

Diocese of Townsville

Catholic
Education



ANNUAL REPORT 2019

TOWNSVILLE CATHOLIC EDUCATION

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OUR CATHOLIC SCHOOLS DIOCESE OF TOWNSVILLE MAP

- P = Primary School
- S = Secondary School
- P-12 = Prep to Year 12
- ELC = Early Learning Centre
- B = Boarding Facilities
- K = Kindergarten

NORTHERN REGION

Ingham	
Our Lady of Lourdes Primary School	P
Gilroy Santa Maria College	S
St Mary MacKillop Early Learning Centre	ELC
Halifax	
St Peter's Catholic School	P
Abergowrie	
St Teresa's College	S (B)

SOUTHERN REGION

Ayr	
St Francis School	P
Burdekin Catholic High School	S
Home Hill	
St Colman's School	P
Bowen	
St Mary's Catholic School	P
The Whitsundays	
St Catherine's Catholic College	P-12 +K
Collinsville	
St John Bosco Catholic School	P

WESTERN REGION

Charters Towers	
Columba Catholic College	P-12 (B) +K
Hughenden	
St Francis Catholic School	P
Winton	
St Patrick's Catholic School	P
Cloncurry	
St Joseph's Catholic School	P+S
Mount Isa	
St Kieran's Catholic School	P
St Joseph's Catholic School	P+K
Good Shepherd Catholic College	S
St Mary MacKillop Early Learning Centre	ELC

TOWNSVILLE

North Ward	
St Joseph's Catholic School	P+K
Hyde Park	
St Margaret Mary's College	S
Mundingburra	
St Joseph's Catholic School	P
St Mary MacKillop Early Learning Centre	ELC
Currajong	
Marian Catholic School	P
Annandale	
Southern Cross Catholic College	P-12
Cranbrook	
Holy Spirit Catholic School	P
Kirwan	
Ryan Catholic College	P-12+K
St Mary MacKillop Early Learning Centre	ELC
Rasmussen	
Good Shepherd Catholic School	P
St Mary MacKillop Early Learning Centre	ELC
Deeragun	
St Anthony's Catholic College	P-12+K
Burdell	
St Clare's Catholic School	P+K
Shaw	
St Benedict's Catholic School	P+K
Palm Island	
St Michael's Catholic School	P+K
St Mary MacKillop Gooddo Early Learning Centre	ELC



This map is not to scale.

FROM THE EXECUTIVE DIRECTOR

The hustle and bustle of the start of the 2019 school year was interrupted by a major flooding event which affected many of our coastal and western schools. Our school staff, students and parents worked hard to re-open our facilities and restore a sense of normality and routine for our families. Our sincere thanks goes to all who helped with these efforts, and our heartfelt prayers are with those who were affected by this major flood event.

After what was a challenging start to the term, we were pleased to record increasing numbers of children enrolling in our schools across the Diocese. We feel blessed every day that families continue to recognise the Catholic school difference of support for each child. Our promise to our students is to continue to deliver quality education in a safe environment which places value on the development each of student. In 2019, we had approximately 1,220 Aboriginal and Torres Strait Islander students enrolled in our schools and we look forward to further enrolments. Townsville Catholic Education remains committed to providing Indigenous education of the highest standard to our families.

The outcomes of a 2018 external review were implemented at the Townsville Catholic Education Office to improve present and future capability needs of systemic schools in the Diocese. A new structure was implemented, encompassing the development of four directorates: Catholic Identity and Indigenous Education Services, School Development Services, Learning and Teaching, and Organisational Services. We warmly welcomed new Directors Louise Vella-Cox and Peter Stower.

Student protection remains a high priority for our Diocese, and all staff, including grounds staff, school officers, teachers and principals, participate in mandatory Student Protection Training at the start of each year. New staff experience an in-person introduction to the various procedures and resources on offer to support staff to recognise, respond to and, where necessary, report matters of student harm. Annual refreshers are completed online and reinforce the importance of creating safe school communities and emphasising that student protection is integral to learning and teaching.

Catholic Education Week was celebrated with the theme 'Many Voices. One Spirit.' The theme brings feelings of energy, enthusiasm, love, joy, values, relationships, togetherness, learning, unity and belonging - all ideals relevant to Catholic schools in Queensland.

In Term 3, our Mulkadee Youth Arts Festival was held with more than 1,000 students participating. This year we were thrilled to present our adaptation of Peter Pan, involving a cast of a thousand students and a crew of more than 100 artists, teachers, technicians and support staff. Mulkadee delivers more than what we can ever achieve in our classrooms and takes our arts education to a whole new level, inspiring our students to extend themselves, to commit to and embrace the experience with energy and passion. Many events were celebrated in Term 4 including World Teachers' Day, the Queensland Catholic Indigenous Education Conference, school formals, graduations and the advent celebrations leading us to prepare for the Christmas season.

Throughout the year, I have had the chance to visit our schools and meet with many of our staff. Our schools are both unique in their spirit and united in their expression of Catholic values. I would like to take this opportunity to thank everyone for their hard work. I have enormous respect for our teams of dedicated people who ensure our students come to school in an environment that is welcoming, nurturing and safe. A special thanks to Bishop Tim and our parish priests for their continued support of Townsville Catholic Education.

JACQUI FRANCIS
EXECUTIVE DIRECTOR



Image: P3 TCE ED Report. Caption: Jacqui Francis (far right) is pictured with the Queensland Spirit of Catholic Education Award state winners from the Townsville Diocese. From left - Deadly Indigenous Education Workers from Good Shepherd Catholic School, Rasmussen: Emma Shaxson, Marita Murray and Melisia Ellis and who were the recipients of the Aunty Joan Hendriks Reconciliation Award, and Bronwyn Reguson from St Joseph's Catholic School, The Strand.



Bishop Timothy Harris is pictured with the DEC members at their July 2019 meeting Back: Christina Pery (TCEO), Alanna Jacoby, Tracy Nuttall, Paul Clay, Bishop Harris, Len Horner (Chair), David McNeale, Chris Waters. Front: Jacqui Francis, Fr John Kunnathumadappallil ocd and Lisa White (TCEO). Absent is Tony Polga.

BISHOP'S REPORT

2019 has been a big year for all sorts of reasons. The floods devastated our city and region. My own home suffered and I too was displaced like so many.

The economic cost of this flood has been enormous but on the other hand, trades people have never been busier as they scramble to restore thousands of houses. Insurance companies have been reeling as they come to realise the new reality.

Without question, the "human cost" has also been significant in terms of the mental health of the victims. I have heard stories and indeed met individuals who are still not back in their homes because of insurance disputes or in fact because of a lack of insurance or no insurance on the property concerned. The strain on

families in these circumstances is great. The ongoing impact cannot be underestimated.

Several of our school families have been affected to such an extent that some have been offered fee relief and other support. I have been able to pass on some small donations sent to me from Bishops throughout the country. In every case, I became aware that this small offering was gratefully received. School communities themselves have been a tower of strength to those affected and have shown themselves to be the face of Christ as people try to get on their feet again.

Our Catholic schools, regardless of the circumstances of the day, continue to be a shining light in the community. The Catholic school difference is real and I am proud to say that our schools are second to none for all sorts of reasons. I am especially grateful for the commitment of our teachers in all of this. They display a sense of purpose and seem happy in the service. Catholic Education in this Diocese has been a gift for so long and I know that it keeps delivering in a way that goes to the heart of the mission of the Church.

I thank Jacqui Francis, the Executive Director of Townsville Catholic Education and her team for their leadership in this space, and I look forward to working with them in providing an education that is truly holistic to ensure that the full development of students is given the best possible chance to succeed.

My hope is that Catholic Education will continue to grow in this Diocese by embracing an even wider number of students and families. In this spirit, I pray that many will benefit from our utter commitment to playing our part in preparing children to be worthy citizens of the world, for a well-balanced education seeks to do exactly that.

MOST REV. TIMOTHY HARRIS
BISHOP OF TOWNSVILLE

TABLE OF SCHOOLS

PRIMARY ENROLMENTS (PREP TO YEAR 6)

SCHOOL	TOTAL STUDENTS	SCHOOL	TOTAL STUDENTS
Holy Spirit Catholic School	709	St Francis School, Ayr	295
Good Shepherd Catholic School, Rasmussen	307	St John Bosco Catholic School, Collinsville	72
St Mary's Catholic School, Bowen	75	St Joseph's Catholic School, The Strand	369
Marian Catholic School, Currajong	373	St Peter's Catholic School, Halifax	37
St Colman's School, Home Hill	53	St Francis Catholic School, Hughenden	43
Our Lady of Lourdes Primary School, Ingham	286	St Joseph's Catholic School, Mount Isa	311
St Kieran's Catholic School, Mount Isa	148	St Joseph's Catholic School, Mundingburra	376
St Michael's Catholic School, Palm Island	107	St Patrick's Catholic School, Winton	21
St Clare's Catholic School, Burdell	681	St Benedict's Catholic School, Shaw	162

SECONDARY ENROLMENTS (YEARS 7 TO 12)

SCHOOL	TOTAL STUDENTS	SCHOOL	TOTAL STUDENTS
St Teresa's College, Abergowrie	175	Burdekin Catholic High School, Ayr	439
Gilroy Santa Maria College, Ingham	286	St Margaret Mary's College, Hyde Park	700
Good Shepherd Catholic College, Mount Isa	538		

PREP TO YEAR 12 ENROLMENT

SCHOOL	PRIMARY	SECONDARY	TOTAL STUDENTS
St Anthony's Catholic College, Deeragun	697	581	1278
Ryan Catholic College, Kirwan	800	1118	1918
St Catherine's Catholic College, The Whitsundays	386	240	626
St Joseph's Catholic School, Cloncurry (Prep - Year 9)	133	26	159
Columba Catholic College, Charters Towers	200	295	495
Southern Cross Catholic College, Annandale (Prep - Year 11)	657	519	1176

TOTAL STUDENTS

PRIMARY 7339

SECONDARY 4911

SCHOOL CYCLICAL REVIEW 2019

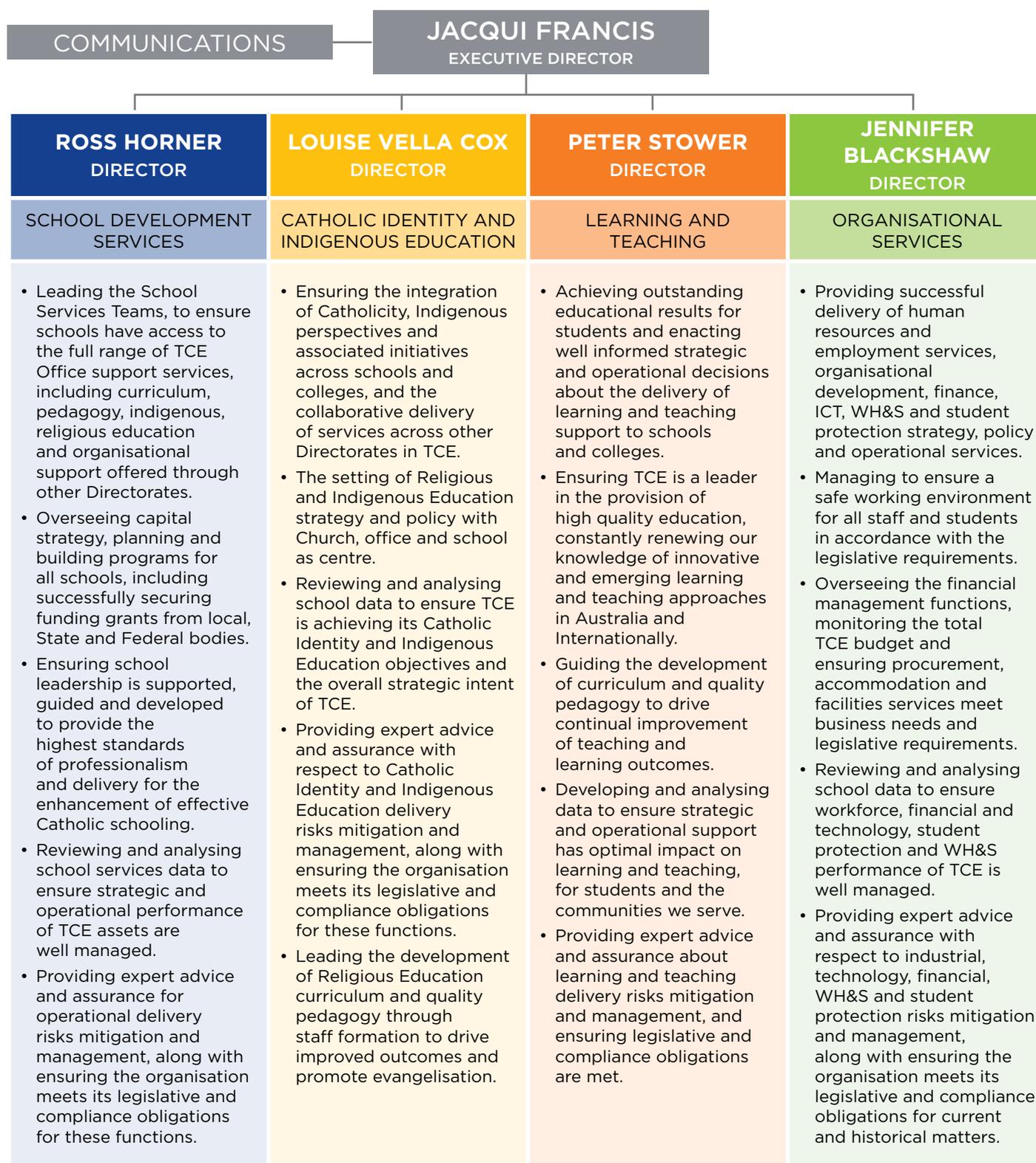
Columba Catholic College, Charters Towers	2019 Validation
St Francis Catholic School, Hughenden	2019 Validation
St Margaret Mary's Catholic College, Hyde Park	2019 Validation
St Joseph's Catholic School, Mundingburra	2019 Validation

2019 APPROVED CAPITAL PROJECTS

St Francis Catholic School, Ayr	Construction of new administration building, new GLAS and refurbish old administration into library. \$5,114,409.
Gilroy Santa Maria College, Ingham	Stage 2 of 2018 Masterplan - construct new resource centre + GLAS. \$3,147,250.
Holy Spirit Catholic School, Cranbrook	Extension to administration building and associated carpark. \$1,707,409.

TOWNSVILLE CATHOLIC EDUCATION OFFICE ORGANISATION STRUCTURE 2019

TCE Directors provide expert and strategic input and leadership, particularly with regard to services to schools in their portfolio areas. They collaborate to develop strategy and policy for school improvement and best practice, ensuring the relationship between the Diocese Executive Team and the TCE Strategic Leadership Team is vibrant, contemporary and connected to the successful achievement of strategic objectives.



TOWNSVILLE CATHOLIC EDUCATION OFFICE STAFF PROFILE AT A GLANCE

TOTAL STAFF		SCHOOL STAFF		
SCHOOL STAFF HEADCOUNT		SCHOOL STAFF		
Teaching Staff	1,232	TOTAL 3,520	Female	2,050
Non-Teaching Staff	1,109		Male	470
Boarding Staff	53	TEACHING STAFF		
OSHC Staff	126	TOTAL 1,137	Female	928
SCHOOL STAFF FTE			Male	209
Teaching Staff	950.81	NON-TEACHING STAFF		
Non-Teaching Staff	681.41	TOTAL 1,280	Female	1,054
Boarding Staff	44.13		Male	226
OSHC Staff	36.17	STAFF IN SENIOR LEADERSHIP ROLES (PRINCIPAL, DP, APRE, AP)		
		TOTAL 103	Female	68
			Male	35

Townsville Catholic Education Strategic Leadership Team – Ross Horner, Louise Vella-Cox, Jacqui Francis, Jennifer Blackshaw and Peter Stower.



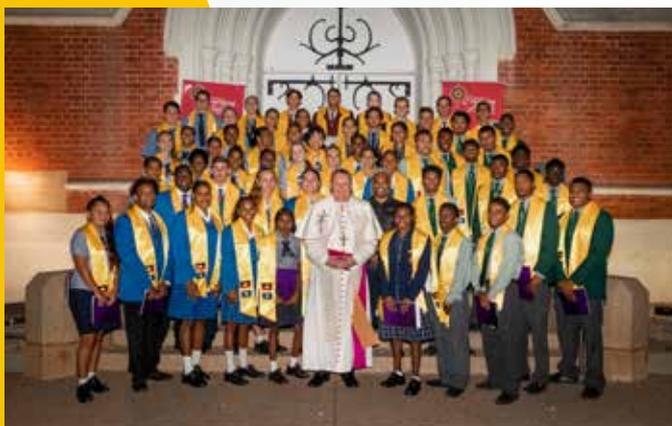
2019 HIGHLIGHTS



Schools throughout the diocese joined Bishop Tim Harris to support the fundraising efforts of Project Compassion, which is the Lenten appeal for St Vincent de Paul.



St Joseph's Catholic School, The Strand were the 2019 winners of Quest for Knowledge. This initiative is a fun approach to feature our students and their academic knowledge.



The Townsville Catholic Education Aboriginal and Torres Strait Islander Year 12 Graduation Recognition Liturgy celebrated the achievements of Aboriginal and Torres Strait Islander Year 12 students across the Townsville Diocese.

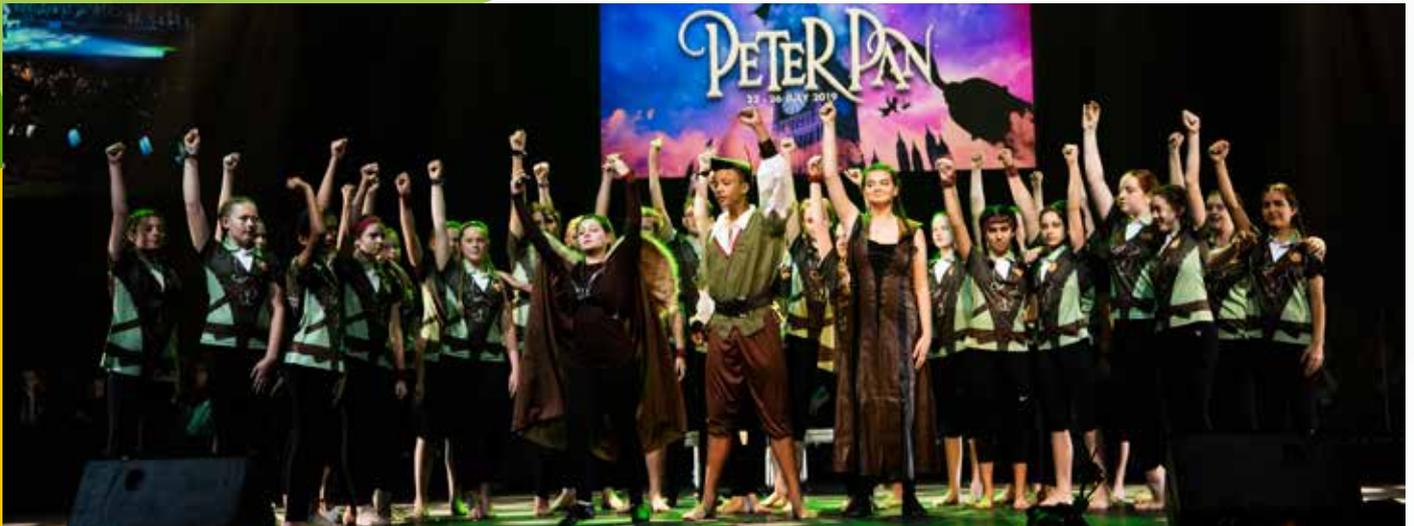


Catholic Education Week was celebrated in Townsville in July. We acknowledged 29 local Spirit of Catholic Education Award nominees.



Recognising care for the environment as a sacred duty, St Margaret Mary's College, Hyde Park, were awarded our Most Sustainable School accolade.

2019 HIGHLIGHTS



More than 1,000 students and teachers participated in the annual Mulkadee Youth Arts Festival held in Townsville in July. The week-long festival culminated in a performance of Peter Pan at the Townsville Entertainment and Convention Centre.



Hearing of the destruction in Townsville due to an extreme flooding event in February, St Teresa's College, Abergowrie students travelled to Townsville to help residents clean up.



Southern Cross Catholic College, Annandale welcomed its first cohort of year 12 students.



Students from across the Diocese participated in the Challenge Games, a sporting carnival which encourages students who have a disability to make new friends and achieve at their ability sporting level.



The dance troupe from St Michael's Catholic School, Palm Island travelled to Townsville to perform at the 2019 Queensland Catholic Indigenous Education Conference.

2019 HIGHLIGHTS



In May, Good Shepherd Catholic College, Mount Isa participated in a whole of school meditation to celebrate the Feast Day of Mary Help of Christians.



In 2019, TCE established an RTO which will offer nine approved qualifications in all secondary colleges.



St Anthony's Catholic College, Deeragun, was one of many schools to organise activities to celebrate NAIDOC Week in 2019.



In September, students from both the primary and secondary campuses of Columba Catholic College, Charters Towers participated in a sleepout to raise money and build awareness of homelessness for St Vincent de Paul.



The Catholic Education Deus Caritas Est Award is our most prestigious student award, presented at the Catholic Education Week Mass in July. Each secondary school nominated one representative who demonstrates a commitment to Christian living in how they interact and treat others.

OUR PERFORMANCE

The Townsville Catholic Education system-wide Strategic Directions 2017-2021 is guided by the values that Jesus teaches us. Our four key focus areas are education, Catholic identity, community and stewardship. We have highlighted the need for building capacity in our leaders and staff, good governance, respect for our environment and staff/student wellbeing to permeate all of our activities in the coming five years.

1. EDUCATION

We are committed to learning across our organisation.

IT'S ABOUT:

- Expert teaching teams
- Dynamic places of learning
- Student engagement and achievement
- A love of learning
- Inclusive practices
- Responsive professional practice.

HIGH QUALITY TEACHING

A new Directorate of Learning and Teaching was formed to lead contemporary strategy and policy in the areas of curriculum, pedagogy and school performance.

In January, workshops for teachers focused on pedagogy, literacy and numeracy.

All schools engaged in a reflective practice day in October focussing on the TCE learning and teaching cycle. Teachers experienced ways to plan and teach for their learners as well as how to use feedback to know if students have learnt what has been taught. All schools engaged in a reflective practice day focused on the learning and teaching cycle of planning, teaching and feedback to know if students have learnt what has been taught.

Principals and teachers from a number of schools participated in training days aimed at building the practices of a professional learning community in their school. This has been through programs such as the BeTTR program and Learning Sprints which focus on effective pedagogy in the classroom and teachers across the school sharing and reflecting on their practices.

A full schedule of leadership courses was delivered through 2019. Many were delivered by highly regarded presenters such as the Queensland Educational Leadership Institute and Growth Coaching International. The TCE Aspirant Leaders Programs were also successfully received. A second group of senior leaders in schools, including all new principals, participated in the *Leading with Integrity for Excellence - Governance for Catholic Schools* program. The sessions aimed to enhance participants' executive leadership, and further develop their strategic and operational capability. All leadership staff in the TCE Office participated in a modified version of the program.

USE OF DATA TO IMPROVE LEARNING

Critical to achieving improved outcomes for students is building the capacity of leadership teams, middle leaders and teachers to use and interpret student learning data. TCE is working on developing consistent practices and systems to allow ease of access to data. TCE and school teams analysed 2019 NAPLAN data to identify where



1. EDUCATION



improvement has occurred and where progress can be made. School staff and Information Technology Services teams increased collaboration to improve understanding of resource and technical needs in schools.

PATHWAYS FOR STUDENTS

There was ongoing work in supporting the schools and colleges in the new changes to the Queensland Certificate of Education (QCE) with the introduction of an ATAR score. The ten systemic colleges were supported to ensure steps were completed to bring in these new changes. Work is underway to confirm a consistency in reporting practice in the senior years across the diocese. All schools and colleges have completed endorsement of the assessment items in Unit 1, 2 and Unit 3 of Year 11 and 12.

The TCE RTO has been accredited to offer nine approved qualifications in all secondary colleges. They are: Certificate I in Hospitality, Certificate II in Skills for Work and Vocational Pathways, Certificate I in Business, Certificate II in Business, Certificate II in Hospitality, Certificate II in Active Volunteering, Certificate II in Skills for Work and Vocational Pathways, Certificate I in Construction and the Enterprise Trainer - Presenting Skill Set.

St Teresa's Catholic College, Abergowrie is pursuing a Pathways agenda for their students. Key stakeholders worked to ensure our Abergowrie students have the best possible chance for success. A comprehensive and revised program will be rolled out for 2020.

EARLY YEARS EDUCATION

The Early Years project was implemented in every school in the diocese. Students in Prep to Year 2 have completed assessment to monitor their literacy and numeracy development. This learning data is now being shared with teachers in each school to allow them to better understand the learning needs of the students in their class. Future work will develop effective practices and strategies to build capacity of the early years teachers to know what will be the most effective teaching strategy to ensure progress of each student in their literacy and numeracy.

DIVERSITY IN EDUCATION

The International Year of Indigenous Languages has been an opportunity to continue to raise awareness and take further action to improve preservation and promotion of Aboriginal and Torres Strait Islander languages. TCE is working on an Indigenous Language Framework to provide



a structure to support schools interested in embedding Indigenous languages in their school curriculum.

The Inclusive Classroom has been an important initiative across 2019 and much time and effort in working with schools to take on more aspects of being schools with inclusive classrooms has been a focus these past months. A number of schools embraced the concept and the direction has implications for teaching, the classroom environment and the learning culture. The expansion and depth of the Inclusive Education Team is supporting schools further in this endeavour.

Learning Design has been on display in many schools and in 2019, Holy Spirit Catholic School, Cranbrook and St Margaret Mary's College, Hyde Park opened new learning spaces showcasing the results of extensive consideration in learning space design.

The Mulkadee Youth Arts Festival 2019 was a huge success, with almost 1,000 students travelling from around the Townsville Diocese to be part of the annual event. Mulkadee is the only event of its kind in Australia, offering a week-long program of artistic workshops led by professional instructors in the areas of choir, dance, drama, band, guitar and strings. The major concert finale was a sell-out performance, themed around Peter Pan.

PEDAGOGY OF DIFFERENCE

Work has progressed on developing each school's commitment to implementing best practice pedagogy for Indigenous students, with an effort to develop scope around the embedding of culturally responsive pedagogies and enhancing teaching and learning of Cross Curricular Priorities. A further focus for Indigenous Education teams has been improving Cultural Competence across schools through the development of a resource that will enable schools to audit their commitment to inclusivity, Indigenous Education and formation of staff.

EMERGING LEADERS

In collaboration with the Department of Prime Minister and Cabinet, the Emerging Leaders Incentive Scheme, the first program of its kind in Australia, once again attracted more than 600 participants. The Scheme sets high expectations of Indigenous students and families whilst rewarding and promoting a culture of high attendance, academic improvement and students fully engaged in their schooling. Students also participated in leadership, cultural, and wellbeing experiences and opportunities. An extra \$4 million granted by the government will extend the program for another two years.

2. CATHOLIC IDENTITY

We are witnesses to our faith.

IT'S ABOUT:

- The centrality of Jesus Christ
- Evangelisation
- Contemplative practices
- Enhancing and celebrating our Catholic identity
- Living our diversity.



CATHOLIC IDENTITY FORMATION

There has been a clear focus on improving religious literacy levels in schools through the formation of school leaders, particularly those in Assistant Principal-Religious Education (APRE) roles. This has been enacted by engagement with targeted professional development programs and gatherings. Surveys to, and discussions with, key school staff have highlighted a need for ongoing and accessible staff professional development in spirituality and scripture.

Discussions continued with the Australian Catholic University to extend the formal agreement around the Graduate Certificate in Religious Education. TCE also has an ongoing and well-formed arrangement with the Brisbane Archdiocese's Institute of Faith Education to deliver a Diploma in Christian Ministry and Theology (Foundations).

TCE has reimagined and developed faith formation opportunities for school staff. Planning was conducted for interstate and local professionals to support the facilitation of TCE's Spirituality and Retreat programs in 2020. On offer will be retreats and programs for all staff in Christian Meditation (Mindfulness), Walking on Country (Indigenous Spirituality), Courage to Be (Awareness), Lookout Retreats (Stewardship) and Art Spirituality (God in Art).

FAITH LEADERSHIP AND RELIGIOUS EDUCATION

Bishop Tim Harris endorsed the *Townsville Catholic Education 2019 - 2023 Religious Education Shape Paper* which outlines the vision for Religious Education in the Townsville Diocese. It serves to support schools in the development of their Religious Education curricula and offers clarity to Professional Learning Communities in their development and formation of teacher capacity to better impact student learning.

Individual schools have formed plans to improve Religious Education pedagogy of practice by developing units of work based on an exemplar Religious Education Scope and Sequence, using Marzano's surface to deep learning strategies.

In the 2020 school year, all students in Year 10, 11 and 12 will have access to study an approved course in Religious Education to access three QCE points at matriculation. Subjects on offer include Religion and Ethics, Study of Religion and Certificate IV in Christian Ministry and Theology. Secondary colleges are given the option of supplementing their Religion study program with an experiential Religion bridging program in the year prior to leaving Year 12. This experiential learning experience is school-based and designed to support our oldest students as they continue their faith journey after completing their school's formal Religion program.

CARING FOR CREATION

Faith formation opportunities for APREs/Senior Leaders in the theme of Laudato Si (environmental awareness, pastoral care of self, soul and others) was reviewed. Service Learning and the call to Christian Stewardship and wellbeing in our everyday contexts is also a focus for 2019/2020 Spirituality Programs.

An Indigenous Sacred Space Project was implemented, aiming to engage each school in developing a dedicated sacred space within their school grounds that incorporates the School Improvement Plan goals of Mission and Purpose and a Climate Conducive to Learning.



3. COMMUNITY

We value our people who build our communities.

IT'S ABOUT:

- Creating opportunities to contribute
- Positive workforce culture
- Transformational leadership
- True partnerships with parents, parishes and our communities.

RECONCILIATION ACTION

Work continued to ensure each school is committed to completing their Reconciliation Action Plan (RAP). Each school RAP includes goals to develop Professional Learning Communities and improve outcomes for Indigenous students through high quality teaching and the embedding of cross cultural priorities.

TCE hosted this year's Queensland Catholic Indigenous Education Conference, *Wisdom and Courage: Driving Change*. This was an opportunity for delegates to network and celebrate achievements and explore current strategies being implemented that strengthen culture, community and identity through education.

In establishing a school board at St Teresa's College, Abergowrie particular attention was paid to enhancing representation of Indigenous communities including the local Warrgamay people.

St Teresa's College, Abergowrie, held its seventh annual NAIDOC celebrations in August. The purpose of the day was to celebrate the cultures and traditions of Indigenous Australians and especially the communities that make up the college family. In true Gowrie Spirit, the college again presented a memorable day full of activities, entertainment and traditional food for over 25 schools and 1,500 people.

PLENARY 2020

Many schools participated in the Plenary Listen and Dialogue sessions with quite a number hosting their own for students, parents and staff. Schools were given access to relevant documents to assist them to better participate in the second phase of preparing for the Plenary Council 2020. School leaders continued to engage with parishes as part of the process of communal discernment. A Plenary Council is the highest form of official gathering that a church in a particular country can have, and hasn't been held in Australia for more than 80 years. In addition to Plenary 2020 contributions, meetings of principals and APREs have targeted strategies to encourage better encounters between TCE schools and parishes.

CELEBRATING OUR SPIRIT

Catholic Education Week in July was an opportunity to recognise staff and volunteers who have made an outstanding contribution to Catholic Education. Spirit of Catholic Education Awards were presented to 29 recipients.



4. STEWARDSHIP

We share a personal and collective responsibility for our system priorities.

IT'S ABOUT:

- Student and staff wellbeing and pastoral care
- Caring for our built and natural environment
- Co-responsibility
- System-wide initiatives and improvements.

TECHNOLOGY FOR LEARNING

The 2019 year has seen a lot of work accomplished in Information and Technology Services, most significantly in the change in the organisational structure to focus on aligning IT more closely with the needs of schools. Investment in training of team members in modern IT skills has been a priority and the adoption of a new Project Delivery Framework has occurred. Reporting is currently undertaken manually and planning has commenced to automate and reduce the time it takes to complete government reporting tasks and improve accuracy.

The new student information (Compass) and Financial Management (TechOne) systems were further integrated into schools. Compass is now running in 22 TCE schools, including all primary schools. The two boarding schools are likely to be completed in 2020 and TechOne is live in the TCE Office.

STAFF AND STUDENT WELLBEING

In February 2019, some TCE communities were exposed to an unprecedented flood event, with the major effect felt in the Townsville area. Two schools were significantly damaged, and the homes of more than 300 families and staff were inundated by the floodwaters. School communities joined together in this time of need to help local families. In addition to rebuilding damaged facilities, TCE offered wellbeing and financial support in the form of fee relief and vouchers to those who were flood affected.

In 2019, staff wellness programs were explored at various schools levels. Wellbeing round table meetings evolved in to a TCE Wellbeing Committee set to commence in 2020 with staff in schools as key members. The committee will develop a wellbeing framework for TCE.

Continued work with the Workforce Development Committee to support TCE schools through various initiatives around staffing aims to ensure schools can provide maximum learning opportunities for students. Work also focused on reviewing incentives, travel, relocation and accommodation for IPRASS and ITAS centres to improve wellbeing for staff, and improve retention.

TCE enhanced student protection connections with community agencies that promote healthy relationships for prepubescent and adolescent students, including PCYC and Headspace. All staff were required to participate in mandatory student protection training in January 2019. Continued work on a range of wellbeing initiatives included a blog aimed at educating parents, and offering specific programs such as Love Bites, a healthy relationships educational program.

IMPROVING SYSTEMS AND RISK MANAGEMENT

Many finance and human resource systems and processes were upgraded to improve services to schools. Examples were a simplified procedure for the appointment of staff and a new system to manage compliance for professional registrations and Workcover. Improvement of recruitment processes is an ongoing activity, promoting a centralised approach to increase knowledge sharing.

All TCE Office teams have undertaken a risk management process to identify key risks and mitigation measures. This process will be rolled out across schools in 2020.

The model for inclusive education funding for schools has been reviewed which will result in funding to schools more closely aligned with the system's funding sources, and improved measurement of inclusive education initiatives.

PLANNING FOR THE FUTURE

TCE is working with the AEC Group to plan for future growth in the Townsville City area. Close analysis of data will be part of this exercise. Master planning with various school communities continues with Ryan Catholic College, Kirwan and St Anthony's Catholic College, Deeragun identified as priorities.

Solar panels have been installed in 28 of 29 schools throughout the diocese and the Townsville Catholic Education Office. Stage 3 of the program was commenced in 2019, and involves expansion of the existing solar capacity and the investment of additional solar energy to further reduce electricity costs.



FINANCIAL REPORT

TOWNSVILLE CATHOLIC EDUCATION OFFICE

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2019

	2019 \$	2018 \$
Recurrent State Grant	34,837,165	34,563,303
Recurrent Commonwealth Grant	152,489,231	140,427,913
Contribution from School Tuition Fees	3,921,906	4,450,883
Sale of non current assets	253,474	246,618
Other Private Income	1,546,276	1,599,909
Total Revenue	193,048,052	181,288,626
Operating Expenditure		
School Salaries and On Costs	136,526,049	132,337,115
Other School Operating Expenses	4,371,454	4,386,642
Distribution to Schools	31,132,166	31,028,172
Support Services Expenses	20,368,853	18,423,906
Depreciation and Amortisation Expenses	696,737	668,325
Other Expenses	342,370	260,975
Total Expenses	193,437,629	187,105,135
Operating Surplus /(Deficit)	- 389,577	- 5,816,509

Note: The operating deficit in 2019 reflects Townsville Catholic Education Office's continued strategy to support educational outcomes through increased distributions to schools funded by cash reserves.

Diocese of Townsville

Catholic
Education



DEFINING FEATURES OF OUR CATHOLIC SCHOOLS

CATHOLIC SCHOOLS OF THE FUTURE WILL:

- Have a consistent commitment to Gospel values;
- Play an integral role in the evangelising mission of the Church;
- Model God's love for all by being a renewing community where all are valued, affirmed and empowered;
 - Be staffed by qualified, competent people who give witness to Gospel values;
 - Be communities of learning that provide quality, relevant, and holistic education;
 - Be sacred places where the spiritual life is nurtured; and
 - Be welcoming and open to all who seek a Catholic education.

TOWNSVILLE CATHOLIC EDUCATION

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