



# Highlands Christian College

## Annual Reporting – 2019 Data

### A. DESCRIPTIVE INFORMATION

#### Summarised Information

**School Sector:** Independent

**College Address:** 505 Hume Street, Toowoomba South 4350

**Postal Address:** PO Box 7239, Toowoomba South 4350

**Phone:** (07) 4617 6555

**Email:** [enquiries@highlands.qld.edu.au](mailto:enquiries@highlands.qld.edu.au)

**Total enrolments:** 559

**Year Levels offered:** Prep-12

**Co-educational or single sex:** Co-educational

**Characteristics of the student body:** The College is all-inclusive and inter-denominational; we welcome all students from indigenous backgrounds as well as short and long-term international students.

#### Distinctive Curriculum Offerings

- All subjects taught from a Biblical worldview
- Christian Studies
- Distinctive Middle Years program
- Comprehensive Music Program from Prep to Secondary
- ICT embedded from Prep to Year 12
- Gifted and Talented programs
- “The Hub” – multi-cultural support
- Learning Assistance programs
- Enquiry Learning/Differentiation pedagogy
- Japanese LOTE Primary to Secondary
- ‘Master Class’ project learning
- STEM Centre for Excellence
- Rite Journey Program for Years 9 & 10
- Bridge Builders program in Primary

#### Extra-Curricular Activities

- Performing art programs – choirs, band, ensembles
- Arts in Action Program
- Premiership sport
- Carnivals – Swimming, Cross-country, Athletics
- Japanese club
- Science & Engineering Challenge
- Grandparents Day
- Camping Program
- Primary and Secondary Years Musicals
- Primary Band
- Student Leadership opportunities
- Chess Club
- Highlands Day
- International Mission trip
- Robotics Club
- Homework Club
- Maths Tutorials
- Japan trip

## The Social Climate of the School

The staff, students and families all contribute to and benefit from an open and inviting school culture. We highly prize our strong Christian ethos and ethics that are foundational to ensuring personal worth, respectful relationships, engaging classrooms, innovative learning programs and high quality pastoral care. A most supportive and involved community, professional and caring staff, and a visionary governance body combine making Highlands a College of excellence.

## Parental Involvement

Partnership between the College and home is priority. Parents and supporters are invited and encouraged through Parent Teacher interviews, regular contact with class teachers, information nights and parent morning teas through involvement in the College's volunteer program.

Volunteer groups work throughout the school helping in a variety of aspects including:

- Supporting students in reading, artistic and sporting pursuits
- Assisting in the Library
- Giving Representation on the College Board
- Catering for school events
- Assisting in the Tuckshop
- Running and assisting with primary special interest clubs

## Parent and Staff Satisfaction with the School

Highlands conducted parent and staff surveys in 2015. From the 2015 survey, the College could ascertain the top satisfaction levels for parents and staff are as follows:

<b>PARENTS</b>	<b>Very High/High</b>
The quality of the teaching staff	92.46%
The care shown by staff	91.51%
The approachability of staff	89.43%
Overall quality of teaching	87%
Concerns are deal with appropriately	74.75%
Learning programs and curriculum	76.24%
Behaviour management processes	79%
Christian values and teaching	93.87%
Provision of IT Facilities	55.67%
Appearance of the College	86.87%
Traffic management & parking	47.96%
How would you rate value for money compared to comparable facilities	46.39%
Overall satisfaction with the College	92.39%
Would you recommend the College to friends	YES 93.62%
<b>STAFF</b>	<b>Strongly Agree/Agree</b>
The College has clear rules for student behaviour	100%
The College is a safe place to work	100%
The staff care for students	100%
Mutual respect between staff and students	100%
Leadership of the Principal	100%
Level of service provided by Support Staff	100%
Quality of relationship with parents	91.43%

## STAFFING INFORMATION

### Staff Composition

In 2019, there were 44 full-time and part-time teaching staff, three of whom were in senior leadership positions. There were 18 full-time and part-time student support staff and 25 full-time and part-time support services staff. The staff of Highlands represented a wide variety of ages, experience and cultural background. There are currently no staff who identify as Indigenous.

### Qualifications of All Teachers

<i>Qualification</i>	<i>Percentage of classroom teachers and school leaders at the school who hold this qualification</i>
Doctorate or higher	<b>2.3%</b>
Masters	<b>18.2%</b>
Bachelor Degree	<b>77.3%</b>
Diploma	<b>2.3%</b>
Certificate	<b>0%</b>

### Teacher Participation in Professional Development

In 2019, the College ran a comprehensive program of In-house Professional Learning for teaching and non-teaching staff. This consisted of sessions conducted by Highlands staff as well as sessions run by external providers. The majority of teachers also attended external professional learning opportunities throughout the year. 100% of teaching staff were involved in professional learning activities.

### Expenditure on Professional Development - CLA

A total of \$20,784 was spent on Teacher Professional Development in 2018. This equates to \$424 per teacher.

### Average Staff Attendance - CLA

Based on unplanned absences of sick and emergency leave periods, attendance was 96.0% (for teaching staff) in 2019.

### Proportion of Teaching Staff Retained from Previous Year - CLA

From the end of 2018, 95.1% of staff were retained for the entire 2019 school year.

B. DESCRIPTIVE INFORMATION

**Average Student Attendance Rate for the Whole School**

The average attendance rate for the whole school as a percentage in 2019 was 94.87%

**Average Student Attendance Rate for Each Year Level**

<i>Year levels</i>	<i>Average attendance rate for each year level as a percentage in 2019</i>
Prep	93.89%
Year 1	93.51%
Year 2	95.26%
Year 3	95.06%
Year 4	93.52%
Year 5	95.04%
Year 6	96.54%
Year 7	95.53%
Year 8	95.18%
Year 9	94.62%
Year 10	94.61%
Year 11	94.25%
Year 12	96.31%

Non-attendance is carefully and efficiently managed by the College. Parents are encouraged to contact Student Services via the College App as soon as they are aware that their child will not be attending school. Parents of students with a non-attendance are contacted via email each day asking for an explanation for the absence. Extended absences are further followed up by the Leadership Team.

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

### BENCHMARK DATA FOR YEAR

Reading		
Year	Average Score (School)	Average Score (State)
Year 3 (2018)	449	427
Year 5 (2018)	526	503
Year 7 (2018)	578	545
Year 9 (2018)	599	576

Writing		
Year	Average Score (School)	Average Score (State)
Year 3 (2018)	438	411
Year 5 (2018)	489	465
Year 7 (2018)	531	504
Year 9 (2018)	583	535

Spelling		
Year	Average Score (School)	Average Score (State)
Year 3 (2018)	460	411
Year 5 (2018)	519	495
Year 7 (2018)	543	544
Year 9 (2018)	575	580

Grammar and Punctuation		
Year	Average Score (School)	Average Score (State)
Year 3 (2018)	468	433
Year 5 (2018)	527	498
Year 7 (2018)	572	542
Year 9 (2018)	589	573

Numeracy		
Year	Average Score (School)	Average Score (State)
Year 3 (2018)	433	399
Year 5 (2018)	512	493
Year 7 (2018)	589	550
Year 9 (2018)	595	589

### Alternative Pathways program - 2018 Vocational Education and Training Qualification (VET)

AQF level	TAFE delivery	DETE AlleV8	Traineeship	Apprenticeship	USQ Head Start	Christian Heritage College	Online Course
Certificate II	4	1					
Certificate III	2		4	3			
Certificate IV							1
Bachelor unit					5	2	

### Apparent Retention Rate

The Apparent Retention Rate refers to the percentage of students who continued on from Year 10 through to Year 12. Year 12 student enrolment as a percentage of the Year 10 cohort is 102.7%.

### College Income Breakdown - CLA

Description	Percentage
School Fees	30%
Other fee related income	2%
Private Income	5%
State Government Recurrent Grants	14%
Commonwealth Government Recurrent Grants	49%
<b>Total Recurrent Income</b>	<b>100%</b>