

Annual Report 2023



Churchie.

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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 2023, Churchie's enrolment comprised 1880 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 the Primary Years Programme.

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

In 2023, a new strategic plan *Our Strategy 2023 to 2027* was launched after extensive consultation with the School community. The key elements are:

Our ethos

As an Anglican School, Churchie is devoted to a vision of humanity shaped by the image of God, made visible in Jesus, present in every human being.

Our vision

To be viewed, globally, as a leading Anglican day and boarding school for boys.

Our mission

The Making of Men. To nurture and inspire men of character who will lead and serve communities across the world for the common good.

Our tenets

- academic excellence
- personal growth
- spiritual awareness
- service

Our values

- integrity
- courage
- respect
- faithfulness

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 while Senior School students follow the Australian Curriculum in Years 7 to 10 before choosing between the IB Diploma Programme or the Queensland Certificate of Education (QCE) in Years 11 and 12. Senior School students also have access to vocational education (VET) pathways and electives.

As part of developing the new strategic plan for 2023 to 2027, Churchie introduced a learning framework that was envisaged to represent the best teaching and learning practices for our students across the School, from Reception to Year 12. The Churchie Learning Framework visualisation reinforces existing practices, including explicit instruction, and identifies preferred methodologies to engage students and inspire success.

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 to Year 6.

Reception 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 features 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 from Year 3 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 Queensland Certificate of Education (QCE), International Baccalaureate IB Diploma Programme or vocational education 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 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 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 10, 11 and 12 only.

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

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, rowing, rugby, swimming, tennis, track and field, volleyball and water polo. Other activities offered include music, debating, chess, drama 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 development of the whole person.

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, 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

As a centre of educational excellence, Churchie is dedicated to the continuous refinement and advancement of teaching practices.

Staff 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. Professional development sessions allow different staff members to discuss key ideas that relate to different areas of pedagogy, curriculum development and boys' education.

In 2023, the Staff Development and Research Team introduced instructional coaching to the development programme. Also, the Churchie Research Centre's conference, A Matter of Translation, shared practice with educators across Australia and New Zealand.

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 Dean of Academics, 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 Psychologists 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,' 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 provided 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 and supportive 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.

The pastoral care of Churchie's boarding students is managed, in each residential house, by a core team of housemaster, assistant housemaster, housemother and resident master. Additionally the Director of Boarding oversees the programme, with boarding tutors, school nursing staff, careers, guidance and counselling staff, and Deans of Study providing support across all facets of school life.

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

Parental involvement

In 2023, the School established a new body, the Churchie Parents Advisory Association (CPAA), to be an interface between parents and the School. This was the culmination of a review of parental involvement school life. The CPAA replaced the Parents and Friends Association as the peak body of parent support group, which operate formal and informal parental engagement initiatives across the School. Support groups provide focused avenues to volunteer and fundraise for 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

In 2023 Churchie had 385 employee members, comprising:

- 237 full-time permanent
- 61 part-time permanent
- 87 casuals

Qualifications of employees

Highest level of education	Teaching staff	Corporate services staff
Certificate	0	6
Diploma	0	10
Bachelor	121	38
Masters	44	12
Doctorate	8	1

Expenditure on, and participation in, professional development

Number	Total expenditure on teacher PD
All eligible employees	\$234,198.43

The participation of the teaching employees in professional development activities during 2023 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 (FT+PT) employees	Number of school days	Total days employee absences	Average employee attendance rate
298	180	1839	96.57%

Employee retention

	Number at end of previous year	Number retained in the following year (the programme year)	Retention rate
Permanent teaching employees	170	156	92%
All employees (including casual)	385	354	92%

Reasons for exit:

- Career advancement/another position (22%)
- Contract end (7%)
- Retirement (13%)
- Personal reasons (58%)

Key student outcomes

Student attendance

The average attendance rate for the whole school in 2023 was 94.04 per cent.

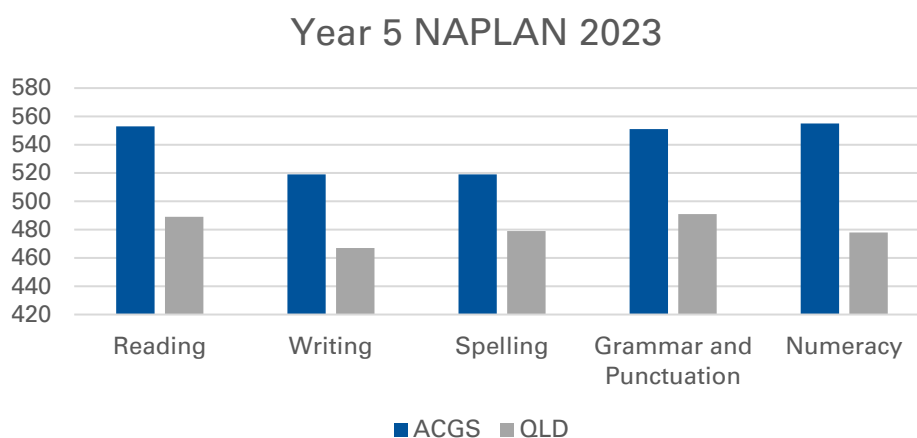
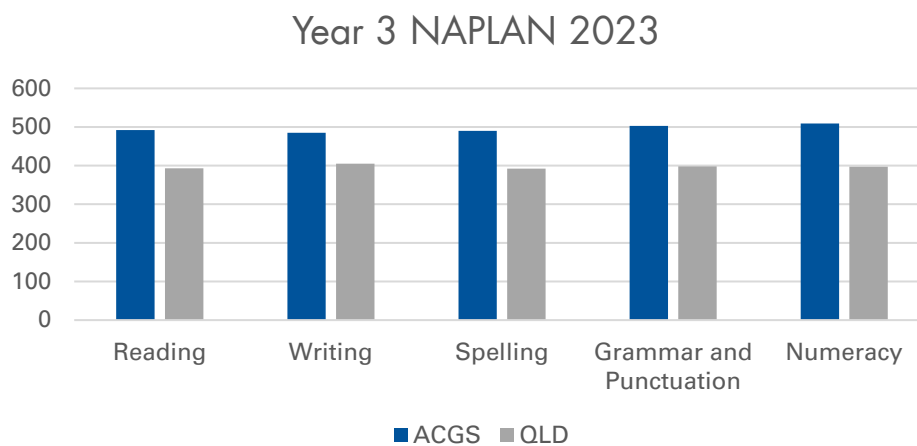
Year levels	Average student attendance rate for each year level in 2023
Reception	95.01%
Year 1	95.61%
Year 2	93.58%
Year 3	95.92%
Year 4	95.96%
Year 5	94.55%
Year 6	95.22%
Year 7	94.30%
Year 8	92.88%
Year 9	92.96%
Year 10	92.16%
Year 11	94.35%
Year 12	93.70%

Student absenteeism

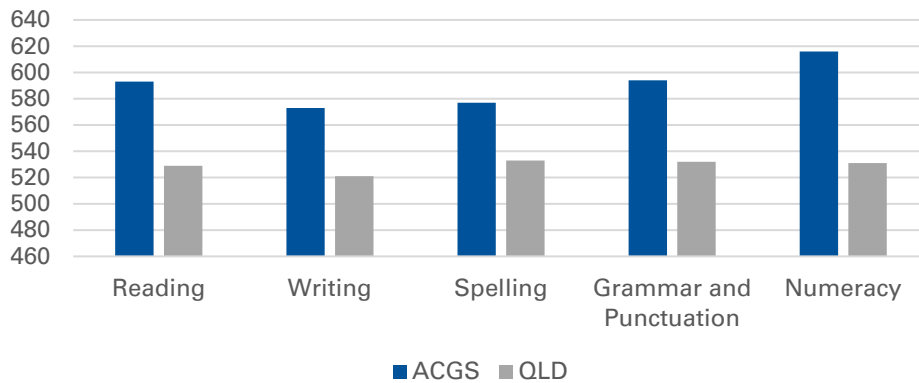
Churchie maintains records of all absentees. Medical certificates are required if a student is absent for assessment and this information is recorded in student files. Churchie receives communication regarding non-attendance by phone or email.

NAPLAN results

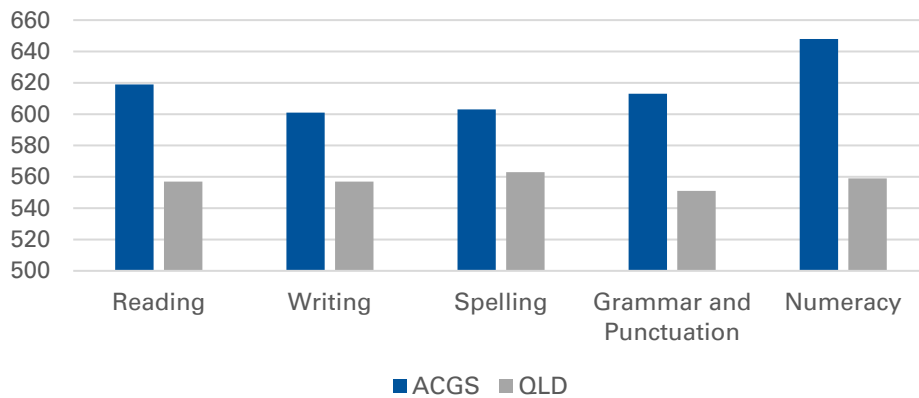
NAPLAN 2023 saw changes to both the reporting mechanism and completion dates, with testing moving from May to March. Now positioned in Term 1, NAPLAN continues to provide a snapshot of our Years 7 and 9 cohorts, providing valuable feedback on key skills across the core domains of literacy and numeracy. While only representing a singular data point, coupled with our internal metrics, the NAPLAN data informs our curriculum adjustments for each cohort as we constantly aim to maximise student skills and challenge them at a cohort and individual class level. In 2023, our cohorts performed strongly, in the sector and against the state.



Year 7 NAPLAN 2023



Year 9 NAPLAN 2023



Academic results of the 2023 Year 12 cohort

Churchie's class of 2023 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.

Queensland Certificate of Education

- Two students achieved the highest possible ATAR of 99.95
- 62% achieved an ATAR over 90.00
- 11 students achieved an overall result of 100% in different QCE subjects, and another 16 students with an overall result of 99%
- The Median QCE ATAR was 93

	QCE students 2023
99+ ATAR	14%
98+ ATAR	26%

95+ ATAR	40%
90+ ATAR	62%
80+ ATAR	94%

International Baccalaureate Diploma Programme

- A top score of 43 (out of a possible 45)
- 15.6% achieved IB scores over 40 (the world percentage was 1.56%)
- Our average IB score was 33 (the world average was 29.06)
- Our average subject grade was 5.20 (the world average was 4.62)
- 18 students received a perfect score in at least one of their IB subjects

Vocational education and training

Of students completing the vocational education and training (VET) pathway:

- 29 students received a Diploma of Business
- 15 students achieved a school-based Certificate IV qualification
- Several students completed external TAFE Certificate qualifications

Congratulations to the class of 2023 for these very strong results. The School acknowledges staff and parents for their dedication, support and encouragement.

Significant achievement and initiatives

Churchie Research Centre

The Churchie Research Centre continued to progress its significant research outcomes throughout 2023, providing wide-reaching benefits to educators and students around the world as well as to Churchie students.

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 classroom 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 being shared with and expanded across partner schools, enabling students in Australia and internationally to benefit from the industry leading research of the Churchie Research Centre. In 2023, there were 34 schools from four countries with formal partnerships with the research centre to integrate the toolkit within their context and curriculum.

Conclusion

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, respectful and caring relationships between staff, students, parents, and the wider community.