



Highlands Christian College

Annual Reporting – 2023 Data

CONTEXTUAL 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

Total enrolments: 689 (316 primary + 373 secondary)

Year Levels offered: Prep-12

Co-educational or single sex: Co-educational

Characteristics of the student body: The College is inclusive and inter-denominational; we welcome all students from indigenous backgrounds as well as 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
- Learning Assistance Programs
- Enquiry Learning/Differentiation pedagogy
- Japanese LOTE Primary to Secondary
- 'Master Class' Project Learning
- Rite Journey Program for Years 9
- Careers Readiness Program & SET Plan for Year 10
- Bridge Builders Program in Primary
- Wellbeing focus and specific programs

Extra-Curricular Activities

- Performing Art Programs – choirs, band, ensembles
- State Honours Ensemble Program
- Premiership Sport – volleyball, basketball & soccer
- Carnivals – Swimming, Cross-country, Athletics
- Readers Cup
- Camping Program Years 4-11
- Primary and Secondary Years Musicals
- Student Leadership opportunities
- Chess Club
- Highlands Day
- Tutorials
- Duke of Edinburgh Award
- Fathering Project
- Boys & Girls Only Events
- Secondary Book Clubs

WORKFORCE INFORMATION

Staff Composition

In 2023, there were 58 full-time and part-time teaching staff, four of whom were in senior leadership positions. There were 20 full-time and part-time student support staff and 48 full-time and part-time support services staff. The staff of Highlands represented a wide variety of ages, experience and cultural background. There were no staff who identified as Indigenous in 2023.

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	2.0%
Masters	16%
Bachelor	78%
Diploma	5%
Certificate	0%

Teacher Participation in Professional Development

In 2023, 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. Several teachers also attended external professional learning opportunities throughout the year. 100% of teaching staff were involved in professional learning activities.

Average Staff Attendance - CLA

Based on unplanned absences of sick and emergency leave periods, attendance was 95.5% (for teaching staff) in 2023.

Proportion of Teaching Staff Retained from Previous Year - CLA

From the end of 2022, 94% of staff were retained for the entire 2023 school year.

FUNDING INFORMATION

Description	Percentage
School Fees	28%
Other fee related income	2%
Private Income	5%
State Government Recurrent Grants	12%
Commonwealth Government Recurrent Grants	53%
Total Recurrent Income	100%

SOCIAL CLIMATE

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, parent morning teas and 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
- Catering for school events
- Assisting in the Tuckshop

Parent and Staff Satisfaction with the School

The College regularly seeks opportunities to gain feedback from students, staff, and parents in order to assist in the journey of continuous improvement.

In recent year, the College has undertaken 4 such projects.

1. An extensive review of the College for enrolment growth purposes undertaken by CORIOLIS. The review included qualitative interviews with staff, parents and past parents in addition to a quantitative survey and a desktop global best practise investigation.
2. A *Tell Them From Me* survey of secondary students with specific reference to student outcomes and school climate.
3. A COVID-19 specific parent feedback survey during the at-home learning phase of the lockdown in order to best meet the needs of our families during remote learning.
4. Contracting Best Christian Workplaces International to establish benchmarks of staff satisfaction at Highlands as the beginning of a longitudinal approach to establishing a best practise workplace.

STUDENT OUTCOMES

Average Student Attendance Rate for the Whole School

The average attendance rate for the whole school as a percentage in 2023 was 92%

Average Student Attendance Rate for Each Year Level

Year levels	Average attendance rate for each year level as a percentage in 2023
Prep	90%
Year 1	95%
Year 2	93%
Year 3	93%
Year 4	93%
Year 5	92%
Year 6	92%
Year 7	92%
Year 8	93%
Year 9	92%
Year 10	90%
Year 11	89%
Year 12	90%

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.

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 97.5%.

NAPLAN Results for Years 3, 5, 7 and 9 in 2023

BENCHMARK DATA FOR YEAR

Reading		
	Average Score (School)	Average Score (State)
Year 3	433	393
Year 5	539	489
Year 7	570	529
Year 9	603	557

Writing		
	Average Score (School)	Average Score (State)
Year 3	410	405
Year 5	488	467
Year 7	546	521
Year 9	573	557

Spelling		
Year	Average Score (School)	Average Score (State)
Year 3	409	392
Year 5	517	479
Year 7	562	533
Year 9	586	563

Grammar and Punctuation		
Year	Average Score (School)	Average Score (State)
Year 3	424	398
Year 5	537	491
Year 7	561	532
Year 9	590	532

Numeracy		
Year	Average Score (School)	Average Score (State)
Year 3	427	397
Year 5	519	478
Year 7	558	531
Year 9	587	559

Year 12 Outcomes

Outcomes for our Year 12 cohort 2023	
Number of students awarded a Senior Education Profile	55
Number of students awarded a Queensland Certificate of Individual Achievement	0
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	29
Number of students awarded one or more Vocational Education and Training (VET) qualifications	10
Number of students awarded a Queensland Certificate of Education at the end of Year 12	53
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Percentage of Year 12 students who received an ATAR above 90	16.6%
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	96%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	90.9%

Post-school destination Information

At the time of publishing this School Annual Report, the results of the 2021 post-school destinations survey, *Next Steps – Student Destination* report for the school was not available. Information about these post-school destinations of our students will be uploaded to the school's website in September after release of the information.