

Queensland School ANNUAL Reporting – 2017

St Joseph's, Nudgee College

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Principal's foreword

Introduction

At St Joseph's Nudgee College in 2017 we gathered as a community in increasingly large numbers at special events such as our academic Assemblies, the Opening Mass and Senior Investiture, the Year 12 Mother and Son Luncheon, the Dimensions NC Art Festival, the Nudgee Long Lunch, and various end of year gatherings. All of these occasions, as well as many others, have been public displays of a strengthening sense of community, which has been a hallmark of the 2017 school year.

A major works project to change the roadways throughout the College was completed in 2017, which removed traffic from flowing through the centre of campus. In doing so, we also opened new vistas to the bushland and natural habitat in which we are situated, aligning with the College's theme for 2017, 'to steward our resources and stand in solidarity with the Earth'. Our focus on ecological sustainability continued throughout the year with the creation of an Environmental Committee and the appointment of a Teacher in Charge of Sustainability in the Identity team. In 2017 the Identity staff also championed our extensive retreat program and the Year 10 Immersion, as well as our established outreach initiatives such as Big BBQ, Big Brekky, Homework Help with Zillmere State School, and the Ecumenical Van.

Promoting the learning and teaching culture continued to be a major focus throughout 2017. A new Special Programs team was introduced to drive school improvement through three main areas: the better use of data by teachers, enrichment programs for students, and a College-wide focus upon literacy. Significantly, renovations to the Junior School were undertaken to create more flexible learning spaces. More wireless technology was trialled with teachers to allow greater flexibility with teaching techniques, particularly to enable increased collaboration in the classroom.

In Semester 2, the Learning and Teaching Office partnered with the Student Formation team in a comprehensive academic mentoring program. Students from Years 9 to 12 were assigned a staff mentor to focus on their academic progress, subject choices and career aspirations. The Student Formation team also implemented year level leadership groups in Years 8, 9 and 10, which were active in organising lunchtime competitions, social justice activities, and environmental initiatives.

A student leadership structure was also created in Boarding to continue building a more unified Boarding community. Improving academic engagement during study was another major focus of Boarding, with changes to nightly routines, more tutorials conducted by our own teaching staff, as well as the use of data to better track and assist boys.

Our various support groups play important roles in fundraising, as well as planning and hosting events for the College community. Importantly for governance purposes, in 2017 a new forum was initiated for the Chairpersons of these bodies with the view of improving the alignment of their work with both the strategic intent of the College and with the directions of other groups. Improved financial oversight and procedures were also a focus.

A feature of our sport and cultural co-curricular program is the mateship and Nudgee spirit generated amongst the boys by participating in and supporting these activities. Standout moments in 2017 were the fifth straight Head of the River win by the 1st VIII, as well as the Old Boys' Cup win for the fourth year by the entire shed; the clear improvement in the participation, performance and enjoyment of the GPS Swimming team; the return of the College musical with a stunning production of Guys

and Dolls; and the courageous shared Premiership win by the 1st XV Rugby Union team combined with the nail-biting conclusion of the match versus St Joseph's College, Gregory Terrace.

I would like to make note of the great energy within our staff, the robust support amongst our parents, and the distinctive spirit that continues to unite and drive our students in all that they do.

Mr Peter Fullagar
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 2017:

Total Enrolments	Enrolments End of Year	Enrolment Continuity (Feb 2017 – Nov 2017)
1548	1564	101%

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	15
Long Suspensions - 6 to 20 days	0
Exclusions	0
Cancellations of Enrolment	2

Our curriculum

Our distinctive curriculum offerings

Years 5 to 9	Year 10	Years 11 and 12
Religious Education (Core Studies)	Study of Religion	Study of Religion Religion and Ethics
English (Core Studies) English Modified (Core Studies Yr 7-9)	English English Communication	English English Communication
Mathematics Delta Mathematics (Extension Yr 8) Mathematics Modified(Yr 8)	Mathematics B Prep Mathematics A Prep Mathematics Modified	Mathematics C Mathematics B Mathematics A Pre Vocational Mathematics
Science Science Modified (Yr 9)	Physical Sciences (Physics/Chemistry) Biology Marine Studies	Physics Chemistry Biological Science Marine Studies
Social Science (Core Studies)	Geography History Economics and Law	Geography Modern History Economics Legal Studies
Art Drama Music	Visual Art Drama Music	Visual Art Drama Music
Health & Physical Education	Health & Physical Education Accounting Business Enterprise	Physical Education Health Education Accounting Business Management Business Operations Certificate II
Japanese	Japanese	Japanese
Digital Technologies	Information Technology	Information Technology Studies
Technology Design Technology	Technology Studies Graphics Industrial Skills	Technology Studies Graphics Construction Certificate I Engineering Certificate I
Curriculum (Extension) Curriculum Support	Curriculum (Extension) Curriculum Support	Philosophy and Reason 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 **pride, courage, enjoyment** and a **standard of excellence** 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 growth in our cultural programmes and the resumption of a bi-annual cycle of Musical Theatre production. These productions typically involve students of all ages having the opportunity to be part of the cast, orchestra or crew, for a Broadway-style production, hosted in our own state-of-the-art facility; Tierney Auditorium.

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>Big Brekky Program (Yr 10 - 12)</p> <p>Big BBQ Program (Yr 10 - 12)</p> <p>Emmaus Nursing home "Scrabble and Chat" (Yr 7)</p> <p>House Charities</p> <p>Immersion program (All of Yr 10)</p> <p>Project Compassion</p> <p>ERA for Change advocacy committee (Social Justice and Advocacy Group) (All Years)</p> <p>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>"Walk to the Philippines" fundraiser (Yr 5-10)</p> <p>Zillmere Jabiru Kids (Yr 7-9)</p> <p>Refugee learn to swim program (Yr 7-12)</p> <p>Leaders BBQ for Charity (Prefects, weekly lunchtime BBQ)</p> <p>Ecumenical Coffee Brigade - Sandwich making for people on the streets (Yr 8)</p> <p>139 club - Food drive plus weekly leftover bread, sausages and eggs from Big Brekky</p> <p>MDA Work and Welcome program for refugees (staff)</p> <p>Vic's Cafe (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 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 socio economic 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 2017 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
7	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
8	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
9	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
10	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)
11	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
12	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 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 Portal 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 and 4. Term 1 reports on student attitude and Terms 2 and 4 report on both student attitude and academic results. 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 2017 was 95 %.
- Student attendance for each year level

Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
96.6 %	95.7 %	95.4 %	94.7 %	94.3 %	94.1 %	94.8 %	94.3 %

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	127	120	0
Full-time equivalents	125.4	90.3	0

Qualifications of all teachers

Highest Level of Attainment	Number of classroom teachers and school leaders at this level	
Bachelor	61	
Diploma	1	
Doctorate	1	
Graduate Diploma	40	
Masters	23	
Post Grad Cert	1	

Expenditure and teacher participation in professional development

The total amount of funds expended on teacher professional development in 2017 was \$86,221.35.

The major professional development initiatives were as follows:

- Coaching Skills (Nick Burnett)
- Identity Formation -
- Development of PLC culture - focus on goal setting and teachers learning in collegial sessions
- Google Education
- Edmund Rice Education Australia Immersion experiences
- Leadership Development
- Learning and Teaching strategic priorities
- Student Formation - Andrew Fuller and Well Being workshops
- Child Protection Updates and guest speakers
- First Aid Training
- QCAA Panel and Senior Syllabus Implementation workshops
- Upskilling VET staff (External Audit process)

The involvement of the teaching staff in professional development activities during 2017 was 100 %.

Average staff attendance

For permanent and temporary staff and school leaders, the staff attendance rate was 96.5 % in 2017.

Proportion of staff retained from the previous school year.

From the end of the 2016 school year, 87.3 % of staff were retained by the school for the entire 2017 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 2017		508	567	583
	Average score for State in 2017		503	540	575
	For the school the percentage of students at or above the national minimum standard.	2015	99.90%	97.70%	98.30%
		2016	98.70%	99.60%	96.80%
		2017	96.90%	97.40%	93.50%
	For the school the percentage of students in the upper two bands	2015	50.40%	34.40%	17.80%
		2016	41.00%	38.40%	21.20%
2017		39.70%	35.20%	21.00%	
Writing	Average score for the school in 2017		472	529	558
	Average score for State in 2017		461	503	539
	For the school the percentage of students at or above the national minimum standard.	2015	99.00%	92.30%	86.70%
		2016	97.00%	94.60%	82.00%
		2017	93.70%	96.60%	84.70%
	For the school the percentage of students in the upper two bands	2015	34.20%	24.20%	18.00%
		2016	12.20%	27.30%	8.60%
2017		12.70%	23.00%	15.00%	
Spelling	Average score for the school in 2017		514	565	575
	Average score for State in 2017		497	546	577
	For the school the percentage of students at or above the national minimum standard.	2015	98.10%	95.60%	95.30%
		2016	99.40%	96.10%	93.80%
		2017	98.50%	97.30%	95.50%
	For the school the percentage of students in the upper two bands	2015	40.50%	31.30%	20.80%
		2016	29.60%	38.20%	17.20%
2017		36.50%	42.60%	20.50%	
Grammar and Punctuation	Average score for the school in 2017		505	556	568
	Average score for State in 2017		496	538	574
	For the school the percentage of students at or above the national minimum standard.	2015	98.10%	93.90%	95.70%
		2016	98.40%	98.60%	90.60%
		2017	92.10%	96.70%	89.50%
	For the school the percentage of students in the upper two bands	2015	49.50%	32.90%	11.30%
		2016	47.00%	34.20%	11.70%
2017		38.10%	26.70%	18.00%	
Numeracy	Average score for the school in 2017		512	582	606
	Average score for State in 2017		490	549	585
	For the school the percentage of students at or above the national minimum standard.	2015	99.90%	98.90%	99.50%
		2016	100.00%	98.50%	99.20%
		2017	99.20%	97.80%	99.00%
	For the school the percentage of students in the upper two bands	2015	40.50%	38.20%	35.10%
		2016	35.60%	49.80%	19.90%
2017		41.60%	46.10%	31.00%	

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.	102 %
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Outcomes for our Year 12 cohort of 2017

Number of students receiving a Senior Statement.	249
Number of students awarded a Queensland Certificate Individual Achievement.	0
Number of students receiving an Overall Position (OP).	157
Number of students who are completing/continuing a School-based Apprenticeship or Traineeship.	20
Number of students awarded one or more Vocational Educational Training qualifications.	120
Number of students awarded an Australian Qualification Framework (AQF) Certificate II or above.	95
Number of students awarded a Queensland Certificate of Education at the end of Year 12.	249
Number of students awarded an International Baccalaureate Diploma (IBD).	0
Percentage of OP/ IBD eligible students with OP 1-15 or an IBD.	94.3%
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.	98.2%

Overall Position Bands (OP)

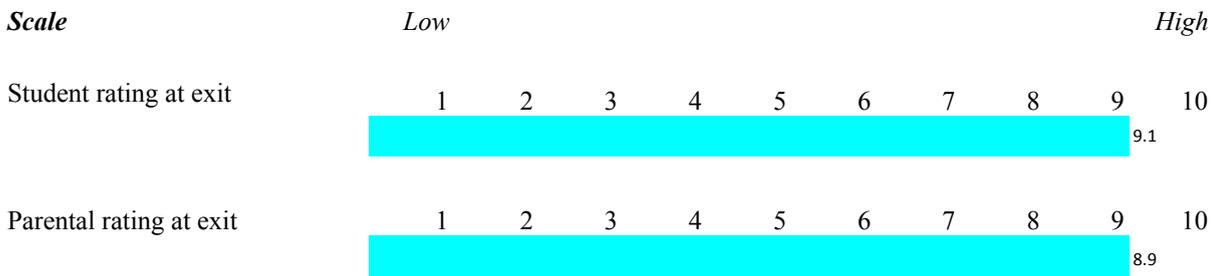
Number of students in each Band for OP 1 to 25.				
OP 1-5	OP 6-10	OP 11-15	OP 16-20	OP 21-25
45	65	38	9	0

Vocational Educational Training qualification (VET)

Number of students awarded certificates under the Australian Qualification Framework (AQF).		
Certificate I	Certificate II	Certificate III or above
92	59	86

Our satisfaction standards

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



Our School income breakdown

<u>Description</u>	<u>Percentage</u>
School Fees	51.76 %
Other Fee related income	1.96 %
Private Income	17.04 %
State Government Recurrent Grants	7.17 %
Commonwealth Government Recurrent Grants	22.06 %
Total Recurrent Income	100 %

Post-School Destination Information

In 2018, 95.1% 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 164 respondents, 70.7% continued in some recognised form of education and training. The most common study destination was bachelor degree.

A further 24.4% transitioned directly into paid employment and no further study.

Main Destination in 2018

