

Annual Report 2022



Churchie.

Anglican Church Grammar School
Oaklands Parade, East Brisbane Queensland 4169
Telephone: (07) 3896 2200
Facsimile: (07) 3891 5976
Email: info@churchie.com.au
Website: www.churchie.com.au

Introduction

Established in 1912, Anglican Church Grammar School (Churchie) is an independent boys' school for day students in Reception (prep) to Year 12, including boarding students in Years 7 to 12. At the end of 2022, Churchie's enrolment comprised 1840 students, including 127 boarders, four international students and 16 Indigenous students.

Churchie is a school of the Anglican Church of Australia, a member of the Great Public Schools' (GPS) Association of Queensland and an International Baccalaureate World School authorised for the delivery of the IB Diploma Programme and Primary Years Programme.

The School aims to be recognised nationally and internationally as a leader in educating young men, a vision embodied in Churchie's mission, founding tenets and values.

Our mission

Churchie's mission, the making of men, is articulated as the development of young men of good character, strong intellect and generous spirit who will move confidently into the global community and who will use their talents and gifts to lead and serve others.

Churchie achieves its mission through a focus across the tenets of:

- academic excellence
- personal growth
- spiritual awareness
- service.

As a leading education institution, Churchie values:

- future-focused learning and thinking
- a balanced curriculum
- emotional intelligence, wellbeing, and resilience
- tradition, culture, and community
- commitment to excellence
- respect, compassion, and support.

As a community, we exist to serve our core constituents of:

- students
- parents
- staff
- Old Boys (alumni).

Distinct curriculum offerings

Churchie offers a broad, liberal education based on the Australian Curriculum and Queensland Curriculum and Assessment Authority (QCAA) syllabuses.

Churchie is also an authorised IB World School for the delivery of the International Baccalaureate Primary Years Programme (PYP) and the Diploma Programme (DP). All Preparatory School students complete the PYP. Senior School students follow the

Australian Curriculum in Years 7 to 10, and then choose between the IB Diploma Programme or the Queensland Certificate of Education (QCE) in Years 11 and 12. A small number of Senior School students also have access to vocational education (VET) pathways and electives.

Preparatory School (Reception to Year 6)

Through the curriculum and learning framework of the PYP, Churchie's Preparatory School delivers the Australian Curriculum across all the primary year levels, Reception (prep year) to Year 6.

Reception (prep year) offers an ideal environment for a boy's first formal year of learning. Students experience an academic programme driven by both explicit instruction and an inquiry approach, empowering them with the skills to learn purposefully. They undertake studies in English, Mathematics, units of inquiry (including Science, Humanities and Social Sciences), Music, Visual Arts, Health and Physical Education, Japanese, Religious Education and Library. Within the Preparatory School, a broad and balanced curriculum focuses upon a range of subjects promoting a range of knowledge and skills allowing each student to discover and pursue their own interests.

Learning is enhanced through participation in weekly extension and enrichment activities with a strategic integration of technology where relevant. Small-group work across all year levels focuses on areas such as philosophy, problem solving and extension activities in literacy and numeracy. The Preparatory School offers a mixture of in-class support and external small-group support that is developmentally appropriate. It is Churchie's express intention that, as much as practicable, learning support in the Preparatory School is offered as an inclusive, classroom-based model.

A one-to-one laptop device programme for students in Years 3 - 6 and well-resourced design and digital technology facilities, enables students to be confident and creative lifelong learners.

The development of each student's character is supported through a Pastoral Care Programme and a strong commitment to Anglican values, explored through weekly chapel services and Religious Education lessons. Students have many opportunities for cocurricular achievement and personal growth, offering a dynamic learning experience beyond the classroom. Learning to lead and developing leadership skills is also an important dimension of the pastoral programme in the Preparatory School. Both formal and informal leadership opportunities are available to students in the school as well as opportunities to actively participate in the service life of the school.

Senior School (Years 7 to 12)

Year 7 at Churchie is a transition year as students commence their first year of secondary education. The academic programme supports students as they become more autonomous in their learning.

The Years 7 to 9 learning journey is supported by an interdisciplinary literacy programme, where students receive explicit instruction and experience around key reading and

interpretive skills, learn about effective research methodologies, and complete courses on academic integrity.

The whole Senior School curriculum is underpinned with a commitment to explicit instruction, where key principles from the science of learning (expressed in the School's study skills programme, A Learner's Toolkit) help to ensure maximum student engagement and success. Students are encouraged to be complex thinkers, responsive creators, active investigators, effective communicators, and active participants in a globally connected learning environment.

The pastoral principles and practices that underpin the academic and cocurricular programmes are founded on the belief that academic success and the capacity to flourish are built on knowing each student well.

The one-to-one device (laptop) programme, together with other digital resources, helps students to explore the world beyond the immediate classroom, enriches and builds efficiencies in the learning process, and allows students to develop skills essential for the future.

The Australian Curriculum in Years 7 to 10 reflects Churchie's commitment to a broad, liberal education. In addition to their core subjects (English, Maths, Science and Humanities), students in Year 7 and Year 8 study Visual Art, Drama, Music, and Design and Technology, and in Year 9 they are required to study at least one arts subject. As the School prepares students to be confident global citizens, all students undertake a second language (Mandarin Chinese, Spanish, French or Japanese) until the end of Year 9, whereupon they may choose to continue their language study in subsequent years. All subjects in Year 10 prepare students for the rigours of either the Queensland Certificate of Education (QCE) or the International Baccalaureate IB Diploma Programme pathway.

To be awarded a QCE, a student must complete a significant amount of learning to a set standard and in a set pattern, while meeting literacy and numeracy requirements. Students on the QCE pathway will study six General subjects, which must include English and a Mathematics subject, with an external examination for each subject. Students must also meet the Year 10 grade point average and subject pre-requisites to be well prepared for, and admitted to, the QCE pathway.

The IB Diploma Programme pathway offers a range of academic studies and learning experiences. It promotes conceptual learning, focusing on powerful organising ideas that are relevant across subject areas, and that help to integrate learning and add coherence to the curriculum. An IB pathway consists of six subjects, three of which are taken at a higher level and three are taken at a standard level. Additionally, there are three core components: the theory of knowledge; the extended essay; and creativity, activity, service. Students must meet the Year 10 grade point average and subject prerequisites to be well prepared for, and admitted to, the IB pathway.

The School has also made provision for vocational education and training (VET) subjects accessed through an approval process. These subjects are available in Years 11 and 12 only.

Within the Senior School, all learning support is implemented within regular classroom. Allocation of learning support resources is based on the ability and needs of individual students and classes.

Senior School students engage in leadership development training comprising theoretical and practical elements of leadership, personal development, service, personal challenge tours and outdoor education expeditions.

Extension and enrichment

Students in the Preparatory School are provided with many opportunities for enrichment and extension. Emphasis is placed upon the in-class differentiation of the curriculum to meet the learning needs of boys. Personalised learning staff consult with classroom teachers to assist in academic planning for boys requiring additional enrichment or extension. Differentiation of the curriculum is delivered in a small group setting outside the classroom context. Such programmes for more able students are offered as required for boys in Reception to Year 6.

Selected students are offered the opportunity to participate in G.A.T.E.WAYS workshops. Other opportunities include participation in a wide range of academic competitions including da Vinci Decathlon, Philosothon, Readers Cup, Quest, and Innovators of the Future. Additional Preparatory School activities include robotics, maths and literary extension, debating and chess.

Students in Years 7 to 12 are offered similar opportunities within the Aquila academic talent development programme. Churchie's gifted and talented programme in the Senior School is a critical part of our overall success as a vibrant, aspirational, and dynamic community. Students are offered a range of extension activities.

On an invitational basis, the Aquila programme allows students to participate in termly interdisciplinary units of study in diverse areas such as material science, economics, philosophy, linguistics, psychology, maths, literature, and physics. This is often accompanied by masterclasses from specialist teachers and supporting excursions, tailored to students in many ways to reflect age and stage capabilities and interests. These generally take place outside the normal timetable. Open to all students in Years 7 to 9, a complementary Scholar's Programme consists of a weekly session for students. This programme offers a range of extension opportunities and competitions such as the Big Science Competition, the Computational Algorithmic Thinking Competition, the Australian Geography Competition, and the Australian History Competition. Importantly, Churchie takes great pleasure in hosting various competitions including the Churchie Maths Challenge, the Churchie Humanities Challenge and the Churchie Literature Challenge.

There are bespoke extension programmes in Maths, Computing and Philosophy for students with exceptional potential and interest, and there are a range of university visits and excursions that our students can enjoy as well.

Cocurricular activities

Churchie offers an extensive range of cocurricular activities incorporating academic, sporting, and cultural and special interest activities for the benefit of all students.

Sports include basketball, cricket, cross country, football (soccer), rowing, rugby, swimming, tennis, track and field, volleyball, and water polo. Other activities offered include music, debating, public speaking, chess, drama, photography, and media. The drama and theatre activities offer students voice and speech tuition, the opportunity to participate in a major stage production, theatresports and stage crew for those interested in sound, lighting, and leading technical productions.

A notable hallmark of Churchie cocurricular is the breadth and depth of our programme, enjoying full support of students, allowing the School to provide the maximum number of teams across sports and a thriving variety of ensembles and programmes in the arts, with further growth set to continue as students recognise the fundamental importance of cocurricular involvement as part of their educational journey and the making of men.

The Duke of Edinburgh's International Award is open to boys from 12 years of age. This international programme operates in over 100 countries and is aimed at encouraging personal and social development.

Churchie has a strong Tri-Service Cadets (Army, Navy, Air Force) programme, which is well patronised by students from Churchie and surrounding schools.

In addition, Churchie has a strong community service programme, which supports organisations and clubs in the local community and those in need domestically and in various international locations.

Churchie has established clubs and societies to encourage the interests of students including Churchie Media, Stage Crew, Book Club, Art Hub, Maths Club, literary competitions, and science activities.

School culture

Churchie is an academic institution that aspires to excellence within an environment of intellectual curiosity and high expectations. The pastoral care of all students is integral to school life and is an open expression of our Christian foundation in the Anglican tradition.

Staff development

Corporate professional development days are provided for both teaching and corporate services staff. Issues covered on professional development days may include curriculum and pedagogical development, pastoral care and welfare, student protection, boys' education, ICT, emotional intelligence, workplace health and safety, staff wellbeing, educational management and leadership, and personalised learning.

For teaching staff, a range of additional professional development opportunities exist. The School is committed to supporting both internal and external experiences to inspire and support staff in all critical areas, aligned with the School's strategic vision.

In the Senior School, staff work in small Continue Learning Groups (CLGs) according to their own areas of professional interest, each group harnessing in-house expertise from our own

staff to develop and share interfaculty experiences, research, and practical solutions. Bespoke PD Café sessions allow different staff members to discuss key ideas that relate to different areas of pedagogy, curriculum development and boys' education.

In 2022, the Churchie Research Centre organised significant TeachMeet experiences for Churchie staff along with colleagues from other schools and universities. The School supports staff in undertaking further tertiary study, and the Harrop Fellowship provides an opportunity to any member of Churchie's teaching community to undertake a more significant (often international) professional development experience.

Pastoral care

In the Preparatory School, a multi-faceted approach to the provision of pastoral care is employed. Each student is a member of a class whose teacher is the chief pastoral carer for that class. Pastoral care teaching is both programmed and taught in response to evolving contexts within the class group. Class teachers are supported in their pastoral role by a team leader and by the Head and Deputy Heads of Preparatory School, the Prep Executive Teacher, and the Prep School Lay Chaplain, all of whom work with teachers, students, parents and, at times, other agencies to provide pastoral care for the students.

Students are also supported by Churchie's School Chaplain, Educational Psychologist and Prep School Guidance Counsellor. Support in the Prep School usually includes personal, spiritual, and emotional support.

Additionally, the Preparatory School values and associated social skills are taught daily, and an outdoor education programme sequenced from Year 3 to Year 6 helps the students to develop independence, responsibility, collaboration, relationships, and resilience.

The Preparatory School commenced implementation of the International Baccalaureate Primary Years Programme (PYP) at the beginning of 2015. In keeping with the structure of the PYP, each year level studies a unit of inquiry under the transdisciplinary theme of 'Who we are.' This transdisciplinary theme is an investigation into the nature of the self; beliefs and values; personal, physical, mental, social and spiritual health; human relationships including families, friends, communities, and cultures; rights and responsibilities; and what it means to be human. This learning is relevant to the pastoral care of the boys in the Prep School.

Matters of pastoral care are also discussed and managed using the framework of the IB learner profile and the PYP attitudes.

Pastoral care in the Senior School is delivered by housemasters through timetabled year group pastoral learning lessons and is supported by tutor teachers in their daily pastoral care sessions. The pastoral learning programme is sequential and age appropriate. It covers an array of topics, issues, and discussion points, with an overarching focus on individualised goal setting, resilience, and leadership. As the programme is conducted within the house structure, a warm environment is created allowing students to feel safe and to communicate openly.

The programme, based on pastoral group and house membership, offers students a sense of belonging and encourages participation in intra-school competition and community

service activities. It allows students to develop as both individuals and members of a larger community.

Senior School students are also supported by the School Chaplain, the Careers Guidance Counsellor, the School Psychologist, and the Head of Year 7. These professionals offer a range of services including personal, spiritual and emotional support, tertiary study, career guidance, and time management advice.

At the beginning of each term, all students from Years 7 to 12 review their time management and goal setting. The Senior School diary is an important aid in this process.

As part of the pastoral care programme, Year 7 is a unique year during which students transition from the primary school structure into secondary education. During Year 7, students are placed in a form with their Year 7 peers and are accommodated in the Year 7 precinct, which features excellent outdoor spaces and playing fields.

Years 7 to 10 students also undertake outdoor education that explores their responses to situations requiring resilience, responsibility, relationship building and resolve. These developing skills are enhanced through adventure-based outdoor pursuits.

Churchie also has in place stringent policies for the protection of children from harm and anti-bullying procedures.

Parental involvement

Churchie's Parents and Friends Association (P&F), and a range of support groups operating under its auspices, facilitate formal and informal parental engagement initiatives across the School. Support groups provide focused avenues to volunteer and fundraise particular sports or broader areas, such as boarding and music. The Parent Connect group coordinates a year level representative network focused on social engagement, classroom support and event involvement and community service, such as Meals on Wheels. Parents also support the Preparatory School Reading Programme and assist with sports activities and other key school events, including the annual Open Day and the Year 8 Grandparents' and Special Guests' Day. Parents also provide ongoing assistance at the Prep School Tuckshop, the Viking Café, and the Meals on Wheels service programme.

Employee information

Employee composition (including Indigenous staff)

In 2022 Churchie had 356 employee members, comprising:

- 228 full-time permanent
- 51 part-time permanent
- 77 casuals

Qualifications of employees

Highest level of education	Teaching staff	Corporate services staff
Certificate	0	7
Diploma	0	7
Bachelor	127	40
Masters	36	12
Doctorate or higher	6	1

Expenditure on and participation in professional development

Number	Total expenditure on teacher PD
All eligible employees	\$158,267.32

The participation of the teaching employees in professional development activities during 2022 was 100 per cent. The major professional development initiatives focused on teaching and learning strategies for the initial stages of the revised Queensland Certificate of Education, the IB Diploma Programme and Primary Years Programme and the necessary curriculum development. Other expenditure was primarily for teacher development in their fields of teaching.

Attendance

Average employee attendance based on unplanned absences of sick and emergency leave of up to five days:

Number of employees	Number of school days	Total days employee absences	Average employee attendance rate
279	180	1887	95.39%

Employee retention

	Number at end of previous year	Number of retained in the following year (the programme year)	Retention rate
Permanent teaching employees	169	160	94%
All employees (including casual)	356	331	92%

Reasons for exit:

- Career advancement/another position (29.63%)
- Contract end (22.22%)
- Retirement (12.96%)
- Personal reasons (35.19%)

Key student outcomes

Student attendance

The average attendance rate for the whole school as a percentage in 2022 was 95.80 per cent.

Year levels	Average student attendance rate for each year level in 2022
Reception	94.00%
Year 1	91.21%
Year 2	93.79%
Year 3	94.78%
Year 4	92.51%
Year 5	92.93%
Year 6	92.19%
Year 7	92.60%
Year 8	91.92%
Year 9	93.22%
Year 10	93.51%
Year 11	91.18%
Year 12	93.01%

Managing absenteeism

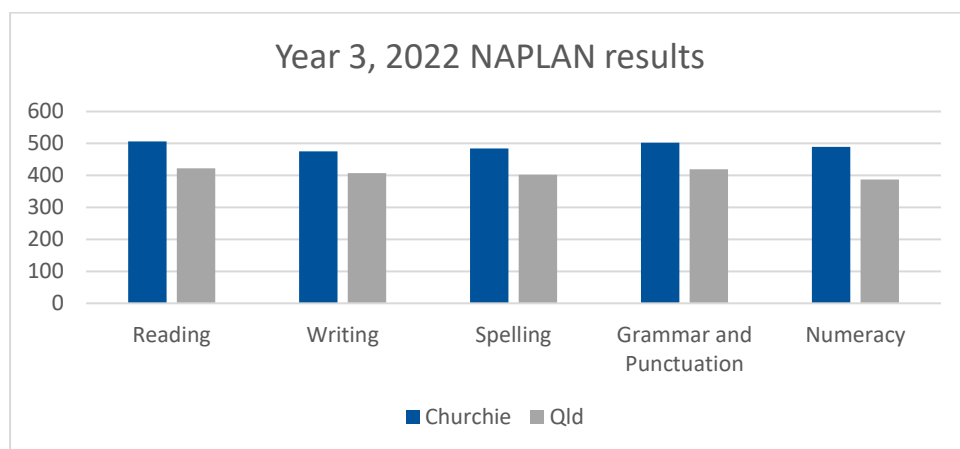
Churchie maintains records of all absentees. Medical certificates are required if a student is absent for assessment and this information is recorded in student files. Churchie receives communication regarding non-attendance by phone or email.

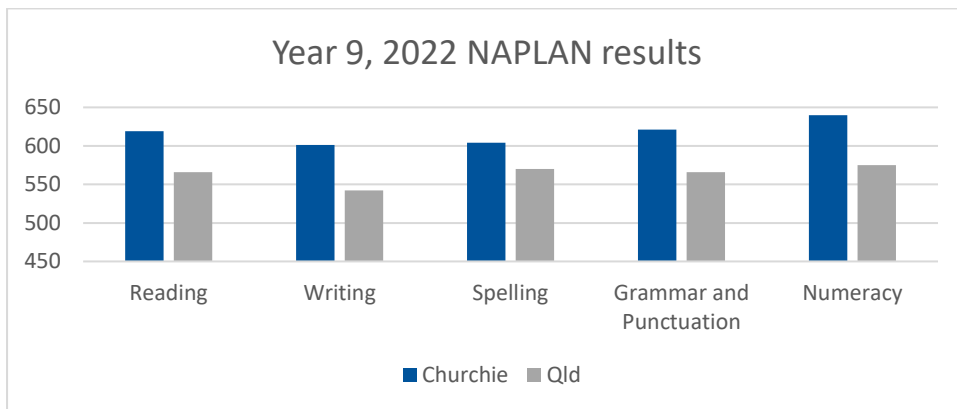
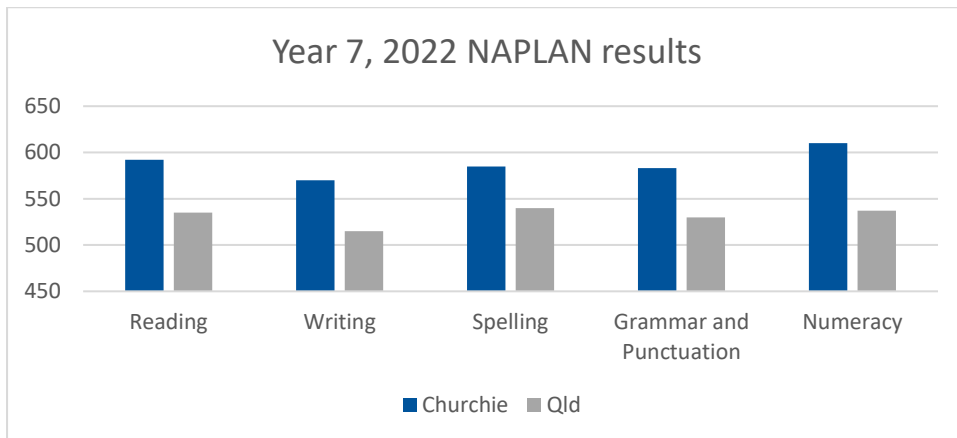
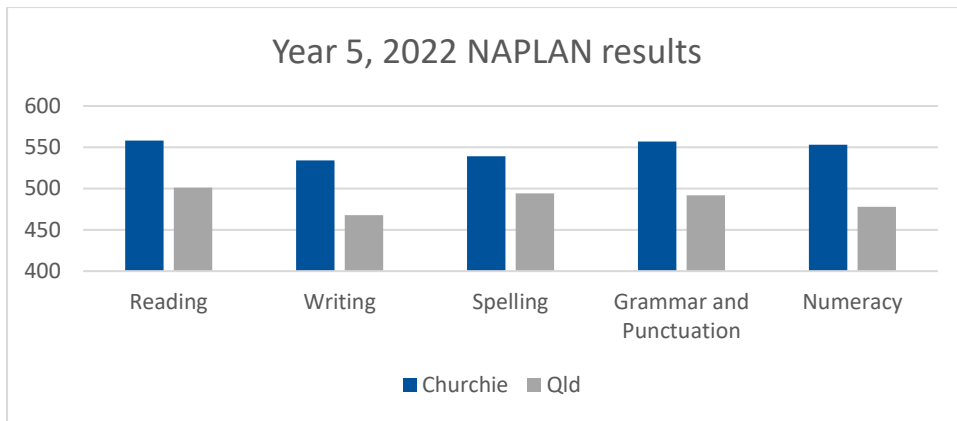
NAPLAN results

Starting in 2021, Churchie has completed NAPLAN online. The dynamics of NAPLAN Online are significantly different to the traditional tests intending to deploy technology and provide a more authentic snapshot of student skills. Particularly, the spelling test is administered via audio, and the questions of almost all other tests (except reading) can be revised by students as many times as they desire.

Both Year 7 and 9 achieved overall scores that placed them in the top 3 Churchie performances since the beginning of NAPLAN. Churchie performances in the domains of Reading and Numeracy, key indicators of ATAR performance, continued to be very high.

A rigorous analysis of our NAPLAN performance is undertaken each year to ensure the Years 7 to 9 skills development is meeting and exceeding the ACARA expectations. While continually evolving, our analysis showed that the Churchie programmes continue to bring value-add and our cohorts are consistently improving at a faster rate than average with respect to schools that are of a similar demographic.





Academic results of the Year 12 cohort

Churchie's class of 2022 achieved excellent results, and the Churchie community commends them on their success. The School also acknowledges teachers and parents for their dedication, support, and encouragement.

In summary:

- Four Churchie students achieved the maximum ATAR of 99.95, comprising three students from the QCE pathway and one student from the IB pathway (translated from the highest possible ACTAC* calculation from the maximum IB score of 45).

- 58% of the 2022 QCE cohort and 67% of the IB cohort achieved an ATAR over 90.00.
- Seven QCE students received an overall result of 100 in different QCE subjects and another 16 QCE students achieved an overall result of 99.
- Eleven IB students received a perfect score in at least one of their IB subjects.
- The median QCE ATAR was 91.90 and the median IB ATAR equivalent score was 93.25.

	QCE results 2022	IB results 2022
99+ ATAR (IB score of 42.5+)	15%	14%
98+ ATAR (IB score of 40.75+)	20%	19%
95+ ATAR (IB score of 37.5+)	36%	43%
90+ ATAR (IB score of 34+)	58%	67%
80+ ATAR (IB score of 28.75+)	85%	90%

We congratulate the class of 2022 for these very impressive results and acknowledge our outstanding staff and parents for their dedication, support, and encouragement.

We also acknowledge the success of students who completed our vocational pathway, many receiving Diploma of Business and Certificate IV qualifications.

Significant achievement and initiatives

Churchie Research Centre

The Churchie Research Centre achieved significant research outcomes throughout 2022. Much of the work centred on its flagship study skills initiative, A Learner's Toolkit, implemented through the Years 7 to 10 timetable. A Learner's Toolkit translates critical theories from the science of learning into the Churchie context. The translation programme consisted of training interventions using the quick review study strategy, engaging in creating a brain dump as an exam priming strategy, and the design and refinement of study trackers. The toolkit is now being expanded across partner schools, enabling students in Australia and internationally to benefit from the industry leading research of the Churchie Research Centre.

During 2022, the research centre continued to advance its translation of the science of learning into the classrooms at Churchie and elsewhere. In January, the project's first international peer-review paper was published in the prestigious British Educational Research Association (BERA) Review of Education. Building from this milestone, considerable efforts went into refining the A Learner's Toolkit preparatory learner behaviours, habits, and strategies through the Years 7 to 10 timetable. The process continued to see the translation of critical theories from the science of learning into the Churchie context.

In mid-2022, the Churchie Research Centre commenced its free and open access A Learner's Toolkit Partner School initiative. The underlying philosophy purported that there

should be no financial, geographic or system barriers to conducting high-quality, rigorous educational research and access to impactful and relevant curricula or resourcing for any school, teacher, or student anywhere. The work has seen the number of partner schools grow to 19 internationally. As the partner schools number grew, so did the project's critical friends. Ollie Lovell (Australia) and Sarah Cottingham (UK) joined both Professor Mark McDaniel (USA) and Dr Tom Perry (UK) in providing their expertise and time in-kind to the resource development and research work.'

Finally, 2022 saw increased participation and presentations at various educational conferences with Covid-19 pandemic restrictions eased and/or removed.

Master plan developments

During 2022, progress continued on key projects identified in the School's Master Plan, which captures the School's vision to provide students and staff with innovative, world-leading learning spaces. During 2022, the refurbishment of Gerald House (boarding residential) marked the completion of a series of upgrades to the School's boarding precinct to achieve world-leading residential facilities. Other refurbishments included upgrades to Prep School learning areas, establishing year level precincts with modern classrooms and shared learning plazas. Planning towards a future performing arts centre also continued as well as various residential and landscaping projects.

Emotional intelligence

Churchie has been dedicated to enhancing knowledge around emotional intelligence (EI), particularly in establishing the link between emotional intelligence and academic performance. Churchie's collaboration with Swinburne University continues to explore emotional intelligence initiatives and the way that various interventions can develop, challenge, and extend our students in a range of contexts. Our EI projects extend across the school, in both the Preparatory School and Senior School contexts, with links to the pastoral programme and the academic and cocurricular areas of the School. Evolving work in outdoor education, cocurricular pursuits and staff development is taking place.

Other information

Churchie retains, as its foundation, the four tenets established by Founder of the School Canon Morris: academic excellence, personal growth, spiritual awareness, and service. While the bedrock is the Christian faith pursued in the Anglican tradition, Churchie seeks to educate the whole student by pursuing a balance across the four tenets, placing great emphasis on the development of character and integrity. Churchie upholds a tolerance and respect for difference.

As an educational institution, Churchie is, at its heart, a place of learning and, accordingly, there is a high respect for intellectual endeavour. Churchie is dedicated to its mission, the making of men, through the development of young men of good character and generous spirit who will move confidently into the global community and who will use their talents and gifts to lead and serve others.

As learners, Churchie seeks to develop in its students the ability to be creative, to think critically while solving complex problems, to collaborate with their peers, and to be confident communicators. Central to this is immersing boys in challenging programmes that empower them to take responsibility. Such an environment, combined with high expectations, is one in which students can thrive. At Churchie we value academic resilience as a critical skill where effort is paramount.

As educators, we know that current generations face an uncertain future, with traditional pathways becoming highly dynamic. Rapid technological advances mean that industry cannot stand still. It is incumbent upon schools to embrace this challenge and seek to equip students with the critical skills to take advantage of the opportunities afforded by this dynamic global environment.

It is important that our students can engage with a broad, liberal education to gain the critical skills that will see them lead in, and contribute to, an ever-increasing globalised world. Such a culture must create a deep belief that every student is capable of successful learning and personal development. It must also give high priority to building and maintaining positive and caring relationships between staff, students, parents, and the wider community.