



Founded 1917

**The Cathedral School**  
of St Anne & St James  
T O W N S V I L L E

# The Cathedral School

## Annual Report 2020

(Based on 2019 data)



*Educating for life-long success*

# **The Cathedral School of St Anne & St James**

## **Annual Report 2020 (Based on 2019 data)**

### **School Sector:**

Independent

### **School's Address:**

154 Ross River Road, Mundingburra Qld 4812

### **Total Enrolments:**

939 (Prep to Year 12)

Junior School – 367

Middle School – 283

Senior School – 289

Boarders – 130

### **Year Levels Offered:**

Early Learning Centre	Six weeks to school age (including Kindergarten)
Junior School	Prep to Year 6
Middle School	Year 7 to Year 9
Senior School	Year 10 to Year 12
Boarding	Year 7 to Year 12

### **Co-educational or Single Sex:**

Coeducational

### **Characteristics of the Student Body:**

The school population has a balanced gender mix (55% girls; 45% boys) with a small proportion of both indigenous and international students.

Day students come from all suburbs of Townsville and there are facilities on campus for up to 180 boarders. Boarders mostly come from rural properties and regional towns throughout the north and west of Queensland, but there are also some from interstate and overseas.

Indigenous students from regional Queensland and Northern Territory account for 6.5% of the school population. Most are boarding students on scholarships provided by our partner organisations.

The school is CRICOS registered and has a small number of international students (2.7%). The main source countries are Hong Kong, China, Japan and Papua New Guinea.

**Distinctive Curriculum Offerings:**

The Junior School organises its curriculum around the eight learning areas. English, Mathematics, Science, Technology, The Arts, History, Geography and HPE follow the Australian Curriculum while LOTE (Japanese) follows the Queensland Curriculum, Assessment and Reporting Framework. Our curriculum programs enable our teachers to plan units that meet the unique needs and interests of their students while providing them with multiple explicit opportunities to demonstrate high standards of learning. Our programs foster rigorous learning contexts in which students can actively engage and construct their learning.

Embedded in and integral to all of our curriculum programs is the explicit teaching of and meaningful use of literacy, numeracy and information and communication technologies (ICTs). This multi-disciplinary approach to the teaching of these key skills enables students to effectively access, utilise and evaluate information, develop new understandings and communicate with others in a variety of ways necessary to participate in our society in the 21st century. Our students are supported to achieve to their potential and demonstrate their learning in contexts that build a 'love of learning'.

Specialised school-based personnel support students with classroom music, instrumental music, health and physical education, eLearning, learning enrichment and Languages other than English in Year 1 to Year 6. There is also a unique Outdoor Education program for all students from Year 2 to Year 5, while Year 6 students take a tour to Canberra.

In the Middle School, compulsory core subjects provide the essential academic foundations, and a large range of elective subjects introduces students to wider fields of interest. Consistent class groupings and key teachers provide stability and excellent pastoral care for these students during their adolescent years. All Middle School students have Pastoral Care sessions which covers topics such as usage of study planners, organisation, resilience, team work, goal setting, leadership skills, online behaviour and anti-bullying discussions.

Philosophical Inquiry is a core subject in Years 7, 8 & 9. Philosophical Inquiry is designed to teach students how to think critically and to reason. Students learn how to engage in sustained, deep discussion about complex concepts.

In Year 7 students study a set curriculum of English, Mathematics, Science, History, Geography, Health and Physical Education, Japanese, Music, Art, Drama, Digital and Design Technology.

In Year 8 and 9 students continue to study most subjects as part of their core curriculum; however, they get the opportunity to choose which Arts and Technology subjects they would like to do as electives.

To proactively engage 21<sup>st</sup> Century learners we have embarked upon a 1:1 laptop program which involves students from Year 7 to Year 12 bringing their own laptop to school.

As part of our commitment to assisting students with additional educational needs we offer 'Essential' classes in English and Mathematics across the Middle School. These classes are deliberately smaller in size in order to assist students to improve their literacy and numeracy skills.

The Outdoor Education program continues through the Middle School years, taking students out of their comfort zone to develop their independence, team work, problem-solving, resilience and self-confidence.

The Senior School at Cathedral includes Years 10, 11 and 12. Students start to determine post school pathways in Year 10, with a comprehensive Personal Development program and a three-day Careers program culminating with students completing a SET (Senior Education and Planning) plan. This document, which is comprised of student and parent contributions, is the basis for subject selection in Year 11 and Year 12.

Year 10 students study five core subjects as well as selecting two elective subjects. In Science, students spend a term in each of the subject's four disciplines (Physics, Chemistry, Biology and Psychology). Extension activities such as the Science and Engineering Challenge, the Writer's Camp and the UN Forum are also offered. Year 10 is also the pinnacle of the School's Outdoor Education Program, with students spending ten days sailing on a tall ship, camping, hiking and activities on coastal islands.

In Year 11, many students spend a week in work experience placements. Year 11 students also participate in a three-day Development Program, in which they exercise teamwork, leadership and initiative as they plan and produce an evening of entertainment for their parents.

In Year 11 and Year 12, the Senior School offers 26 OP eligible subjects, as well as a selection of non-OP subjects and TAFE options for students on vocational pathways. Some students also enter school-based traineeships and apprenticeships in the senior years.

### **Extracurricular Activities:**

The Junior School offered a range of extracurricular activities for students in 2019. In addition to the interhouse and interschool Swimming, Athletics and Cross Country carnivals, students participated in regular interschool team sports (Basketball, Netball, Hockey, Touch Football, Soccer, Cricket, AFL, Rugby Union, Rugby League, Tennis) and Wednesday Night Club Netball. The Junior School also has an established Rugby League and Netball Academy and these teams play in selected interschool competitions.

Other activities included Lego League, Robotics Club, Young ICT Explorers, Art Club, Japanese Club, Chess Club, Writers Club, Concert Band, Choir and various ensembles.

In the Middle and Senior Schools, regular interschool sport continued with the addition of the school's very successful rowing program and Wednesday Night Club Netball. Students participated actively in the full range of interhouse competitions – swimming, cross country, athletics, musicals, drama and debating.

There is a very active Music program at The Cathedral School, with hundreds of students taking private lessons and performing in one of the many bands, orchestras, choirs and ensembles.

In Senior School we have a Leo Club that provides students with Service Learning opportunities, Toastmasters' Gavel Club and the Duke of Edinburgh's Award scheme. The Sustainable Guardians Club enables Senior School students to engage in environmental sustainability projects. A major project in 2019 was the clean-up of Hinchinbrook Island in conjunction with the Hinchinbrook Shire Council.

The School competed in the National Science and Engineering Challenge in 2019 winning the Queensland division and achieving 4<sup>th</sup> position overall in the National Final in Western Australia. In total, 32 students from Years 9 and 10 at The Cathedral School participated in this competition.

**Social Climate:**

As an Anglican School, The Cathedral School provides a caring Christian environment which seeks to nurture and encourage each child to achieve to their full potential.

The Junior School has a supportive and caring school climate. Students are supported by guardian class teachers who identify their individual needs and plan to provide opportunities where students are challenged in a nurturing and safe environment. The Junior School Behaviour Policy provides strategies that promote positive intrinsic reinforcement of appropriate student behaviour and defines clear strategies to support all students. This policy is further supported by a comprehensive You Can Do It Program, which explicitly skills students to positively engage in a range of social situations. A consistent approach is ensured through common classroom teaching and the active involvement of students sharing these messages at school assemblies and via our weekly updates. The Junior School supports an anti-bullying approach and incorporates a number of proactive strategies including our Behaviour Thermometer, Reflection Room, Buddy Classes and supported proactive lunchtime activities, along with an embedded virtues and values focus.

The pastoral care program in the Middle School is responsive to adolescent needs and issues and focusses upon the holistic development of the individual. Students are in year-level groupings and pastoral care is overseen by the tutor, one of the key teachers of each class.

In the Senior School, students are in House-based multi-year groupings for pastoral care, with the House Tutors and four Heads of House overseeing the social, emotional and academic progress of the students in their care.

In each of the sub-schools, student leaders are actively engaged in activities to promote a positive school environment. These include speeches at assemblies, organising a variety of lunchtime activities, charity days, friendly competitions and social events for the students.

The School has robust and comprehensive Child Protection programs and policies in place and six staff members are Student Protection Officers across the school. The Behaviour Management policy includes a Three Stage Response to Bullying. The School reinforces these policies to students each year and takes a proactive stance in anti-bullying measures. During 2018, a web-based App known as 'Stymie' was successfully introduced to support the School's comprehensive approach to Anti-Bullying.

**Parental Involvement:**

In the Junior School, parents are involved in a range of activities throughout the school. These include:

- Outside School Hours Care program.
- All Junior School events including the Junior School Wonder Walk and the Junior School Art Extravaganza.

Parents currently volunteer in the following programs:

- Support with reading, handwriting and literacy.
- Assisting in the Wonder Hub or with swimming lessons.
- Attending excursions.
- Classroom activities as organised by the teacher.

In the Middle and Senior Schools, there is less direct parental involvement in classrooms, but there is an active Parents & Friends' Association which supports the school through 'friend-raising and fund-raising'. Parents are also encouraged to communicate with staff via the online Parent Lounge.

All families and are kept informed through the weekly Scoop newsletter and Tatler newsletter (published twice per term), as well as the school's eCat site and Facebook page.

### **Parent, Teacher and Student Satisfaction with the School**

The Cathedral School conducts a comprehensive satisfaction survey of key stakeholders each year, alternating between parent, staff and student surveys in a three-yearly rotation.

In 2019, a Year 12 Student Survey was conducted by MYP Corporation and responses were received from 95.8% of the cohort. The Cathedral School recorded an overall satisfaction score of 83%. Scores showed 'Excellent' ratings in 16 areas; Overall, Co-curriculum, Teaching Standards, Values + Culture, General, Learning + Extension, Leadership + Direction, Learning Environment, Resources + Facilities, Student Engagement, Homework, Reporting, Curriculum, School Communication, Pastoral Care/Wellbeing and Student Transition; and a 'Good' rating in the one other area of Parent Engagement.

The very high satisfaction scores are reinforced by the School's retention rates and our graduated students' engagement and continuing connection with the school. The School also continues to maintain enrolment numbers in difficult economic circumstances with the assistance from current and past family recommendations.

### **Contact Person for Further Information:**

Title: Registrar

[registrar@cathedral.qld.edu.au](mailto:registrar@cathedral.qld.edu.au)

### **School Income Broken Down by Funding Source**

Please refer to the My School website <http://www.myschool.edu.au/> for information regarding this.

### **Staffing Information**

#### **Staff Composition, Including Indigenous Staff:**

The composition of staff at The Cathedral School in 2019 was a mix between teaching and non-teaching staff. Our non-teaching staff component includes school officers, administration, nursing, childcare staff working in our Early Learning Centre and Outside School Hours Care, boarding staff, grounds and maintenance staff, bus drivers, kitchen, cleaning and laundry staff.

Our school had an average of 252 employees of which 84 were teaching staff and 168 were non-teaching. Within teaching, 92% of staff are employed full-time with the remaining 8% being a mix of part-time teachers. The non-teaching staff has approximately 45% of its employees employed full-time with 55% employed on a part-time or casual basis.

Employment of staff is based on merit and qualifications. The school's policy is to employ the person most suited to the position vacant. We employ a range of staff from various international, indigenous and cultural backgrounds.

**Qualifications of all Teachers:**

Qualification	Either detail the number or the percentage of classroom teachers and school leaders at the school who hold this qualification
Masters	11%
Bachelor Degree	88 %
Diploma	1 %

**Teacher Participation in Professional Development**

Description of PD Activity	Number of Teacher Participating in activity
TCS Teaching and Learning Framework	All
NCCD requirements	All
Child Protection	All
Fire Safety	All
Anaphylaxis and Asthma	All
First Aid	68
Youth Mental Health First Aid	10
Walker Learning	30
SPELD Dyslexia training	30
Hear and Say training	30
F & P Reading and Assessment	30
QCAA Confirmer Training	19
QCAA new curriculum - subject specific	33
QCAA assessment writing - subject specific	33
QCAA Endorser Training	3
Certificate IV in Assessment and Training	2
Various workshops, conferences, webinars, forums, coaching clinics etc	Varying numbers

**Expenditure on Professional Development**

Total Number of Teachers	Total expenditure on teacher PD (as recorded in Financial Questionnaire)	Average expenditure on PD per teacher
	\$42,323	\$504
The total funds expended on teacher professional development in 2019		\$42,323
The proportion of the teaching staff involved in professional development activities during 2019		100%
The major professional development initiatives were as follows: Teaching and Learning Framework, NCCD Requirements, Peer Observation and Mentoring.		

**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
99	173	492	97.4%
For permanent and temporary classroom teachers and school leaders the average staff attendance rate was 97.5% in 2019			

**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
83	74	89.2%

From the end of 2018, 89.2 % of staff were retained for the entire 2019 school year.

**Key Student Outcomes**

**Average student attendance rate (%) for the whole school:**

The average attendance rate for the whole school as a percentage in 2019 was 95.2%.

**Average student attendance rate for each year level:**

Year levels	Average attendance rate for each year level as a percentage in 2019
Prep	95.0%
Year 1	95.5%
Year 2	94.6%
Year 3	95.4%
Year 4	95.6%
Year 5	95.5%
Year 6	95.8%
Year 7	96.4%
Year 8	95.0%
Year 9	94.9%
Year 10	94.2%
Year 11	95.4%
Year 12	93.7%

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

In Junior School non-attendance is monitored by the Classroom Teacher and in extreme cases by the Head of Junior School. Any unexplained absences are followed up with a phone call or text to parents.

In Middle and Senior School non-attendance is monitored by the Tutor, Year Level Dean/House Dean and in extreme cases, the Head of Middle School/Head of Senior School. Any unexplained absences are followed up with a phone call or text to parents.



## NAPLAN results for Years 3, 5 and 7 and 9 in 2019

### Benchmark Data for Year

<b>Reading</b>			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3 (2019)	484	432	100%
Year 5 (2019)	534	506	98%
Year 7 (2019)	576	546	99%
Year 9 (2019)	611	584	99%

<b>Writing</b>			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3 (2019)	445	423	100%
Year 5 (2019)	492	474	98%
Year 7 (2019)	537	513	100%
Year 9 (2019)	577	542	95%

<b>Spelling</b>			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3 (2019)	450	419	100%
Year 5 (2019)	515	501	97%
Year 7 (2019)	560	546	97%
Year 9 (2019)	583	583	97%

<b>Grammar and Punctuation</b>			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3 (2019)	493	440	98%
Year 5 (2019)	527	499	95%
Year 7 (2019)	576	542	99%
Year 9 (2019)	599	581	98%

<b>Numeracy</b>			
Year	Average Score (School)	Average Score (National)	% at or above National minimum standard
Year 3 (2019)	436	408	100%
Year 5 (2019)	518	496	100%
Year 7 (2019)	582	574	99%
Year 9 (2019)	612	592	100%

**Apparent Retention Rate Year 10 to 12:**

Year 12 student enrolment in 2019 as a percentage of the Year 10 cohort in 2017 is 92%.

**Year 12 Outcomes:**

Outcomes for our Year 12 cohort 2019	
Number of students awarded a Senior Education Profile	72
Number of students who received an Overall Position (OP)	46
Number of students who are completing or have completed a School-based Apprenticeship or Traineeship (SAT)	9
Number of students awarded one or more Vocational Education and Training (VET) qualifications	41
Number of students awarded a Queensland Certificate of Education at the end of Year 12	72
Percentage of Year 12 students who received an OPI-15 or an IBD	78%
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	97%

**Post-school Destination Information****School Response Rate to the Survey:**

Number of Year 12 students in 2019	Number of responses received from students	Percentage response rate
72	53	73.6%

**Main Destinations:**

School Year 2019	Percentage of Students in each category
University (degree)	45.3%
VET total (Cert IV+ III, I-II, apprenticeship, traineeship)	28.3%
Working full-time	7.5%
Working part-time/casual	9.4%
Seeking work	5.7%
Not studying or in the labour force	3.8%
Total Year 12 students	100%



**The Cathedral School**  
of St Anne & St James  
TOWNSVILLE

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