

Annual Report



COVER PIC:

Students from Catholic primary and secondary schools in the Diocese of Townsville



Message From The Bishop

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When I journeyed to Sydney with close on 400 pilgrims for the celebration of World Youth Day, there were a great number of students from our Catholic high schools among them. In looking at them I saw before my eyes the wonderful benefit of having Catholic schools in our diocese. Some of the greatest highlights of our week in Sydney for me were meeting up with student groups from our colleges and seeing the young men from St Teresa's College, Abergowrie celebrate the Coming of the Light ceremony in the Opening Mass.

My visits to our schools make very clear to me the quality of the education we are offering, but these visits also illustrate the particular spirit of Catholic education. The theme for Catholic Education Week in 2008 was "Faith in our Youth" and our schools make that very obvious to anyone who visits them. Clearly, we as a diocese and all the staff of our schools have faith in our young people, but also we would like them to find faith in God during their time in our schools.

Our schools and colleges are not just wonderful institutions, but also centres of faith. It is because of this that we can be very grateful to the staff of our schools for making this a reality in Townsville again in 2008. I was also very glad during 2008 to be able to inform the diocese about the plans to build St Clare's Catholic School in the Burdell development, and of our plans to build a Catholic high school in Proserpine.

It was a year of many blessings and we look forward to whatever lies ahead in 2009 knowing that God will again bless our efforts.

Michael Putney



Most Rev. Michael E Putney
BISHOP OF TOWNSVILLE

Message From The Director

Faith • Life • Learning

2008 has been an exceptional year on many levels, with our Diocesan celebrations and involvement in World Youth Day just one of the many highlights. Our 31 Catholic schools in the Diocese of Townsville continued to be faith-filled learning places, committed to our environment, our communities and of course the values of our Catholic tradition.

In 2008 we launched our new web site, designed to provide information, tools and resources about Catholic Education and our Catholic schools for parents, teachers and communities. We also launched a series of billboards within the Diocese to promote Catholic Education to our local markets under the theme 'Faith Life Learning', positioning Catholic schools as vibrant and progressive places of learning in the Catholic ethos.

In this year of the federal government's apology to Indigenous Australians in recognition of the Stolen Generation, we were very proud to launch our new-look term magazine, featuring a double-cover design to incorporate Indigenous Education news. We believe this is symbolic of our organisation's commitment to Indigenous education and to the process of reconciliation.

We were delighted to host the Queensland Catholic Education Commission's meeting in Townsville in April, which was closely followed by the Queensland Federation of Parents & Friends Association Conference. We continue to be proud of the strength of our P&F committees in our schools and this year we thanked and farewellled Mrs Kim Bellert as outgoing Diocesan President and welcomed Mr Karl McKenzie to the role.

Our commitment to ICT and to developing fully ICT integrated learning environments was strengthened in 2008 with the launch of the 'Laptops for Teaching' program. This initiative provided teachers with laptops in order to fully integrate ICT into classrooms and pedagogy. This has been a very valuable investment and one that has considerably elevated teachers' skills and usage of the technology in curriculum delivery.

In 2008 Townsville Catholic Education Office announced the planned development of the 32nd Catholic school for the Diocese. The proposed St Clare's Catholic School will be established in the city's new North Shore development at Burdell, providing an additional Catholic primary education for families in this rapidly developing area of Townsville. The local community's response to date has been very encouraging and it is anticipated that St Clare's will open for the 2011 school year.

In response to the Australian Catholic Bishops' call for Catholic Education Offices to try to attract Catholic families currently enrolled in non Catholic schools, Townsville Catholic Education initiated a campaign to promote a Diocesan Tuition Fee discount available from 2009 to holders of Australian Government means tested health care and pensioner concession cards. This will be reviewed in 2009 to assess the reach and impact of the initiative.

World Youth Day was certainly a once-in-a-lifetime experience and Townsville Catholic Education facilitated the opportunity for our teachers and secondary students to participate in this event as an opportunity to see the Holy Father and hear his message for the youth of the world. It was a huge logistical effort to prepare teachers and students for the pilgrimage, both emotionally and spiritually, which took more than a year to plan. Our schools are now harvesting the experiences of World Youth Day. Aside from the resources and classroom curriculums that have been designed as follow-on from the event, it is the personal transformations that have taken place that will impact our school communities for some time to come. It was an uplifting, inspiring and immensely positive experience for all involved.

The 2008 Townsville Catholic Education Office Annual Report will respond to our Strategic Directions which were established and launched in 2007 and which will guide us through until 2011.

SDS 1: Give faithful witness to the mission of the church expressed through the daily work carried out in each Catholic School.

SDS 2: Create in each Catholic school an ethic of personal responsibility to provide hospitality and support for inclusiveness.

SDS 3: Educate each student towards maturity of faith, leadership and responsible citizenship.

SDS 4: Know and educate each student with a sustained commitment and effort to nurture and support their diverse capabilities and personal challenges, identifying and responding to each person's unique gifts and talents.

SDS 5: Critique the quality and richness of our students learning as a key element of the school renewal cycle and process.

SDS 6: Develop and support ongoing formation of teachers to enhance their capacity to respond to the vocation of teaching and to the ministry in Catholic Schools.

SDS 7: Foster partnership with parents, carers and families in their role in children's education.

SDS 8: Determine and apply resource methods and levels that support the implementation of the Strategic directions.

*"Dear young people, let me now ask you a question.
What are you going to leave to the next generation?*

*What legacy will you leave to young people yet to come?
What difference will you make?"*

- Pope Benedict at WYD08, Sydney



Dr Catherine Day
DIRECTOR, CATHOLIC EDUCATION



Religious Education, Curriculum, ICT

RELIGIOUS EDUCATION

Strategic Direction 3:

Educate each student towards maturity in faith, leadership and responsible citizenship.

- Promoted and encouraged the prayer life of the school including Christian Meditation for both staff and students.
- Developed Religious Education in the Early Years in conjunction with the Early years guidelines.
- Promoted the compilation of a Scope and sequence in Personal development Education.

Strategic Direction 4:

Know and educate each student with a sustained commitment and effort to nurture and support their diverse capabilities and personal challenges, identifying and responding to each person's unique gifts and talents.

- Writing of Religious Education programs for each school supported by units of work in Religious Education.
- Worked with APREs in Assessment and Reporting in Religious Education.
- Developed Essential Learnings in Religious Education in the Curriculum.

Strategic Direction 5:

Critique the quality and richness of our students' learning as a key element of the School Renewal cycle and processes

- Maintained and streamlined the Accreditation to teach process.

Strategic Direction 6:

Develop and support ongoing formation of teachers to enhance their capacity to respond to the vocation of teaching and to ministry in Catholic schools.

- Promoted, encouraged and facilitated Teacher and student participation in World Youth Day.
- Provided ten spirituality/formation programs for school staff.



Teachers from Catholic schools in the Diocese of Townsville participated in World Youth Day celebrations in Sydney, July 2008

CURRICULUM

Strategic Direction 1:

Give faithful witness to the mission of the church expressed through the daily work carried out in each Catholic School.

- Throughout 2008, formal and informal strategies have assisted in the development of relationships and communication between Curriculum and all other service areas. This has been especially evident between Curriculum Services and RE Services through the development of Essential Learnings for Religious Education and the Early Years for Religious Education and the development of online professional learning resources for Christian Meditation.

Strategic Direction 2:

Create in each Catholic school an ethic of personal responsibility to provide hospitality and support for inclusiveness.

- Throughout 2008, all Curriculum Services personnel have attended various professional learning events focusing on embedding Indigenous perspectives across the curriculum and also the integration of ICT. As these are the cross curriculum priorities of QCAR, they have been part of our strategic conversations with schools.

Strategic Direction 3:

Educate each student towards maturity of faith, leadership and responsible citizenship.

- The 'On Holy Ground' program was launched at the Diocesan Principals' Meeting in March. Further initiatives which have supported this program include:
 - the requirement for all schools to undertake an environmental audit as part of their School Renewal process;
 - the development of two websites to support environmental awareness throughout Diocesan schools;
 - Eco-Spirituality Retreats offered by RE Services.

Strategic Direction 4:

Know and educate each student with a sustained commitment and offer to nurture and support their diverse capabilities and personal challenges, identifying and responding to each person's unique gifts and talents.

- A Learning Support Task Force was instituted to consult and develop a Learning Support Plan incorporating recommendations from the McArdle Review and consequent actions. These were forwarded to the SLT for endorsement and will form the basis for future directions for Learning Support in the Diocese.
- A Writing Team was formed to develop a Learning Support Handbook which was one of the key recommendations emerging from the McArdle Review. The Handbook has now been completed and is undergoing final editing and formatting. It will be released at a Learning Support Teachers' Meeting in Term 1.
- Facilitators' Training was provided to thirty five participants from schools throughout the Diocese. This was comprised of 25 hours of professional learning over a five day period in February delivered by Steps Professional Development from Western Australia. Evaluation of this program was completed (for AGQTP purposes) and this indicated a high satisfaction with the course content and a very high level of satisfaction with the delivery. Facilitators will roll out this training in their school communities over 2008 – 2009.
- In association with ICT Services and School Services, Curriculum Services has taken an active role in promoting the analysis of testing data (e.g. NAPLAN, QCS) to inform teaching and learning. Curriculum Services has also facilitated professional learning to support schools in the analysis of Year 12 data to inform the teaching and learning process.
- The Diocesan Numeracy Plan was developed throughout 2007 and was released in March 2008. This document is currently being used by schools in the review of their individual School Numeracy Plan.

Strategic Direction 6:

Develop and support ongoing formation of teachers to enhance their capacity to respond to the vocation of teaching and to the ministry in Catholic Schools.

- Review of the TCEO Learning Framework and Literacy Plan is underway. Consultation is being sought with primary stakeholders (DCC, CTD and Principals) and research being conducted into other models. Kevin Treston's document, Queensland Catholic Schools and Curriculum, will be the guiding document for the review of the Learning Framework.
- In consultation with both ICT and RE Services, Curriculum Services has been developing packages to provide online professional learning in a variety of areas including Christian meditation, Numeracy (Fractions) and Numeracy in the Early Years. Video conferencing is restricted in its development due to limited bandwidth.
- Throughout 2008, familiarization with the QCAR Framework by staff has been a priority for Curriculum Services. Six hours of professional learning has been provided to approximately 841 teaching staff throughout the Diocese. This equates to 5046 hours of professional learning delivered by Curriculum Services in the QCAR Framework.
- Added to this, the QCAR Framework and its products have been an agenda item at all Curriculum Teacher Developer Meetings throughout the year and has been an item of discussion at all school visits.
- Schools have engaged effectively with this familiarization process and many have undertaken an audit of their curriculum against the Essential learnings. Some schools have progressed beyond this to commence planning of units using the Essential learnings and the development of assessment and guides to making judgements based on the QCAR Standards.
- Curriculum Services has provided responses as sought by a variety of external agencies such as QCEC, QSA, ISQ, NCB, NCEC and have acted as key advisers to The Honorable Prime Minister Kevin Rudd, MP in the shaping of the Education Revolution.
- At both Principal and CTD Meetings, Curriculum Services has endeavored to keep these stakeholders informed as to the latest developments in both the State and Federal arenas.

and Indigenous Education



Mulkadee Arts Festival 2008 provided students with intensive workshops in eight arts strands – choral, band, strings, dance, drama, visual arts, multimedia and backstage theater management

- Townsville Catholic Education Office launched a new Mathematics program developed by Eva De Vries (Project Officer – Numeracy, ISQ) at the Diocesan Principals' meeting in March 2008. This program is closely aligned with both the National Statements of Learning and the Queensland's Essential Learnings. The program was 'unpacked' at a Curriculum Teacher Developers' Meeting in Term 1.
- A number of schools have adopted this program and are adjusting it to reflect their own local context. A meeting has been convened for members of the Mathematics KLA Panel to develop a Scope and Sequence Chart which reflects both the Diocesan Mathematics Program and the Essential learnings with the intention that this will provide support to schools in the development of the Mathematics programs.
- Curriculum Services has been involved in discussion and providing feedback regarding the use of the CHRIS software package to track professional learning. Whilst Curriculum Services have not trialed any on-line registration to support the tracking process, steps have been taken to ensure that staff attending all Curriculum Services events 'sign on' and that this information is provided for inclusion in the CHRIS software package.
To further support the implementation of CHRIS, Curriculum Services has ensured that Curriculum teacher developers and other key staff are kept up to date in relation to developments emanating from the Queensland College of Teachers in relation to recording hours of professional learning.
- All Curriculum Services personnel have been trained in First Steps (Speaking and Listening).
- Extensive and ongoing training has been undertaken in relation to the QCAR Framework.
- Curriculum Services personnel have worked to support schools in both First Steps (Speaking and Listening) and the implementation of the QCAR suite of products.

Strategic Direction 7:

Foster partnership with parents, carers and families in their role in children's education.

- The Early Years Advisory Committee emerged out of the 2007 Early Years Task Force to provide advice for the direction of Early Years education in the Diocese. Throughout 2008, the Advisory Committee has met on a number of occasions and has completed the following:
 - the exchange of ideas with Early Years education stakeholders through the Our Catholic Schools publication;
 - responded to the National Early Years Framework consultation process;
 - the development of the sixth key learning area, Religious Understanding, in the Early Years curriculum;
 - developed a Pre-Prep Position Statement which has been presented to the SLT for endorsement.

Strategic Direction 8:

Determine and apply resource methods and levels that support the implementation of the Strategic directions.

- Nominations were called for membership of KLA Panels in Term 1, 2008. A selection committee processed these nominations and membership was endorsed by the ELT towards the end of Term 2. All KLA Panel members have undertaken at total of 6 hours professional learning which focused on:

- The terms of reference;
- Principles of operation.

A timeline has been prepared for KLA Panels to convene on a quarterly basis in 2009.

- Throughout 2008, familiarization with the QCAR Framework by staff has been a priority for Curriculum Services. Six hours of professional learning has been provided to approximately 841 teaching staff throughout the Diocese. This equates to 5046 hours of professional learning delivered by Curriculum Services in the QCAR Framework.
- Added to this, the QCAR Framework and its products have been an agenda item at all Curriculum Teacher Developer Meetings throughout the year and has been an item of discussion at all school visits.
- Schools have engaged effectively with this familiarization process and many have undertaken an audit of their curriculum against the Essential learnings. Some schools have progressed beyond this to commence planning of units using the Essential learnings and the development of assessment and guides to making judgments based on the QCAR Standards.
- In Term 1, a Physical Activity Task Force was convened with the brief of developing a Diocesan Physical Activity Plan and associated teacher professional development kit. Following a series of meetings, the Task Force developed a Diocesan Physical Activity Plan which has been presented to the SLT for their endorsement. The Task Force will continue with the development of a resource kit which will assist schools to implement this Plan.



The 2008 participants in the Aspirant Leaders program pictured with TCEO leadership and guest speaker, Cr David Crisifulli

- Curriculum Services has worked with a number of other service areas throughout the year on the following projects:
 - coordination and facilitation of a total of 22 professional learning days in the period July 15 – 18 in Townsville, Ingham, Mount Isa and Ayr during the Papal Visit for World Youth Day;
 - supported Indigenous Education Services in the Drive 4 Life and Australian Research Council funded project focusing on developing culturally fair assessment practices for Indigenous students;
 - Worked collaboratively with ICT Services on supporting schools in embedding ICT practices across the curriculum;
 - Provided assistance to RE Services in the development of Essential learnings for RE and online Christian Meditation professional learning module;
 - Collaborated with Guidance Services in the provision of professional learning for teachers and supporting special needs students in schools.
 - Assisting with the development of a Diocesan behaviour management package based on Education Queensland's Better Behaviour, better Learning modules.
 - Collaborated with and provided support for cross-sectoral initiatives to promote data analysis as a tool for enhancing learning and teaching throughout the Diocese.
- Curriculum Services was well represented at the QCEC Catholic Curriculum Conference held in Brisbane in April. Teachers from schools throughout the Diocese were encouraged to present workshops at the Conference which reflected best practice in embedding ICT across the curriculum. Curriculum Services is promoting Kevin Treston's document Queensland Catholic Schools and Curriculum as a keystone in developing curriculum in schools.

Religious Education, Curriculum, ICT

ICT

Strategic Direction 1:

Give faithful witness to the mission of the church expressed through the daily work carried out in each Catholic School.

- Integrating 3, 5, 7 and 9 NAPLAN test data as part of a service to give teachers snap shots of class and student performance against previous performance and state and diocesan averages.

Strategic Direction 2:

Create in each Catholic school an ethic of personal responsibility to provide hospitality and support for inclusiveness.

- IT team trained all school support staff to set up their own web pages.



Teachers engaged in the Laptops for Teaching program launched in Term 1, 2008

Strategic Direction 3:

Educate each student towards maturity of faith, leadership and responsible citizenship.

- The development of data jug as a diocesan initiative that provides schools with a platform for using data more effectively. These tools are constantly being improved and updated as schools engage more in their use and feedback enhancements.

Data jug services include:

- On-line roll marking
- Behaviors profiling
- Environmental audit tool
- Compliance audit tools
- Staff "white pages" application.

Strategic Direction 4:

Know and educate each student with a sustained commitment and offer to nurture and support their diverse capabilities and personal challenges, identifying and responding to each person's unique gifts and talents.

- ICT has been developed in 2008 to assist principals to identify ways in which ICT's can assist with their core business of teaching and learning.

This has been done by:

- Increased/improved student
- Raise consciousness and action in environmental issues
- Affirm achievement
- Promote positive student behavior
- Monitor student progress
- Create efficiencies by automating data.

Strategic Direction 5:

Critique the quality and richness of our students' learning as a key element of the School Renewal cycle and processes.

- Continue to use editure suite of tools to foster collaboration between cluster groups and learning communities.
- Schools have been encouraged to share digital resources via "curriculum share"
- Continue to encourage the use of "curriculum share" to distribute units of work, assist with consistency of teacher judgment planning and provide exemplars of good practice.

Strategic Direction 6:

Develop and support ongoing formation of teachers to enhance their capacity to respond to the vocation of teaching and to the ministry in Catholic Schools.

- The development of an "on-line" Christian meditation course for teachers, which can be used for "Accreditation to Teach" purposes.
- The development of the 'Chris' system to allow for electronic capture of and tracking of all TCEO staff in relation to professional development undertaken.
- Enhance the lap top for teaching program.

Strategic Direction 7:

Foster partnership with parents, carers and families in their role in children's education.

- Raise the profile of the TCEO "Address Book" (loaded on every teacher lap top) as a tool to build mailing lists, add remote staff to my classes' pages and communicate with teachers around the diocese.
- TCEO website and all school websites have been developed and re-written to be attractive useful, public domain portals.

Strategic Direction 8:

Determine and apply resource methods and levels that support the implementation of the Strategic directions.

- The IT department has endeavored to provide practical advice on procurement of IT hardware and software as well as professional advice on developing and maintain IT systems.
- The TCEO network has run smoothly and inside the 99.9% uptime requirement demanded of industry best practice.
- The smooth running of the TCEO network has massive impact on schools. IT deliver data jug services, payroll and domain name services as direct functions of our network.

INDIGENOUS EDUCATION

Strategic Direction 1:

Give faithful witness to the mission of the church expressed through the daily work carried out in each Catholic School.

- Through World Youth Day there was a very tangible avenue to promote indigenous spirituality and culturally appropriate expressions of the Christian Faith with the opportunity to have indigenous students participate in the opening ceremony at WYD.
- The development of Cultural Awareness programs in schools have been effective tools to enhance Indigenous spiritualities.

Strategic Direction 2:

Create in each Catholic school an ethic of personal responsibility to provide hospitality and support for inclusiveness.

- The sorry day celebrations and schools engagement in this significant event helped create within schools an ethic of personal responsibility. The contionus support and participation in NAIDOC celebrations within our catholic schools have led to a greater appreciation of indigenous culture and in turn this has led to a greater support for inclusive school practices.
- The development of an Indigenous enrolment policy has helped develop a real inclusive culture in our schools.



2008 Launch of the Sports Academy for Catholic Colleges

and Indigenous Education

Strategic Direction 3:

Educate each student towards maturity of faith, leadership and responsible citizenship.

- The TCEO and the indigenous education team have worked on a cultural, language heritage project that will be completed in June 2009. Our schools have engaged with traditional owners and elders in each community to develop a plaque, plinth and notice board which recognizes the traditional owners and acknowledges important aspects of their cultural heritage.
- The continued success of the Sports Academy has been a highlight in our Catholic secondary schools with over 100 students actively involved in the Indigenous Sports Academy.

Strategic Direction 4:

Know and educate each student with a sustained commitment and offer to nurture and support their diverse capabilities and personal challenges, identifying and responding to each person's unique gifts and talents.

- The success of the communities for children program has been heartening. This program has assisted families to implement strategies to meet the needs of Indigenous children in the early years with particular emphasis on oral language.
- In 2008 there was an increase in indigenous students, indigenous teachers and indigenous workers in our schools.

Strategic Direction 5:

Critique the quality and richness of our students' learning as a key element of the School Renewal cycle and processes.

- Catholic Schools in the Townsville Diocese engaged in positive research in partnerships with universities which will provide rich data to inform teaching and learning of indigenous students. "new" day professional development opportunities were provided to indigenous workers and were useful in assisting the profile and professional identities of indigenous staff.

Strategic Direction 6:

Develop and support ongoing formation of teachers to enhance their capacity to respond to the vocation of teaching and to the ministry in Catholic Schools.

- There has been a concentrated effort to support the employment of culturally and academically qualified indigenous people at all levels of Catholic Education. In turn the provision of quality in-service opportunities to enable teachers to adopt pedagogical approaches that result in high level academic exceptions and achievement by indigenous students across all learning areas was delivered. A sustainable employment strategy for indigenous workers in Catholic Education was developed.

Strategic Direction 7:

Foster partnership with parents, carers and families in their role in children's education.

- Information was provided to indigenous parents and community organizations regarding the benefits of quality early childhood education. As a result there has been an increase in indigenous student's involvement in play groups, pre-prep and prep.
- An enrolment plan was developed which will lead to the enrolment of Indigenous student numbers reflective of the demographic and religious profile of the indigenous population for each particular school.
- There has been a positive move forward to the development and implementation of an employment, training and career advancement strategy through our schools and boarding colleges.

Strategic Direction 8:

Determine and apply resource methods and levels that support the implementation of the Strategic directions.

- Schools have been supported by culturally appropriate resources to enhance cultural awareness.
- There has been an increase in indigenous representation in involvement on decision making bodies.

RESOURCE SERVICES

Strategic Direction 2:

Create in each Catholic school an ethic of personal responsibility to provide hospitality and support for inclusiveness:

- Providing resource support for Indigenous Education and Student Support Services.

Strategic Direction 4:

Know and educate each student with a sustained commitment and effort to nurture and support their diverse capabilities and personal challenges, identifying and responding to each person's unique gifts and talents:



Students involved in the 2008 Indigenous Education 'Makin Trax' event

- Provision of resource services to support the Religious Education and Personal Development Education programs in our schools. In 2008 there was a particular emphasis on the development of an early childhood RE collection.
- Supporting school libraries to develop up-to-date, curriculum responsive collections and school library services that support the school's teaching and learning program. The particular emphasis for 2008 was the weeding of old collections and the implementation of whole school resource management strategies; the upgrading of library systems; the use of SCIS and SAM to implement National School Cataloguing Standards; and the Access Your School Library Project to encourage all school libraries to make their catalogues available to staff and students.
- Provision and promotion of online information resources such as Online Britannica and the InfoCentre catalogued websites.

Strategic Direction 6:

Develop and support ongoing formation of teachers to enhance their capacity to respond to the vocation of teaching and to ministry in Catholic schools:

- Supporting teachers undertaking ACU, Foundations and other RE study courses through the provision of print and online resources and the development of reading lists for specific Foundations modules and ACU units.
- Providing professional development for school library staff through Library Network Days and workshops such as Online Britannica Training and Libcode V6 Upgrade.
- Supporting Library Staff undertaking Teacher-Librarian courses (2) and Certificate III or IV in Library and Information Services (7) online from Capra Ryan or Gladstone TAFE.
- Providing professional development to school staff in copyright compliance and the use of online resources such as Online Britannica, the RE database and the LRC's Online InfoCentre catalogue.

Strategic Direction 8:

Determine and apply resource methods and levels that support the implementation of the Strategic Directions:

- Provision of resource services that are equitable and promote quality teaching and learning for all teachers and staff no matter what their location through the resource delivery service and access to online resource services such as the InfoCentre catalogue, the information databases, electronic newsletters, and the LRC webpage.
- Negotiation of a 2009-2010 pilot scheme to provide schools with online access to the EBSCO P-12 databases including ANZ, Literary, Science, History, and Points of View Reference Centres; ERIC and Education Complete; and Primary Search.



Ernie Christie

ASSISTANT DIRECTOR – RELIGIOUS EDUCATION,
CURRICULUM, INDIGENOUS EDUCATION & ICT

Strategic Direction 1:

Give faithful witness to the Mission of the Church expressed through the daily work carried out in each Catholic school

- Ensured all schools in the post School Renewal Validation phase celebrated the School Renewal process with liturgy (prayer) and presentation of the TCEO School Renewal Certification.
- Reviewed the impact of the Year 2000 Defining Features' Project and as part of the QCEC review, to identify future directions that need to be addressed to create better Catholic schools in the Diocese of Townsville.

Strategic Direction 2:

Create in each Catholic school an ethic of personal responsibility to provide hospitality and support for inclusiveness

- Guidance, speech pathology and other school support structures further developed in schools.



Student Support Services in counseling and speech pathology.

Strategic Direction 3:

Educate each student towards maturity in faith, leadership and responsible citizenship

- Encouraged participation by the student body in the School Renewal process.

Strategic Direction 4:

Know and educate each student with a sustained commitment and effort to nurture and support their diverse capabilities and personal challenges, identifying and responding to each person's unique gifts and talents

- Targeted Programs committee ensured the verification process for Students with Disabilities was updated.

Strategic Direction 5:

Critique the quality and richness of our students' learning as a key element of the School Renewal cycle and processes

- Assisted Principals in further utilizing the TCEO School Renewal Software package.
- Supported school Principals (particularly those having Validation as part of School Renewal in 2008) to meet the ever changing compliance and accreditation requirements as requested by governments and other authorities.
- Assisted schools in undertaking data driven improvement (e.g. point-of-entry and exit survey data; benchmark test data; Core Skills test data).

Strategic Direction 6:

Develop and support ongoing formation of teachers to enhance their capacity to respond to the vocation of teaching and to ministry in Catholic schools

- Reviewed and refocused the system led input to the Beginning Teachers towards developing a new Beginning Teacher Strategy 2009 -2013 (will include strategies re QCOT requirements and micro-skilling processes).
- Reviewed and re-emphasised with Principals the Teacher Appraisal process to enhance teaching and learning in our schools.
- Ensured all schools in the post School Renewal Validation phase celebrate the School Renewal process with liturgy (prayer) and presentation of the TCEO School renewal certification.
- Further implemented the revised TCEO "Leadership Framework for those in Positions of Senior Leadership" in schools.
- Developed a process to further and better acknowledge staff by consolidating recruitment, retention and exit strategies for all staff including an improved Staff Service Awards Process.
- Promoted the implementation of reviewed strategies in the Kids Feel Safe Handbook for schools.
- Ensured the Asbestos Roof Replacement program was completed in full
- Rolled out our new service award system for eligible staff.

Strategic Direction 7:

Foster partnership with parents, carers and families in their role in children's education including the primary role in faith education

- Refined TCEO Reporting Processes to parents and the wider community including fulsome web based reporting as per government compliance.

Strategic Direction 8:

Determine and apply resource methods and levels that support the implementation of the Strategic Directions



Billboard promoting the site of the proposed St Clare's Catholic School at Burdell

- Worked to gain accreditation/approval through the Office of Non-State Schools and Local Government for the development of a new Catholic school at Burdell and a new campus at Proserpine.
- Conducted a successful second round of the Aspirant Leader Project.
- Fully implemented the rural and remote incentive project.



Ross Horner
ASSISTANT DIRECTOR – SCHOOL SERVICES

Our Catholic Schools

Table of Schools



NAME	LOCATION	P PRIMARY STUDENTS	S SECONDARY STUDENTS	STUDENTS TOTAL	SCHOOL RENEWAL CYCLE	2008 APPROVED CAPITAL GRANTS	DESCRIPTION OF 2008 APPROVED CAPITAL GRANTS
PRIMARY ONLY							
Holy Spirit School	Aitkenvale	840		840			
Southern Cross Catholic School	Annandale	503		503			
Good Shepherd School	Rasmussen	398		398			
St Joseph's School	Mt Isa	363		363	2007 Audit/2008 Validation		
St Joseph's School	Mundingburra	423		423			
The Marian School	Currajong	390		390	2007 Audit/2008 Validation		
Our Lady of Lourdes	Ingham	306		306	2007 Audit/2008 Validation	State \$124,889 Subsidy \$100,000	Refurbish 3 GLA'S
St Joseph's School	North Ward	304		304	2007 Audit/2008 Validation	State \$635,445 Subsidy \$200,000	Construct new D Block
St Francis' School	Ayr	267		267	2007 Audit/2008 Validation	State \$176,111 Subsidy \$45,000	New Tuck-shop
St Catherine's School	Proserpine	284		284		State \$156,390	Construction 2 general learning areas, pedestrian travel, external services, site works, furniture, equipment
St Kieran's School	Mt Isa	186		186			
St Michael's School	Palm Island	126		126			
St Mary's School	Bowen	127		127			
St John Bosco's School	Collinsville	93		93			
St Joseph's School	Cloncurry	116		116		State \$856,466 Subsidy \$50,000	Conversion to provide admin, library and 1 GLA. Refurbish 1 GLA
St Colman's School	Home Hill	98		98			
St Patrick's School	Winton	44		44			
St Peter's School	Halifax	27		27			
St Francis' School	Hughenden	57		57			
Canossa School	Trebonne	25		25			
P TO 12 COLLEGES							
Ryan Catholic College	Kirwan	921	991	1,912			
St Anthony's Catholic College	Deeragun	660	293	953	Note 1	State \$2035,455 Commonwealth \$7,500,00 Subsidy \$1,121,000	Construction 11 GLA'S, pupil amenities, art, home economics, admin and covered land area
Columba Catholic College	Charters Towers	278	275	553		State \$302,465 Subsidy \$15,000	Refurbishment of Ryan Boarding Dormitory
SECONDARY ONLY							
Ignatius Park College	Aitkenvale		807	807	Note 2		Note 2
St Margaret Mary's College	Hyde Park		618	618		State \$523,930 Subsidy \$100,000	Refurbishment of 6 GLA'S
Good Shepherd Catholic College	Mt Isa		275	275			
St Patrick's College	The Strand		296	296	Note 2		Note 2
Gilroy Santa Maria College	Ingham		296	296			
St Teresa's College	Albergowrie		217	217		State \$1,167,291 Subsidy \$5,000	
Burdekin Catholic High School	Ayr		275	275			
Flexible Learning Centre	West End			65	Note 2		
		6,836	4,393	11,294			

Note 1: St Anthony's Catholic College: 2006 Years 8 & 9 Only

Note 2: Religious Institute School

Diocesan Education Council

Prayer and spirituality for Council members was the focus of the February 2008 Diocesan Education Council (DEC) annual Formation Day at Townsville Catholic Education Office. The Formation Day is an Induction program held for prospective and new members of the DEC and some current and new members of Catholic School Boards.

In 2008 the members were: Bishop Michael Putney, Sue McGinty, Cathy Day, Andrea O'Brien, Barbara Hayes, Bruno van der Heide, Chris O'Connell, John Nuttall, Sr Liz Wiemers, Rev Giles Setter, David Lagana, Alan Newman, Selina Miller and Neil Sarmardin.

At the end of 2008 Sr Liz Wiemers, Chris O'Connell, Neil Sarmardin and John Nuttall either completed their term of office or moved away and so new members have been recruited for 2009. Thanks were offered to these four members for their contributions over the years at the final Christmas dinner held in November.

The Diocesan Education Council met six times throughout 2008 and a visit in March to St Joseph's North Ward included a tour of the school facilities, a presentation by the North Ward Community of the plans for expansion of the school and morning tea with the staff. Visits to schools enables the Council to discuss current issues with the Principal, the Chair of the School Board and staff.

The DEC worked with staff from the CEO and other representatives to review six policies during 2008:

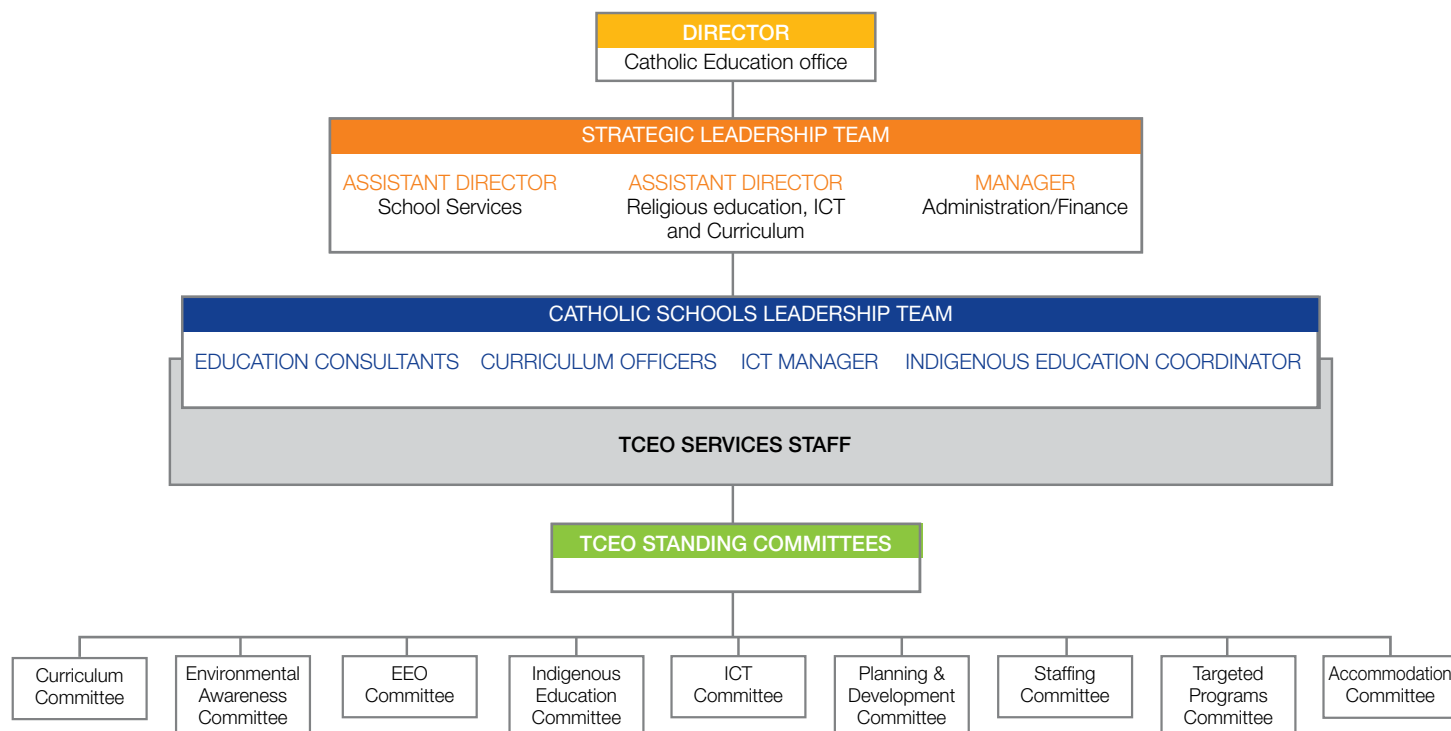
- Curriculum
- Christian Stewardship
- Approved Policy Process
- Marketing and Communications
- Employment
- Gender Equity



Dr Sue McGinty
CHAIR, DIOCESAN EDUCATION COUNCIL

We look forward to a busy and rewarding 2009 which will include a visit to our Southern Schools (St Catherine's at Proserpine, St Mary's at Bowen and St John Bosco at Collinsville), we will also visit Ryan Catholic College and Holy Spirit School.

Townsville Catholic Education Office Operating Structure Serving Catholic Schools in the Townsville Diocese 2008

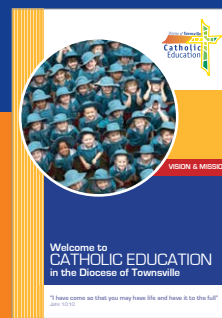


TCEO OPERATIONS ARE SHAPED AND INFLUENCED BY:-

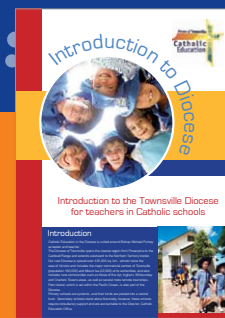
- DEC policies
- Defining Features of Catholic Schools
- Statement of Strategic Directions
- Catholic Church teachings
- DF&PC approvals
- Legislation
- State and Commonwealth Govt funding and accountability requirements
- State, Diocesan and Local P&F Views
- School Board views
- Principal Associations support
- QCEC policies
- Qld Directors of Catholic Education Forums
- QIEU (Qld Independent Education Union)
- Local school needs
- Community initiatives
- Parish and Diocesan pastoral plans
- University Programs and research
- QSA (Qld Studies Authority) syllabus
- Parental Choice
- Changing demographics

Publications

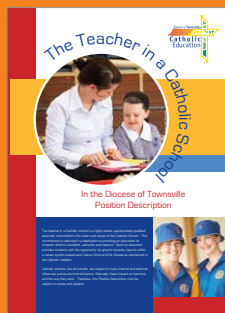
The following publications were released by the
Townsville Catholic Education Office in 2008:



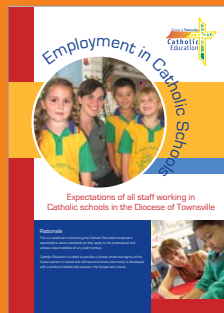
Welcome to Catholic
Education in the Diocese
of Townsville



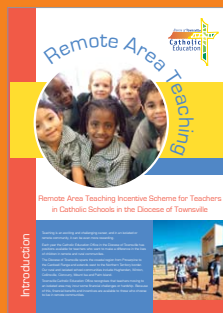
Intorduction
to the Dioocese



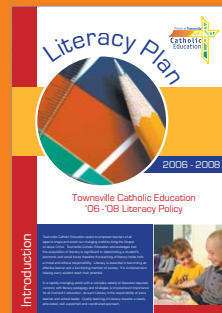
The Teacher in a
Catholic School



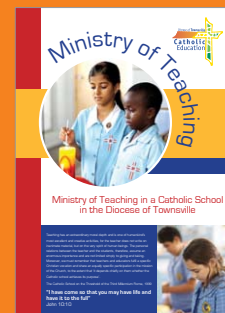
Employment in
Catholic Schools



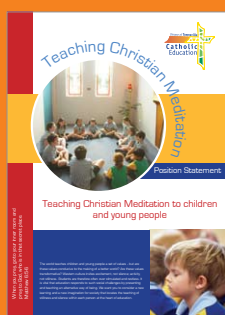
Remote Area Teaching



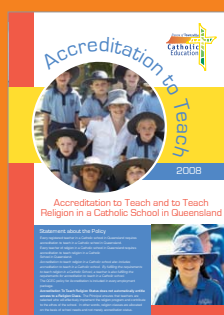
Literacy Plan



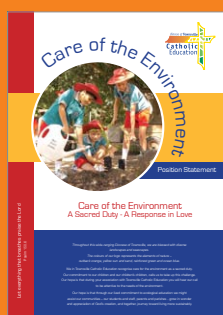
Ministry of Teaching



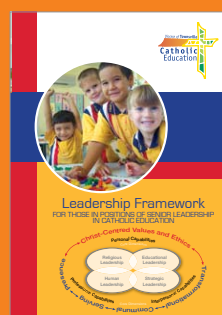
Teaching Christian
Meditation



Accreditation to Teach



Care of the
Environment



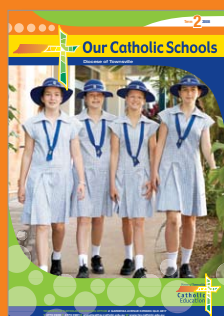
Leadership Framework



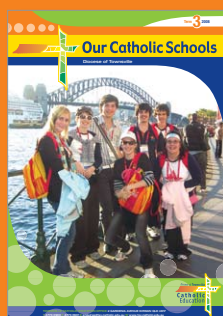
2007 Annual Report



Term 1 - Catholic
Education



Term 2 - Catholic
Education



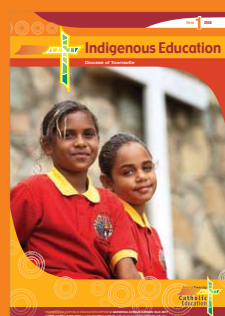
Term 3 - Catholic
Education



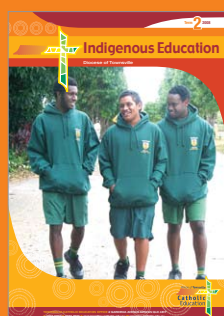
Term 4 - Catholic
Education



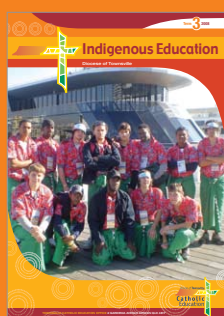
2008 Mulkadee
Arts Festival



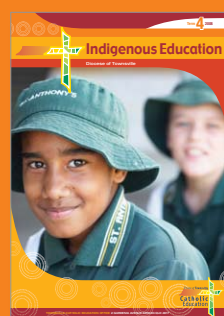
Term 1 - Indigenous
Education



Term 2 - Indigenous
Education



Term 3 - Indigenous
Education



Term 4 - Indigenous
Education

Financial Report

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2008

	2008 (\$)	2007 (\$)
REVENUE FROM ORDINARY ACTIVITIES	49,611,495	45,568,209
Tuition Expenses	(31,880,143)	(28,286,594)
Tuition Service Expense	(5,103,749)	(4,492,748)
Administration Expense	(2,452,520)	(2,319,688)
Program Expense	(6,819,272)	(7,145,485)
Depreciation Expense	(522,754)	(649,210)
Borrowing Costs Expense	(76,804)	(80,655)
Other Expenses from Ordinary activities	(122,160)	(153,941)
Carrying Amount of Noncurrent Assets Sold	(294,345)	(328,373)
SURPLUS FROM ORDINARY ACTIVITIES	2,339,748	2,111,515

BALANCE SHEET AS AT 31 DECEMBER 2007

CURRENT ASSETS		
Cash Assets	2,960,886	2,997,573
Receivables	3,024,273	2,374,813
Investments	4,713,087	7,901,245
Other	0	0
Total Current Assets	10,698,246	13,273,631
NON-CURRENT ASSETS		
Investments	1,700,000	2,573,221
Property, Plant and Equipment	12,821,649	6,590,789
Total Non-Current Assets	14,521,649	9,164,010
Total Assets	25,219,895	22,437,641
CURRENT LIABILITIES		
Accounts Payable	3,849,972	3,925,968
Interest Bearing Liabilities	224,454	224,454
Provisions	1,242,143	1,266,114
Total Current Liabilities	5,316,569	5,416,536
NON-CURRENT LIABILITIES		
Interest Bearing Liabilities	774,686	922,336
Provisions	4,818,882	4,128,759
Total Non-Current Assets	5,593,568	5,051,095
Total Liabilities	10,910,137	10,467,631
Net Assets	14,309,758	11,970,010
ACCUMULATED FUNDS & RESERVES		
Reserves	1,710,000	4,670,000
Accumulated Surplus	12,599,758	7,300,010
Total Accumulated Funds & Reserves	14,309,758	11,970,010

Diocese of Townsville Map



Queensland

North



TOWNSVILLE

North Ward

St Joseph's School	P
St Patrick's College	S (B)

West End

Edmund Rice Flexible Learning Centre	S
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Hyde Park

St Margaret Mary's College	S
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Mundingburra

St Joseph's School	P
Mary Mackillop Childcare	C

Currajong

The Marian School	P
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Anandale

Southern Cross Catholic School	P
--------------------------------	---

Cranbrook

Holy Spirit School	P
Ignatius Park College	S

Kirwan

Ryan Catholic College	P-12
Mary Mackillop Childcare	C

Rasmussen

Good Shepherd Catholic Community School	P
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Deeragun

St Anthony's Catholic College	P-12
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- P = Primary School
- S = Secondary School
- P-12 = Prep to Year 12
- C = Catholic Childcare
- B = Boarding Facilities

WESTERN REGION

Charters Towers	
Columba Catholic College	P-12 (B)
Hughenden	
St Francis' School	P
Winton	
St Patrick's School	P
Cloncurry	
St Joseph's School	P
Mount Isa	
St Kieran's School	P
St Joseph's School	P
Good Shepherd Catholic College	S

SOUTHERN REGION

Ayr	
St Francis' School	P
Burdekin Catholic High School	S
Home Hill	
St Colman's School	P
Bowen	
St Mary's School	P
Proserpine	
St Catherine's School	P
Collinsville	
St John Bosco School	P

NORTHERN REGION

Ingham	
Our Lady of Lourdes School	P
Gilroy Santa Maria College	S
Trebonne	
Canossa School	P
Halifax	
St Peter's School	P
Abergowrie	
St Teresa's College	S (B)
Palm Island	
St Michael's School	P

2008 Highlights



1. Cathy Day (Director, Townsville Catholic Education), Bill Sultmann (Director, Cairns Catholic Education), Mike Byrne (Executive Director, QCEC) and Leesa Jeffcoat (Director, Rockhampton Catholic Education) at the Queensland Catholic Education Commission meeting in Townsville.
2. Cathy Day, Bishop Michael Putney and North Shore Project Director, Michael McErlean, announced the proposed development of St Clare's Catholic School.
3. Teachers at The Marian School celebrate World Teachers' Day 2008.
4. Cathy Day with Diocesan nominees in the 2008 Catholic Education Week Spirit of Catholic Education awards.
5. Bishop Michael Putney, Cathy Day and students celebrate the launch of Catholic Education Week 2008.
6. Students from Good Shepherd Catholic Community School participate in the global campaign, *Stand Up Against Poverty*.
7. Secondary students at the launch of the 2008 program of the Sports Academy for Catholic Colleges.
8. Students from Holy Spirit School participate in the global campaign, *Stand Up Against Poverty*.
9. Torres Strait Islander dancers from The Marian School performed at the opening of *Dreamtime Trax*.
10. Aboriginal and Torres Strait Islander dancers from St Teresa's College performed at the opening of *Dreamtime Trax*.
11. Cathy Day with the recipients of the 2008 Diocesan P&F Mark Mappas Medallion at the Mark Mappas dinner.
12. Students participated in the 2008 Mulkadee Arts Festival.

2008 Highlights – World Youth Day



1. Students from Ryan Catholic College at World Youth Day.
2. Students from St Margaret Mary's College at World Youth Day.
3. Teachers from the Townsville Diocese about to embark on their pilgrimage to World Youth Day 2008.
4. St Anthony's Catholic College and parish pilgrims.
5. Bishop Michael Putney with pilgrims from Good Shepherd Catholic College and Mount Isa parish.
6. Teacher Anna Chandler, with students from Ignatius Park College.
7. Cathy Day with students from St Teresa's College, Abergowrie.
8. Teachers Kristen Escurale, Tracy Balanzategui and Tijana Zanghi.
9. Teachers Dianne Stevens, Erin Fuller, Caroline Fuller and Emma Duyvestyn.
10. Townsville pilgrims gather at World Youth Day.
11. The pilgrim group from Palm Island.
12. Teachers at Randwick Racecourse prior to the Papal Mass.



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 evangelizing 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, holistic education.
- Be sacred places where the spiritual life is nurtured.
- Be welcoming and open to all who seek a Catholic education.

Faith • Life • Learning
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