ANNUAL REPORT 2018
OUR CATHOLIC SCHOOLS

DIOCESE OF TOWNSVILLE MAP

NORTHERN REGION
Ingham
Our Lady of Lourdes Primary School
Gilroy Santa Maria College
St Mary Mackillop Early Learning Centre
Halfway
St Peter’s Catholic School
Abergowrie
St Teresa’s College

SOUTHERN REGION
Ayr
St Francis School
Burdekin Catholic High School
Home Hill
St Colman’s School
Bowe
St Mary’s Catholic School
The Whitsundays
St Catherine’s Catholic College
Collinsville
St John Bosco Catholic School

WESTERN REGION
Charters Towers
Columba Catholic College
Hughenden
St Francis Catholic School
Winton
St Patrick’s Catholic School
Cloncurry
St Joseph’s Catholic School
Mount Isa
St Kieran’s Catholic School
Mount Isa
St Joseph’s Catholic School
Good Shepherd Catholic College
St Mary Mackillop Early Learning Centre

TOWNSVILLE
North Ward
St Joseph’s Catholic School
Hyde Park
St Margaret Mary’s College
Mundingburra
St Joseph’s Catholic School
Mundingburra
St Mary Mackillop Early Learning Centre
Currajong
Marian Catholic School
Annandale
Southern Cross Catholic College
Cranbrook
Holy Spirit Catholic School
Kirwan
Ryan Catholic College
Kirwan
St Mary Mackillop Early Learning Centre
Rasmussen
Good Shepherd Catholic School
Rasmussen
St Mary Mackillop Early Learning Centre
Deeragun
St Anthony’s Catholic College
Burdekin
St Clare’s Catholic School
Burdekin
St Benedict’s Catholic School
Cairns
St Michael’s Catholic School
St Mary Mackillop Goodpool Early Learning Centre

This map is not to scale.
I was honoured to be appointed to the role of Executive Director of Catholic Education, commencing in April, 2018. Dr Cathy Day held the position for 14 years, and her significant contribution to education over a 46 year career was acknowledged in her retirement accolades. Since stepping into the position, school communities, parishes and our staff have offered warm welcomes and made my transition into the role a smooth one. I extend my thanks to Bishop Tim Harris and our parish priests for their support during this time.

The 2018 Townsville Catholic Education year commenced with 100 families welcomed at the new St Benedict’s Catholic School, Shaw. The contributions of federal and state governments and the many people who had helped in the planning and construction of this state-of-the-art addition to Townsville’s education community were acknowledged later in the year, when the school was officially blessed.

In honouring the late Bishop Putney, an inspiration of faith who passed away in 2014, the new road that was created for St Benedict’s has been named “Bishop Putney Avenue”.

This year saw an increase in the number of parents choosing Catholic education, supported by the excellent facilities and resources offered in all Catholic schools throughout the Diocese. Our growth comes despite a tough year for some of our rural communities and we have endeavoured to extend our pastoral care to families throughout our Diocese as they feel the effects of the drought and economic pressures.

We celebrated the Year of Youth with spectacular concerts for our secondary students in May, and in July, Townsville Catholic Education proudly hosted the state-wide launch of Catholic Education Week. Students from a number of our regional locations participated in the event, and were encouraged to feel connected to the Queensland Catholic Education community during this important celebration of the mission of our Catholic schools.

Spirit of Catholic Education Awards were presented to twenty-one recipients from throughout our Diocese, whose contribution to Catholic Education goes above and beyond the expectations of their daily roles. Hearing the stories of the award recipients makes me very proud to work alongside these people who make a difference to the lives of the people in our school communities on a daily basis.

Our Mulkadee Youth Arts Festival 2018 was a huge success with 1,000 students travelling from all 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.

An organisational review process was initiated to focus on the services and functions provided by the Townsville Catholic Education Office to our system of Diocesan schools. We believe that a periodic organisational ‘health check’ is important to help us stay true to our mission. The findings and recommendations were communicated to staff in early September, with a revised structure to include four directorates: Catholic Identity and Indigenous Education Services, School Development Services, Learning and Teaching, and Organisational Services.

Throughout the year, I have had the chance to meet many of our staff and I would like to take this opportunity to thank everyone for their hard work during 2018.

JACQUI FRANCIS
EXECUTIVE DIRECTOR
I would like to think that in my short time as the Bishop of Townsville, I have developed a close relationship with Catholic Education in the Diocese of Townsville. When I first arrived, Dr Cathy Day was our Executive Director and after Cathy’s retirement, I appointed Jacqui Francis as her replacement.

It is important that, as the Chief Teacher of the Diocese, I have a solid working relationship with the person who acts as my delegate. Cathy offered excellent leadership and Jacqui is following suit, so we continue to be served well with the highest of professional standards and expertise.

I, of course, want Catholic Education in this Diocese in particular to thrive and indeed grow. I would like to think that we would keep building schools to reflect the Catholic school difference that is powerfully evident to me. It must always be so because Catholic schools need to be different otherwise why would people choose one school system over the other.

Clearly, people choose our Catholic Education system for good reason for it is inclusive and life-giving as it seeks to focus on the whole person. Our students, in this sense, have a dimension to them that is palpable. The spiritual dimension, for example, is an important one in the Catholic School difference. Christian Meditation is practiced by all with wonderful results. I would declare that this spiritual experience would stay with our students their entire lives.

Students today, indeed all of us need to discover if we have not already, that spiritual side, for we all yearn for something more. We call that “something”, that someone, God in Jesus Christ and at Christmas He comes to fill that part of us that is empty. Our schools will always be places that seek to offer all our children and families this solid foundation.

I look back over the year with pride and joy at the achievements of Catholic Education, and I look forward with confidence and hope to 2019. Thank you students, teachers and parents for a great year. May there be many more great years to come.

MOST REV. TIMOTHY HARRIS
BISHOP OF TOWNSVILLE

Bishop Timothy Harris is pictured with the Townsville Catholic Education Deus Caritas Est Award recipients at the Catholic Education Week Mass. The award recognises loving service lived out with a faith conviction, and is offered to one Year 12 student every year from each secondary school across the Diocese.
## PRIMARY ENROLMENTS (PREP TO YEAR 6)

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>TOTAL STUDENTS</th>
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<tr>
<td>Holy Spirit Catholic School</td>
<td>700</td>
<td>St Francis School, Ayr</td>
<td>307</td>
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<td>309</td>
<td>St John Bosco Catholic School, Collinsville</td>
<td>60</td>
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<td>71</td>
<td>St Joseph’s Catholic School, The Strand</td>
<td>363</td>
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<td>Marian Catholic School, Currajong</td>
<td>372</td>
<td>St Peter’s Catholic School, Halifax</td>
<td>51</td>
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<td>41</td>
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<tr>
<td>Our Lady of Lourdes Primary School, Ingham</td>
<td>288</td>
<td>St Joseph’s Catholic School, Mount Isa</td>
<td>306</td>
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<tr>
<td>St Kieran’s Catholic School, Mount Isa</td>
<td>146</td>
<td>St Joseph’s Catholic School, Mundingburra</td>
<td>378</td>
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<td>St Michael’s Catholic School, Palm Island</td>
<td>101</td>
<td>St Patrick’s Catholic School, Winton</td>
<td>17</td>
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<td>St Clare’s Catholic School, Burdell</td>
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## SECONDARY ENROLMENTS (YEARS 7 TO 12)

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<td>Burdekin Catholic High School, Ayr</td>
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<td>Gilroy Santa Maria College, Ingham</td>
<td>291</td>
<td>St Margaret Mary’s College, Hyde Park</td>
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<tr>
<td>Good Shepherd Catholic College, Mount Isa</td>
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## PREP TO YEAR 12 ENROLMENT

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<th>PRIMARY STUDENTS</th>
<th>SECONDARY STUDENTS</th>
<th>TOTAL STUDENTS</th>
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<tr>
<td>St Anthony’s Catholic College, Deeragun</td>
<td>700</td>
<td>549</td>
<td>1249</td>
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<td>Ryan Catholic College, Kirwan</td>
<td>798</td>
<td>1073</td>
<td>1871</td>
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<tr>
<td>St Catherine’s Catholic College, The Whitsundays</td>
<td>385</td>
<td>238</td>
<td>623</td>
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<td>St Joseph’s Catholic School, Cloncurry (Prep – Year 9)</td>
<td>129</td>
<td>25</td>
<td>154</td>
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<tr>
<td>Columba Catholic College, Charters Towers</td>
<td>200</td>
<td>291</td>
<td>491</td>
</tr>
<tr>
<td>Southern Cross Catholic College, Annandale (Prep – Year 11)</td>
<td>660</td>
<td>411</td>
<td>1071</td>
</tr>
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</table>

## TOTAL STUDENTS

- PRIMARY 7271
- SECONDARY 4773

## SCHOOL CYCLICAL REVIEW 2018

- Good Shepherd Catholic College, Mount Isa 2018 Validation
- St Joseph’s Catholic School, The Strand 2018 Validation
- Our Lady of Lourdes Primary School, Ingham 2018 Validation
- St Francis School, Ayr 2018 Validation
- Marian Catholic School, Currajong 2018 Validation
- Gilroy Santa Maria College, Ingham 2018 Validation

## 2018 APPROVED CAPITAL PROJECTS

- Gilroy Santa Maria College, Ingham New hospitality centre and teaching spaces. $2,164,601
- St Teresa’s College, Abergowrie Construction of two new dormitories plus administration. $10,306,422
- Holy Spirit Catholic School, Cranbrook Two new teaching blocks and student amenities. $2,276,694
- St Benedict’s Catholic School, Shaw Construction of Stage 2 to include 8x GLAS, additional Administration and carparks. $3,731,154
- St Joseph’s Catholic School, Mount Isa New Library, 12x GLAS, student amenities, 2x Prep and Learning Support. $6,755,117
TOWNSVILLE CATHOLIC EDUCATION OFFICE
ORGANISATION STRUCTURE 2018

COMMUNICATIONS

DR CATHY DAY
EXECUTIVE DIRECTOR

ERNIE CHRISTIE
DIRECTOR – LEARNING, TEACHING AND CATHOLIC IDENTITY
Curriculum
Religious Education
Indigenous Education
Information and Resources

JACQUI FRANCIS
DIRECTOR – ORGANISATIONAL SERVICES AND CAPABILITY
Finance
(including Archives)
Staff Services
(including Reception)
Information Communications Technologies
Student Protection / Social Work

ROSS HORNER
DIRECTOR – LEADERSHIP AND SCHOOL DEVELOPMENT
School Services
School Building Services
Student Support Services
Gumburu

STAFF PROFILE AT A GLANCE

TOTAL STAFF
SCHOOL STAFF HEADCOUNT
Teaching Staff 1,232
Non-Teaching Staff 1,109
Boarding Staff 53
OSHC Staff 126

SCHOOL STAFF FTE
Teaching Staff 950.81
Non-Teaching Staff 681.41
Boarding Staff 44.13
OSHC Staff 36.17

SCHOOL STAFF

Teaching Staff
TOTAL 3,520
Female 2,050
Male 470

Total 1,137
Female 928
Male 209

Non-Teaching Staff
TOTAL 1,280
Female 1,054
Male 226

Staff in Senior Leadership Roles (Principal, DP, AP, RE, AP)
TOTAL 103
Female 68
Male 35

Female
Male
St Joseph’s Catholic School, Mundingburra hosted the Diocesan Launch of Caritas’ Project Compassion Appeal on Shrove Tuesday. Over 120 students, staff and representatives from Catholic organisations participated in a prayer service to reflect on God’s word and the work of Caritas Australia.

Students from around the Diocese, including a team from Southern Cross Catholic School, Annandale took part in the Quest for Knowledge competition in mid-May. 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 successful completion of Aboriginal and Torres Strait Islander Year 12 students across the Townsville Diocese.

The statewide launch of Catholic Education Week was celebrated in Townsville in July. We acknowledged 21 local Spirit of Catholic Education Award nominees, with Yvonne McDonald from Mount Isa recognised at a State level.

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 at the Townsville Entertainment and Convention Centre.

Recognising care for the environment as a sacred duty, St Margaret Mary’s College, Hyde Park, were awarded our Most Sustainable School accolade.
To celebrate the National Year of Youth, more than 1,600 senior students gathered at Ryan Catholic College, Kirwan and Good Shepherd Catholic College, Mount Isa in May for a performance by international inspirational singer/songwriter Jesse Manibusan.

School therapy dog, Marlow, has been a popular addition to Good Shepherd Catholic School, Rasmussen. She provides support and comfort to students.

St Catherine’s Catholic College, The Whitsundays received a $3.2million Australian Government grant to complete their infrastructure improvement master plan. The funding, along with State funding of $1.47million will allow the Early Years Campus to relocate to the Renwick Road site.

The Palm Island Centenary “Share our Journey” was celebrated in 2018. St Michael’s Catholic School staff and students organised and participated in events to reflect on the past, celebrate the present and invest in the future.

In September Year 6 students from across the Diocese, including St Joseph’s Catholic School, Cloncurry, gathered for the Townsville Catholic Education biannual Festival of Sport. The Festival provided a fun sporting opportunity for more than 350 students to mix before they go to high school.
The #makeachoiceyouwontregret campaign discusses the inappropriate use of social media. The campaign was presented at Burdekin Catholic High School, Ayr, and inspired Year 11 student, Taia Favale to write a song called ‘Change’. She performed the song for “RUOK” Day and at the Townsville Catholic Education School Law Conference in October.

Mini Vinnies from St Joseph’s Catholic School, The Strand is one of many active groups serving the school and local community. They supported St Vincent de Paul Society events and visited the Villa Vincent Aged Care Facility during the year.

Forty-eight Rugby League teams from around Queensland converged on Columba Catholic College, Charters Towers for the Confraternity Shield Carnival held in July.

St Teresa’s College, Abergowrie, held their annual NAIDOC event to celebrate the cultures and traditions of Indigenous Australians, especially the communities that make up the College family.

Students, staff and parents gathered for shared prayer in the newly established Mercy Garden at St Patrick’s Catholic School, Winton to celebrate the start of term 4.
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

ENHANCING TEACHER CAPABILITY
Townsville Catholic Education embedded the new appraisal processes for teachers, aimed at enhancing performance through self-review and professional appraisal. The process draws on the work of the Australian Institute for Teaching and School Leadership (AITSL) and teachers are supported throughout the process. The process included Position Description revision and update.

A review of the Policy for Accreditation to Teach and Teach Religion in our Catholic Schools was also completed, which included extensive consultation with stakeholders. The accreditation of teachers in our Diocesan Catholic schools aims to develop teacher competence and confidence to teach within our Catholic schools and, where required, teach the religious education curriculum in our schools to deepen students’ understanding of our Catholic tradition and the religious life of the school.

ENSURING STUDENTS HAVE THE FOUNDATIONAL SKILLS TO PROGRESS, GROW AND LEARN
All Townsville Catholic Education schools follow the Australian Curriculum and our schools have approved work programs for all learning areas. Leadership teams and teaching staff are tasked to ensure the curriculum is delivered in the most contemporary way, which achieves learning outcomes for all students. Our aim in all learning approaches is to stimulate each individual student’s love for learning and to ensure their individual needs are catered for.

Townsville Catholic Education has embedded the Building Explicit Teaching to Enhance Results (BETTER) Program to build and enhance staff understanding and skills in relation to the gradual release of responsibility instruction model. This program equips teachers with innovative tools that provide a structured, systematic and effective method for teaching academic skills.

St Clare’s Catholic School, Burdell runs a successful STEM program offering extended lessons to allow students to engage in problem solving, coding and advanced robotics.

St Kieran’s Catholic School, Mount Isa offers a range of programs to enhance curriculum delivery.

A Flexible Learning model has been adopted for a number of classes at St Joseph’s Catholic School, Mount Isa.
The central focus of the BETTER Program is the nature of learning and teaching in the classroom, and importantly the shift of cognitive load from the teacher to the learner. The role of the principal and other senior staff in leading learning is also a key aspect of the program.

Flexible Learning has been explored in many of our schools to support learning experiences. It is the collaboration of learning and social skills, within flexible learning spaces to maximise the outcomes for all students by meeting their individual learning needs.

**USE OF DATA TO IMPROVE LEARNING**

The effective use of data is embedded into the Townsville Catholic Education Strategic Actions and each school has a plan for using data to enhance teaching and learning, and to measure success and improvement. All teachers have access to specific information within their school data profile, and we are working to streamline the number of data sources to focus on student engagement and progress. An effective data use workshop was developed and will be conducted at staff meetings in 2019.

**PREPARE FOR QUEENSLAND SENIOR SCHOOL CHANGES**

Queensland is introducing new senior assessment and tertiary entrance systems, starting with students entering Year 11 in 2019. The changes aim to give students the skills they need for success in work and life in the future. Within the schools of the Townsville Diocese, the transition to the new system has been guided by the Townsville Catholic Education Senior Secondary Advisory Committee. Workshops were conducted for parents, and students have been involved in individual planning for their senior education. Teachers and school leadership teams participated in professional development to assist with the smooth transition to the new system.

**MAXIMISE OPPORTUNITIES FOR INDIGENOUS STUDENTS**

In collaboration with the Department of Prime Minister and Cabinet, the Emerging Leaders Incentive Scheme, the first program of its kind in Australia, was launched. The Scheme sets high expectations of our Indigenous students and families whilst rewarding and promoting a culture of high attendance, academic improvement and students fully engaged in their schooling. Students also participate in leadership, cultural, and wellbeing experiences and opportunities. The popular program quickly reached capacity, with nearly 600 students across the Diocese signing up.

Townsville Catholic Education’s successful JumpIt program will be merged into the Emerging Leaders Program from 2019. The program supplies Indigenous students with a positive pathway into further education, training or employment.

Transition plans are continuing to prepare senior students for their post school pathway. The focus is to monitor each student’s progress toward attaining the necessary points for a QCE, that the students are regularly attending school, and that they are on track to complete a VET qualification or an OP pathway.

In the July School Holidays, Townsville Catholic Education hosted inspirational writers, Dr Anita Heiss and former NRL player and Boxer Joe Williams to facilitate student writers’ workshops. The young people were nominated by their schools to participate and at the end of the day, groups of students presented a short scene that explored the NAIDOC Theme of “Because of Her, We Can”.

Popular with students at St Peter’s Catholic School, Halifax, the Indigenous Spirituality Garden is a place for learning about our First Nations People, to play and have quiet time.
A SAFE PLACE FOR LEARNING

This year has seen continued momentum through the ‘Kids Feel Safe’ strategy to support student safety and wellbeing with the addition of a Student Protection Officer, to support the Student Protection Coordinator. There has been a focus on developing the knowledge of school staff in topical matters such as cyber safety and student mental health and self-harm. The ‘#makeachoiceyouwontregret’ campaign, continued to focus on addressing issues of safe behaviour online by producing two news films with rural schools. School based activities were also launched during Child Protection Week 2018, to educate students about their personal safety.

ICT SYSTEM IMPROVEMENTS

Implementation continued on the new Student Information System, resulting in twenty-one schools now using this system. This implementation has involved significant ongoing consultation with school staff to ensure the system is fit for the requirements of our schools. A number of our secondary colleges also transitioned to the new timetabling software package. There has been ongoing discussion to ensure that the Student Information System functionality is aligned with relevant education policy that governs the sound operation of our schools.

This year has seen a continued focus on Townsville Catholic Education Information Technology and Services systems and architecture which is well planned to support learning and teaching into the future. Deep analysis of functional capability between legacy systems and new systems that are in the process of implementation has occurred.

2018 also saw the completion of a significant undertaking to equip schools with the infrastructure required to transition onto the National Broadband Network (NBN). This is expected to make better and lower cost options available to schools to ensure their connectivity needs.

TRAINING FOR POST SCHOOL OPPORTUNITIES

The VET programs offered in our schools are laying the foundation for a workforce of tomorrow, by developing skilled and adaptable employees for the future, and providing students with direct pathways into employment and further study. In 2018, all Year 10, 11 and 12 students who chose to study a VET qualification, were eligible for sponsorship that covered part of the cost of studying VET qualifications. This program is designed to make VET qualifications more accessible to students, and to enable them to choose a qualification that meets their individual needs, abilities and aspirations.

Townsville Catholic Education investigated a redesign of VET programs, based on the premise of co-responsibility. The proposal for a centralised registered training organisation was adopted and will see further investigation into streamlined procedures and processes, quality assurance, risk management and compliance across our Catholic schools.

Students at St Colman’s Catholic School, Home Hill have access to a range of IT devices to support their learning.

Students choosing to study for VET qualifications such as the Certificate II in Hospitality at Good Shepherd Catholic College, Mount Isa were sponsored by Townsville Catholic Education.
ENHANCING CATHOLIC SCHOOL IDENTITY PROJECT (ECSIP)

The Enhancing Catholic School Identity Project (ECSIP) continued to be a feature for understanding Catholic identity in our schools. Four schools and the TCE Office completed the ECSIP survey in 2018 and have received their data report which is being analysed and recommendations prioritised. Three TCE staff, three principals and one of our parish priests attended the Leuven University Intensive in Belgium mid-year. TCE continues to work with schools in clarifying understanding around the incorporation of the concept of schools being places of dialogue and developing Post Critical Belief.

Each of our schools practices Christian meditation. Three staff formation programs were conducted for school staff to deepen their understanding of contemplative prayer. The Secondary Schools Christian Meditation Retreat for students was revitalised with a special visit from Fr Laurence Freeman and Donna Mulhearn, a Sydney based peace activist who engaged deeply with the students and staff from a number of schools. The network of leading teachers in Christian meditation continues to be of value for the schools in supporting and promoting Christian Meditation.

Contemplation in schools continues to be enhanced by the installation of labyrinths and the further development of sacred spaces and gardens often coupled with significant symbols of indigenous spirituality.

PARISH AND SCHOOL PARTNERSHIPS

In 2018, the momentum in enhancing parish/school relationships continued with the implementation of strategies and ideas raised during a workshop held in 2017.

As part of preparations for Plenary 2020, students, staff and families were invited to engage in listening, dialogue and discernment about the future of the church in Australia. 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.

NATIONAL YEAR OF YOUTH

The Australian Bishops identified the liturgical year of 2018 as the National Year of Youth and Townsville Catholic Education, along with the Townsville Diocese Youth Engagement Officers organised an event to celebrate. More than 1,600 senior students from schools around Townsville gathered at Ryan Catholic College, Kirwan, and over 600 senior students from across Mount Isa gathered at Good Shepherd Catholic College for a performance by international inspirational singer/songwriter Jesse Manibusan. Jesse visited the two Townsville Catholic Education schools as part of his Australian Tour “Celebrate Youth: The Life You’re Living”. Working with any and every age group, Jesse has that knack to build instant rapport, connect to his audience, and create life-giving memories that help deepen faith and cultivate the joy that inspires service, sacrifice and the celebration of life.

In partnership with the Diocesan Youth Ministry Coordinator, school Youth Engagement Officers were appointed in secondary schools during the year. The program was a joint initiative between the Diocese of Townsville and Catholic Education to promote and encourage engagement with parish, school and Diocesan Year of Youth events and programs that will contribute to the vision for Religious Education.

Holy Spirit Catholic School, Cranbrook is one of many schools enjoying a strong relationship with their local parish.

For the students at St Francis Catholic School, Ayr, Christian Meditation is a daily part of their school routine.
PROMOTING THE WELLBEING OF STAFF AND STUDENTS

Enhancing the wellbeing of the members of our school communities has been a focus for Townsville Catholic Education across 2018. Wellbeing programs are implemented in schools which include mental, physical and spiritual initiatives so that students feel supported in their learning which will improve their achievement at school.

An organisational review saw the separation of Inclusive Education from our Student Support Services team. This separation allowed for the planning for a new direction for the Student Support Services Team’s many Guidance Counsellors to engage more actively in the pastoral care and wellbeing programs in their schools. Next year will see our students and schools benefit from the important restructuring work which has been attended to across 2018.

LEADERSHIP DEVELOPMENT

Our leadership programs provided professional opportunities for senior leaders and aspirant leaders to be supported in their roles. Principals and other leadership staff participated in the Leading with Integrity for Excellence - Governance for Catholic Schools program. The sessions aim to enhance participants’ executive leadership, and further develop their strategic and operational capability to assure high quality Catholic schooling delivery.

TCE endorsed Seven Habits of Highly Effective Leaders and Highly Effective Leadership Teams courses. On evaluation, 100% of participants gave a positive response with the surveys drawing comments noting how the courses supported leader well-being. A Conversational Intelligence course and Coaching Accreditation course also received excellent feedback. TCE again sponsored two Aspiring Leaders courses, and participants continue express appreciation for the part these courses play in their pathway to leadership roles.

A SHARED APPROACH TO PROTECTING STUDENTS

There has been ongoing participation by Townsville Catholic Education staff in various forums designed to enhance interagency support for vulnerable children. These forums have involved interaction and collaboration with organisations such as the Queensland Police Service Child Protection Investigation Unit, Family and Child Connect (FaCC), NQ Women’s Legal Service, Headspace and Evolve. Another example of the collaborative connection that TCE has with the Townsville community is the School Law Conference that was held in October 2018. This conference engaged the expertise of many local legal practitioners to present on topical legal matters for school staff across the Diocese.

DEVELOPING WORKFORCE STRATEGIES

The Townsville Catholic Education human resources strategy is continuing to develop with the addition of the role of Human Resources Manager, which will provide leadership across a broad range of functions including employee relations, remuneration, organisational development, recruitment and work health and safety. The workforce strategy continues to develop to meet the diverse needs of schools and the challenges we face in attracting and retaining school staff.

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.

Marian Catholic School, Currajong students celebrated their first ever Wellness Week putting a spotlight on developing emotional, social, physical and spiritual health through a range of outdoor and classroom activities.

Buddy benches such as this one placed at Our Lady of Lourdes Catholic School, Ingham encourage friendship, inclusivity and support for students.

Students from Gilroy Santa Maria College, Ingham regularly visit residents at the Palms Aged Care facility.
Townsville Catholic Education has implemented a comprehensive solar PV and lighting program across all schools in the Townsville Diocese, with the potential to eventually deliver up to a 40% reduction in energy consumption for each school. Townsville Catholic Education has installed solar panels in 28 of 29 schools throughout the Diocese, plus the Townsville Catholic Education Office.

Since the implementation of the program, over $1.38 million in savings has been delivered to date which positions Townsville Catholic Education as one of the cleanest education systems in the world.

Townsville Catholic Education continues to promote the importance of the environment and a sustainable future to students through education and involvement. Schools in the Townsville Diocese undertake a range of sustainable activities which promote best practice to schools and the wider community.

**CELEBRATING ACROSS OUR NETWORK**

In July, Townsville Catholic Education proudly hosted the state-wide launch of Catholic Education Week. Students from Mount Isa, Proserpine, Ingham, Charters Towers and a number of small regional locations participated in the event, and our students were encouraged to feel connected to the Queensland Catholic Education community during this important celebration of the mission of our Catholic schools.

Catholic Education Week 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 21 recipients.

Our Mulkadee Youth Arts Festival 2018 was a huge success. Almost 1,000 students travelled from all 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 2018 major concert finale was held on Friday 27 July, and followed a new format, with students performing scenes from the musical based on Alice in Wonderland.

The Mappas Award recognises the outstanding contribution individuals make to our school communities through the Parents and Friends Associations. The awards were held in October and presented to 25 worthy recipients from schools across the Diocese.

The Palm Island Centenary was celebrated across three weekend-long events from March to June. St Michael’s Catholic School staff and students actively helped organise and participate in the events that reflected on the past, celebrated the present and culminated in an investment in the future of the people of Palm Island.

**BETTER GOVERNANCE**

There has been collaborative work with school principals throughout this year to review the financial performance of their respective schools and to develop 2019 school budgets. The Finance Department has continued to provide Principals with advice and support regarding capital investments and operational issues. Supporting school finance skills capability, the Finance Department facilitated a Finance Conference during 2018 for Business Managers and Finance Secretaries to discuss current issues related to school finances. In July 2018, a Financial Management System was launched at the Townsville Catholic Education Office as precursor to rolling this system out to schools commencing in 2019.

During this year, there has been a focus on the development of a volunteer training and induction package for all schools to provide a consistent and uniform
approach to managing volunteers in schools. Townsville Catholic Education, in conjunction with other Queensland Catholic School Authorities, participated in discussions to work through the implications for Commonwealth funding arising from the changes to the Australian Education Amendment Act 2017 and the Australian Education Amendment Regulations 2017. These legislative changes will influence Commonwealth funding rates for the next few years.

GROWING WITH THE COMMUNITY

The 2018 Capital Round saw three of our schools secure more than $17.5 million in Capital Funding. The projects will be built during 2019.

Major maintenance projects completed in 2018 included:

- St Colman’s Catholic School, Home Hill – asbestos removal, classroom upgrades and fencing
- Gumburu Catholic Environmental Centre, Paluma – new bus turnaround
- St Francis Catholic School, Hughenden – new fencing

In addition to the works completed with the support of Government grants, major self-funded capital works to build a new library and science centre were completed at Ryan Catholic College, Kirwan. Good Shepherd Catholic School, Rasmussen also received an upgrade to the prep centre facilities, and improvements were made to the prep and administration centre at St Mary’s Catholic School, Bowen.
## INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Funding from:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commonwealth Government Grants</td>
<td>137,090,792</td>
<td>125,840,851</td>
</tr>
<tr>
<td>State Government Grants</td>
<td>34,434,141</td>
<td>33,383,903</td>
</tr>
<tr>
<td>Targeted Program Funding</td>
<td>0</td>
<td>4,410,421</td>
</tr>
<tr>
<td>Contribution from School Tuition Fees</td>
<td>4,450,883</td>
<td>3,954,729</td>
</tr>
<tr>
<td>Proceeds from Sale of Assets</td>
<td>246,618</td>
<td>1,301,916</td>
</tr>
<tr>
<td>Other Private Income</td>
<td>1,830,429</td>
<td>1,520,997</td>
</tr>
<tr>
<td><strong>Total Funding</strong></td>
<td><strong>178,052,863</strong></td>
<td><strong>170,412,817</strong></td>
</tr>
</tbody>
</table>

| **Operating Expenditure**      |            |            |
| School Salaries and On Costs (53 week pay year) | 113,971,690 | 104,563,282 |
| Tuition Service Expenses       | 36,714,724 | 32,483,874 |
| Distributions to Schools       | 26,405,743 | 26,347,329 |
| Administration Expenses        | 5,847,915  | 5,426,290  |
| Program Expenses               | 0          | 4,410,421  |
| Depreciation Expenses          | 668,325    | 673,376    |
| Other expenses from ordinary activities | 57,764    | 70,411    |
| Carrying amount of noncurrent assets sold | 203,211    | 571,003   |
| **Total Operating Expenditure**| **183,869,372** | **174,545,986** |

| **Operating Surplus /(Deficit)** | (5,816,509) | (4,133,169) |

Note: The operating deficit in 2018 reflects Townsville Catholic Education Office’s continued strategy to support educational outcomes through increased distributions to schools by reducing cash reserves.
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.