant student population groups from Papua New Guinea, Indigenous Australia, the Pacific islands. This racial mix paired with boarding fraternity of students from regional Queensland towns and cities means that our diversity is a wonderful strength in the community and one which sees attitudes shaped, changed and challenged as student's journey through the school. What has been built is a culture that is very accepting of difference and where issues of bullying and harassment, while still in existence, are largely reported and worked through with House Deans or Heads of Boarding House.

All school's social climate is heavily dependent upon the quality of the relationships in the school, how they are nurtured and how negative relationships are discouraged and challenged. The College bullying policy is a living document that is under constant review by the Student Formation team. It is a well-developed and clear document that is used and accessed to process when issues of disharmony arise. The document draws on the research and practice of Ken Rigby and Mark Dobson to guide the proactive discouragement of bullying and negative relationships as well as inform individuals and groups on how to best deal with negative social situations. The Directors of Students and House Deans are core elements to this process. Boys rely on and live the Nudgee spirit and are encouraged to be our motto of 'Signum Fidei', a sign of faith. Socio-Economically we have a similarly diverse population. This diversity provides its challenges, particularly in boarding but they are the challenges of the mission that Edmund gave to us.

Our Student Formation program is developed and written by the Student Formation team with a goal of developing the whole man. Our focal point of the past 12 months through 2018 has been to ensure the promotion of positive education strategies to ensure that boys develop not only the habits of mind to be successful but also the positive outlook to develop resilience and an attitude of faithfulness, self-belief and self-efficacy. Each week Lesson 1 Friday the entire school and all teachers are timetabled to teach student formation. Our staff's understanding of the importance of their role in the global formation of our young men has been highlighted and all have taken up the challenge of pastoral leadership. Our House Deans have the chance to be present and team teach topics across year levels at various times of the year. We have made one of the very unique and strong aspects of Nudgee cultural and pastoral life even stronger. It works very closely in partnership with the College Identity & Formation team to ensure that the spiritual element of boy's growth is encouraged and nurtured. It fully incorporates the retreat, immersion and Kairos program from Years 5 to 12.

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## Our social climate (continued)

Year	Term(s)	Topic
<b>7</b>	1	Positive Foundations in High School and Growth Mindset Orientation to Edmund Rice and the Nudgee Story
	2	Digital Citizenship Developing Assertive young men!
	3	Things are Changing! Puberty and male Development
	4	Showcase Affirmation and Finding Meaning
<b>8</b>	1	Mindfulness and Finding your Flow
	2	Pick your Program
	3	Digital Citizenship What is Stress and how do we cope with it?
	4	Showcase Tuchekoi Rules
<b>9</b>	1	'Future proofing' and goal setting Positive Body Unit
	2	Digital Citizenship How to celebrate Failure & Etiquette in the 21st Century
	3	Healthy Decision making (1): Drugs and Alcohol Unit
	4	Showcase Personal Branding
<b>10</b>	1	Digital Citizenship Relationships and Sexuality
	2	Masculinity and Men's Health Presentations.
	3	SET Plans and career planning Immersion Preparation
	4	Showcase Mental and Emotional Health - The Masks we live in (documentary)
<b>11</b>	1	Coping and Succeeding in Senior School Digital Awareness - The mistakes we can make!
	2	Making Healthy Choices (2) Drug and Alcohol Education
	3	Practical Leadership
	4	Showcase QCS Preparation
<b>12</b>	1, 2&3	QCS Preparation
	4	Showcase and Beyond the gates guest speaker program

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Student formation however is not something limited to a lesson. Throughout our professional development opportunities, staff meetings, gatherings and assemblies it is outlined to staff that every interaction they have with a student of St Joseph’s Nudgee College is an opportunity for formation, to influence him, and in turn the social climate of the College. Staff are very receptive to this and highly participative in the developmental goals of the holistic student formation program.

At Nudgee we believe the parent community is very happy with the care and concern shown for the boys. This is perhaps best expressed by the level of support shown during our house family functions such as ‘bake sales’, house breakfast, house dinner and house family nights. At these events parents and their sons are invited to socialise and enjoy each other’s company and that of our staff. In addition to this there is also the ‘Showcase and House choir’ night that has steadily built to be a fantastic community event attracting over 1600 parent, family and student guests to what is a ‘gang show’ style evening. The event is a real community builder and is one of the real opportunities to bring together the whole school from Years 5 to 12 with their families.

Justice is one of our key approaches with the boys and our pastoral and disciplinary conversations are based on the tenets of Restorative Justice where we have moved away from the accusatorial and adversarial approach toward a style of discussion where the key question is given to the boys of “what needs to happen to make things right?”. St Joseph’s Nudgee College is very much a school of second chances, where boys can make errors and are given the opportunity to make peace with the community and rebuild trust. Our pastoral approach is very patient and tolerant as we look to develop in boys a sense of self-worth, self-discipline and responsibility. This will take time and even in the extreme cases where a boys' enrolment is in jeopardy or it is clear that they are not committed to making the necessary changes in behaviour to continue they are challenged to make things ‘right’. However it is a fact that there are times when common good calls need to be made to ensure the interests safety of the broader community and values we stand for are upheld.

## Our parental involvement in their child’s education

St Joseph’s Nudgee College offers parents many opportunities to be involved in their boy’s education. They are able to access current information on the College Parent “Lounge” website. This includes subject information, course outlines, assessment calendar and an up to date view of their son’s results on assessment tasks via our online learning management system. Reporting is done at the completion of terms 1,2,3 and 4. Learning Habits are reported each Term and academic results are reported each Semester. Parent Teacher Conferences are offered twice a year for parents.

Each year, Parent information evenings are held as well as subject selection evenings to disseminate to parents current information for their son’s year of study ahead or to provide accurate information to enable subject selections for the following academic year. As well as this, regular contact is made between parents and teachers either by phone, email or face to face contact.

## Our student attendance

- The average attendance rate for the whole school as a percentage in 2019 was 94.8 %.
- Student attendance for each year level

Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
95.6 %	96.3 %	95.3 %	94.9 %	94.7 %	93.0 %	93.7 %	95.0 %

### *How non-attendance is managed by the school*

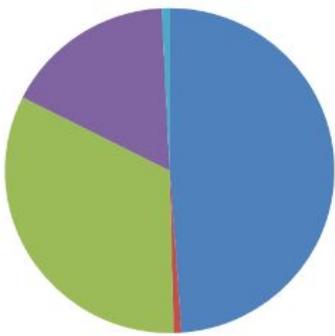
Rolls are marked every lesson online. Parents are phoned should a student not report in for the first period of the day. House Deans follow up any suspicious absentees and liaise with parents to verify. All students absent for extended periods of time are tracked by the school and parents.

## Our Staff

### Workforce composition

	Teaching Staff	Non-Teaching Staff	Indigenous Staff (self-identified)
Headcounts	131	111	2
Full-time equivalents	128.6	88.3	1.3

### Qualifications of all teachers

Highest Level of Attainment	Number of classroom teachers and school leaders at this level	
Bachelor	64	 <ul style="list-style-type: none"> <li>■ Bachelor</li> <li>■ Doctorate</li> <li>■ Graduate Diploma</li> <li>■ Masters</li> <li>■ Post Graduate Certificate</li> </ul>
Doctorate	1	
Graduate Diploma	43	
Masters	22	
Post Grad Cert	1	

### Expenditure and teacher participation in professional development

The total amount of funds expended on teacher professional development in 2019 was \$116,428.10.

The major professional development initiatives were as follows:

- Dr Lee-Anne Perry - Leading in a Catholic school context
- Identity Formation - Scott Stephens
- Continuation of PLC culture - focus on literacy, memory retention, positive behaviour, etc.
- Google Education
- Edmund Rice Education Australia Immersion experiences
- Leadership Development
- Student Formation - WellBeing workshops
- Child Protection Updates and guest speakers
- First Aid Training
- QCAA Senior Syllabus Implementation workshops - Lisa McDermott - Quality Assurance and Endorsement
- Upskilling VET staff (External Audit process)

The involvement of the teaching staff in professional development activities during 2019 was 100 %.

### Average staff attendance

For permanent, temporary staff and school leaders the staff attendance rate was 98.5 % in 2019.

### Proportion of staff retained from the previous school year.

From the end of the 2018 school year, 83.2 % of staff were retained by the school for the entire 2019 school year.

## Our NAPLAN achievement – Years 5, 7, and 9

National Assessment Program – Literacy and Numeracy (NAPLAN) results – our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7 and 9.

Domain	Measures		Yr 5	Yr 7	Yr 9
Reading	Average score for the school in 2019		526	559	593
	Average score for State in 2019		503	545	576
	For the school the percentage of students at or above the national minimum standard.	2017	96.90%	97.40%	93.50%
		2018	99.20%	99.00%	98.70%
		2019	98.40%	97.60%	97.20%
	For the school the percentage of students in the upper two bands	2017	39.70%	35.20%	21.00%
		2018	55.70%	38.30%	27.80%
		2019	51.10%	36.60%	22.30%
	Writing	Average score for the school in 2019		481	530
Average score for State in 2019		465	504	535	
For the school the percentage of students at or above the national minimum standard.		2017	93.70%	96.60%	84.70%
		2018	98.20%	96.80%	87.40%
		2019	97.10%	94.70%	88.60%
For the school the percentage of students in the upper two bands		2017	12.70%	23.00%	15.00%
		2018	17.70%	21.10%	18.70%
		2019	19.30%	23.80%	14.20%
Spelling		Average score for the school in 2019		517	556
	Average score for State in 2019		495	544	580
	For the school the percentage of students at or above the national minimum standard.	2017	98.50%	97.30%	95.50%
		2018	99.00%	98.70%	97.70%
		2019	97.80%	97.60%	95.40%
	For the school the percentage of students in the upper two bands	2017	36.50%	42.60%	20.50%
		2018	45.10%	43.60%	25.00%
		2019	45.20%	35.60%	24.60%
	Grammar and Punctuation	Average score for the school in 2019		519	548
Average score for State in 2019		498	542	573	
For the school the percentage of students at or above the national minimum standard.		2017	92.10%	96.70%	89.50%
		2018	100.00%	99.50%	100.10%
		2019	97.90%	95.20%	95.90%
For the school the percentage of students in the upper two bands		2017	38.10%	26.70%	18.00%
		2018	53.10%	42.60%	20.90%
		2019	46.00%	30.70%	16.10%
Numeracy		Average score for the school in 2019		521	593
	Average score for State in 2019		493	550	589
	For the school the percentage of students at or above the national minimum standard.	2017	99.20%	97.80%	99.00%
		2018	99.10%	100.10%	97.60%
		2019	99.20%	99.10%	100.00%
	For the school the percentage of students in the upper two bands	2017	41.60%	46.10%	31.00%
		2018	47.80%	54.60%	43.40%
		2019	45.90%	57.10%	31.60%

## Our attainment and achievement – Year 12

### Apparent retention rates Year 10 to Year 12.

Year 12 student enrolment as a percentage of the Year 10 student cohort.	107 %
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### Outcomes for our Year 12 cohort of 2019

Number of students receiving a Senior Education Profile.	168
Number of students awarded a Queensland Certificate Individual Achievement.	0
Number of students awarded a Queensland Certificate of Education at the end of Year 12.	163
Number of students awarded an International Baccalaureate Diploma (IBD).	0
Number of students awarded one or more Vocational Educational Training qualifications.	82
Number of students who are completing/continuing a School-based Apprenticeship or Traineeship.	0
Number of students receiving an Overall Position (OP).	105
Percentage of OP/ IBD eligible students with OP 1-15 or an IBD.	84.8%
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 an offer.	98%

### Overall Position Bands (OP)

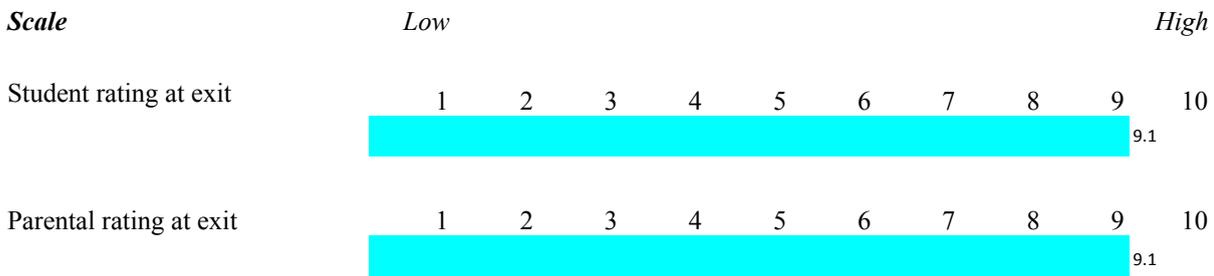
Number of students in each Band for OP 1 to 25.				
OP 1-5	OP 6-10	OP 11-15	OP 16-20	OP 21-25
23	37	29	14	2

### Vocational Educational Training qualification (VET)

Number of students awarded certificates under the Australian Qualifications Framework (AQF).				
VET Certificate I	VET Certificate II	VET Certificate III	VET Cert IV	VET Diploma
40	41	33	2	40

## Our satisfaction standards

### 10 Point Satisfaction Scale (1=Low, 10=High)



## Our School income breakdown

<b><u>Description</u></b>	<b><u>Percentage</u></b>
School Fees	49.96 %
Other Fee related income	5.88 %
Private Income	16.11 %
State Government Recurrent Grants	7.16 %
Commonwealth Government Recurrent Grants	20.89 %
<b>Total Recurrent Income</b>	<b>100 %</b>

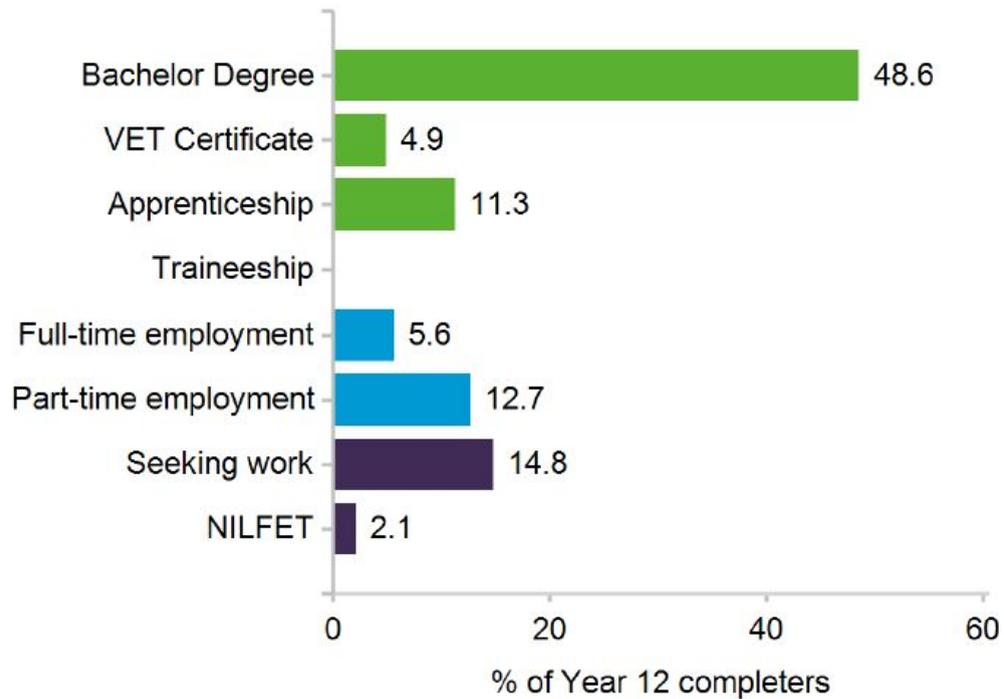
## Post-School Destination Information

In 2020, 83.1% of Year 12 completers from St Joseph's Nudgee College were engaged in education, training or employment in the year after they completed school.

Of the 142 respondents, 64.8% continued in some recognised form of education and training. The most common study destination was bachelor degree.

A further 18.3% transitioned directly into paid employment and no further study.

### Main Destination in 2020



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