



**St Paul's
School**

St Paul's School
Annual Report
2016



create your own story!

Annual Report for St Paul's School 2016

St Paul's School is an independent school owned by the Anglican Diocese of Brisbane. Established in 1960 as a boys' secondary school. Today St Paul's School is a co-educational Pre-Prep to Year 12 School with an International School.

In 2016, the total enrolment of the School was 1376. The average student attendance rate for 2016 was 95.62% and retention of students from Year 10 to Year 11 was 91.78%.

Distinctive curriculum offerings

The purpose of St Paul's School is to prepare resilient, agile global citizens with an entrepreneurial mindset, a spirit for innovation and a heart for servant leadership.

To this end, the School has developed and trained all its staff in five Learning Realms. These Realms focus on key dispositions or ways of thinking that young people will need for the jobs of the future: entrepreneurial thinking, creativity, design thinking, inquiry, global sustainability. These are in addition to the growth of interpersonal skills which are developed through our Vertical Tutoring System.

In 2016, the School developed and ran the first Entrepreneur's Club. Students learned the lean start-up model alongside coaches from the corporate world. Two businesses were launched as a result.

Extra-curricular Activities

St Paul's School offers over fifty extra-curricular activities. These include, but are not limited to: sport, music, debating, cadets, dance, drama, art and chess.

We play in the T.A.S. sport competition against other co-educational schools across Brisbane.

Each year we offer up to twelve overseas tours to give students the opportunity to be immersed in other cultures.

In addition, all students are required to give a set number of community service hours. The pinnacle of this program is our Outreach Trip to Vanuatu. St Paul's School supports three remote communities and their schools on the island of Santo, sending groups of students to teach in their schools.

Parent involvement

St Paul's School has three core values: Faith, Learning and community. The education of a child is a partnership between the school and the family. The creation of a strong community enhances the learning of the students.

A key focus of the Parent Supporters' Association is the building of community. Any parent can become a member of the Supporters' Association, or they can become members of any one of the twelve Supporters' Groups (Junior School, Rugby, Football, Netball, Music, Swimming, Tennis, etc.)

We welcome parents into the classrooms for any number of activities, particular the Junior School.

On the School site we have a full-time barista working in our Coffee Shop, "Sippers". Parents can meet there once they have dropped their children at school.

Parental perceptions

Each year, St Paul's School conducts a parent engagement survey to assess parental satisfaction, their perception of the School and its reputation, and to take on board feedback and constructive criticism regarding School operations.

The 2017 survey received 209 parental responses (at time of publication) spread evenly across the School. This was the second year in which the School sought a Net Promoter Score (NPS), a standard measurement of customer advocacy across the corporate sector. The School's NPS was 24, up 19 points from 2016. This is a very pleasing result as it shows parental advocacy for the School on the rise.

Parents are continuing to buy into the School's mission and vision, with an increasing number of parents indicating that the School's focus on innovation and entrepreneurship is exciting and something they can believe in.

Staffing

In 2016, St Paul's School employed the full time equivalent of 165.72 staff, of whom 99.22 were teaching staff (inclusive of part-time staff).

The following table lists the qualifications of the St Paul's School teaching staff. A number of staff are currently studying for, or completing their Master's Degrees.

Qualification	Percentage of classroom teachers and school leaders at the school
Doctorate	2%
Masters	19%
Bachelor Degree	73%
Diploma	5%
Certificate	0%

Retention of staff to 2017 was 92.2%.

Staff attendance for 2016 after sick leave, leave without pay, etc. was 97.3%.

	Approx. Possible Attendance Hours	Approx. Actual Attendance Hours	%
Non-Teaching	99,033.45	96,511.20	97.5%
Teaching	114,278.40	110,965.28	97.1%
Total	213,311.85	207,476.48	97.3%

Professional Development of staff

St Paul's School owns the Centre for Research, Innovation and Future Development. The Centre manages ongoing research projects and partnerships with universities that look at best teaching practice. It also manages the School's appraisal systems and professional development programs.

The majority of professional development for staff is run through The Centre. Courses have been designed by our Heads of Learning to support the implementation of the Learning Realms in every classroom across the School to ensure that all students have the 'soft skills' needed for the jobs of the future. The model of professional development at St Paul's School is extremely cost-effective, and has been shown to grow the practice of all teachers.

In addition to the courses offered by the Centre, most staff are allocated a learning coach to support their attainment of their professional learning plan.

For 2016, the total expenditure on external professional development was \$68,386, or \$720.00 per teacher.

In addition to the external professional development, eleven courses, totalling three hundred and forty-five (345) hours of professional development, were offered through the Centre at no cost. One hundred and two (102) staff attended one or more of these courses.

Academic Performance

NAPLAN Results for 2016: The results of St Paul's School are indicated by the red line

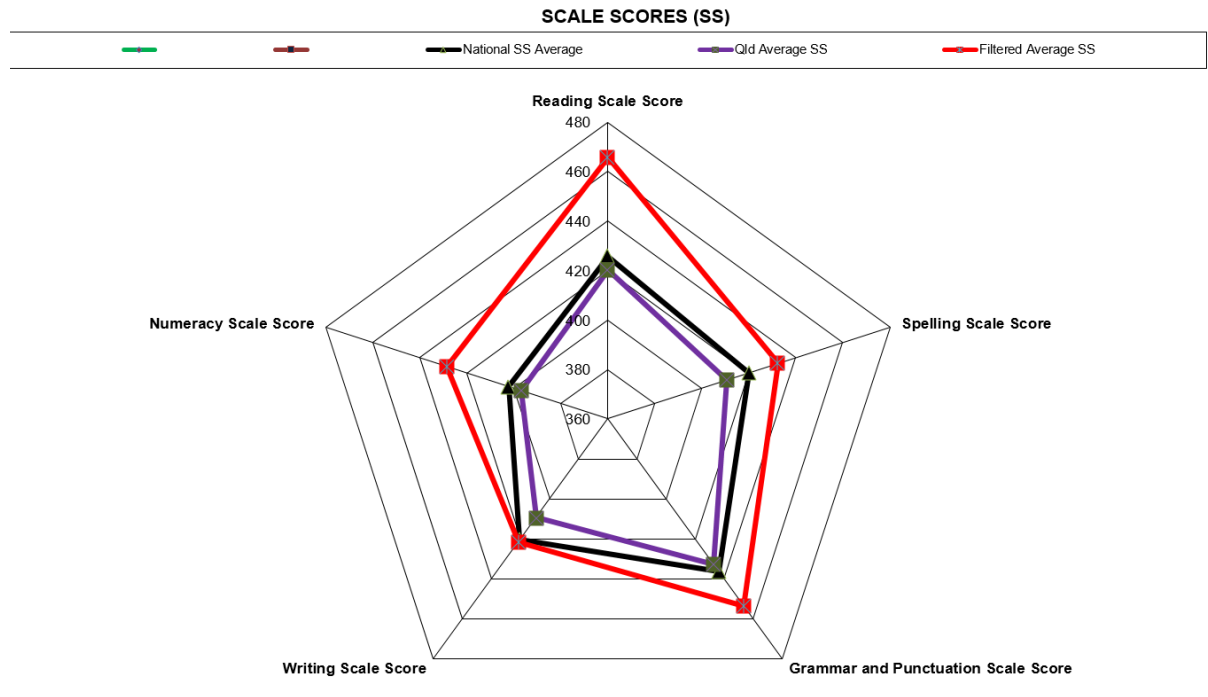


Figure 1 Year 3 2016 NAPLAN Results

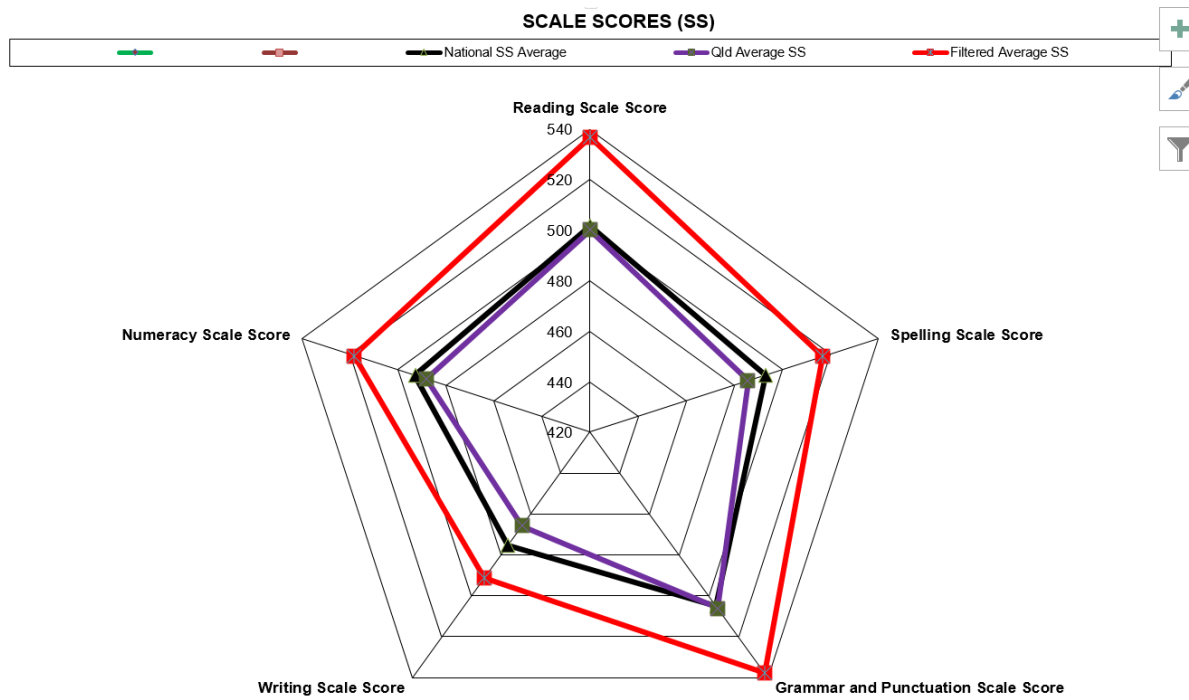


Figure 2 Year 5 2016 NAPLAN results

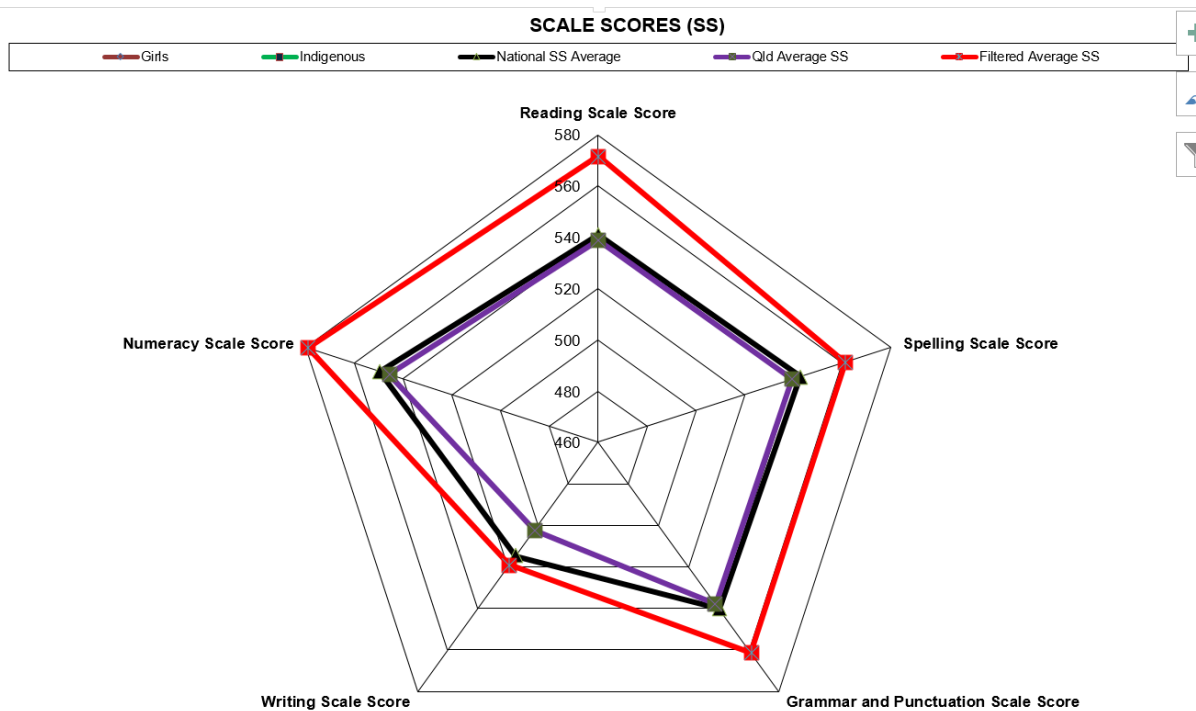


Figure 3 Year 7 2016 NAPLAN Results

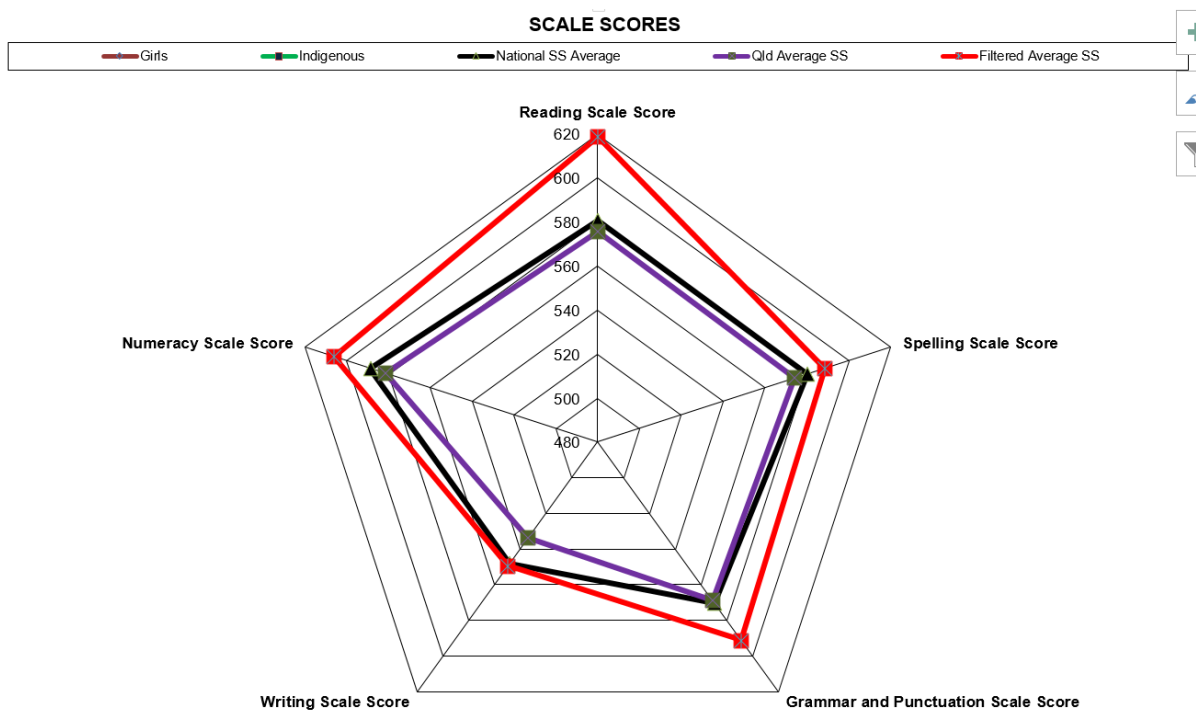


Figure 4 Year 9 2016 NAPLAN Results

For 2016 *writing* was the weakest area as measured by the NAPLAN test. Further analysis showed that the results (while not poor) were impacted by students' ability to paragraph. This could have been a result of exam pressure, but nonetheless, teachers are focusing on this skill in 2017.

2016 OP results

Overall the OP results of 2016 were equal to the best the School has ever achieved. The average domestic OP of 8.98 was the School's best result. The School was ranked 21st in the State on the basis of its 0–5 OP results for 2016.

These results are even more remarkable when the participation rate is considered. In 2016, 90.4% of the Year 12 cohort achieved an Overall Position (OP). All students at St Paul's School are able to gain an OP if they so desire. Our goal is to support every student to attain their goals, rather than having a focus on the School's overall achievement, or the top students. That is why we measure our School's achievement in the *average OP* rather than the number of OP1s or the percentage of students who gained a 1–15.

QCS Grade	Total	Visa	Domestic	Percentage
A	35		35	27.78%
B	40	1	39	30.95%
C	36	3	33	26.19%
D	28	9	19	15.08%
n/a	2		2	
Grand Total	141	13	128	

OP	Total	Visa	Domestic	Cumulative	%Cumulative
1	5		5	5	3.91%
2	6		6	11	8.59%
3	12		12	23	17.97%
4	12		12	35	27.34%
5	9		9	44	34.38%
6	7	2	5	49	38.28%
7	4		4	53	41.41%
8	13	1	12	65	50.78%
9	10	3	7	72	56.25%
10	11	1	10	82	64.06%
11	6		6	88	68.75%
12	7	1	6	94	73.44%
13	10	1	9	103	80.47%
14	4	1	3	106	82.81%
15	1		1	107	83.59%
16	7	1	6	113	88.28%
17	4		4	117	91.41%
18	6		6	123	96.09%
19	2	1	1	124	96.88%
20	2		2	126	98.44%
21	2	1	1	127	99.22%
22	1		1	128	100.00%
Grand Total	141	13	128		

Average OP – Total	Average Op – Visa	Average OP – Domestic
9.23	11.69	8.98

2016 Vocational Education results

In School:

- 8 students completed a Cert I Engineering
- 8 students completed a Cert I Manufacturing
- 17 students completed a Cert III in Fitness
- 5 students completed a Cert III in Technical Production

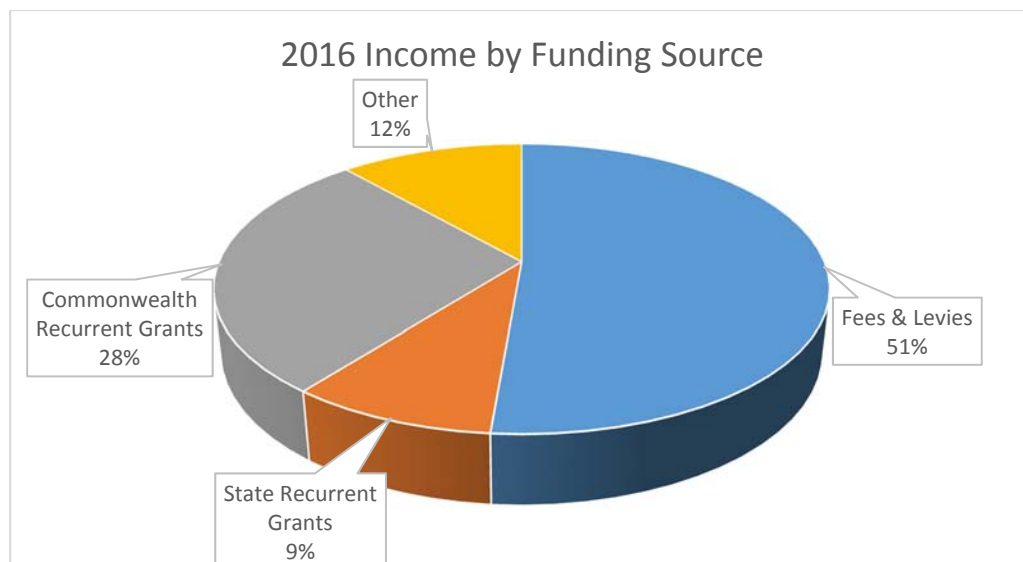
Outside School:

- 1 student completed a Cert I
- 8 students completed a Cert II
- 8 students completed a Cert III
- 1 student completed a Cert IV
- 1 student completed a Diploma
- 1 student undertook a school-based apprenticeship

Finance

The following table shows the income received for 2016 by source:

INCOME	
Fees & Levies	14,229,869
State Recurrent Grants	2,553,686
Commonwealth Recurrent Grants	7,746,910
Other	<u>3,183,779</u>
	<u>27,714,244</u>



CONNECT WITH US

Visit 34 Strathpine Road, Bald Hills, Qld, 4036, Australia

Phone +61 7 3261 1388

Email enquiries@stpauls.qld.edu.au



An Anglican co-educational school from Pre-Prep to Year 12.

The Corporation of the Synod of the Diocese of Brisbane Trading as St Paul's School. CRICOS: 00515F