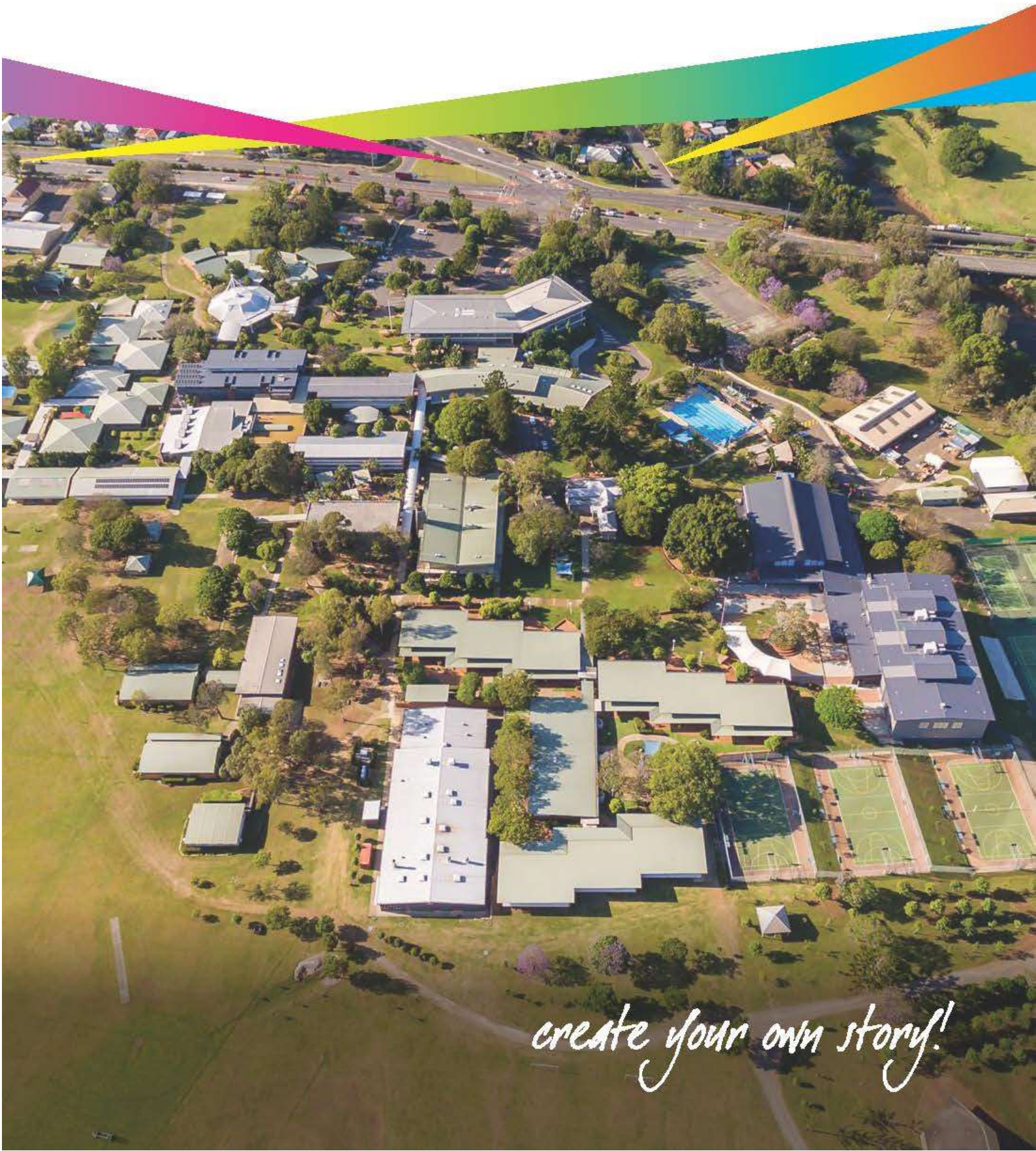




**St Paul's
School**

2017
ANNUAL REPORT



create your own story!

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 is a co-educational Pre-Prep to Year 12 School with an International School.

In 2017 the total enrolment of the school was 1374 (including the International School). The average student attendance rate for 2017 was 94.94% and retention of students from Year 10 to Year 11 was 94.65%.

Distinctive curriculum offerings

The purpose of St Paul's School is to prepare resilient global citizens, who are innovative thinkers, with a heart for servant leadership.

To this end the School has developed and trained all its staff in approaches to teaching called Realms of Thinking. 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 2017 the School further developed a third pathway for learning in addition to the traditional academic and vocation pathways: an Entrepreneurial Pathway.

St Paul's School was listed amongst the 40 most innovative schools in the country, and has recently been listed amongst the top 100 most innovative learning organisations in the world in Cambridge University's Innovation 800 series.

Extra-curricular Activities

St Paul's School offers over 50 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 12 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 12 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 fulltime 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 2018 survey received 185 parental responses (at time of publication) spread evenly across the School. This was the third year in which the School sought a Net Promoter Score (NPS), a standard measure of client and customer advocacy across the corporate sector. The 2018 NPS is 19, down slightly from 2017. However, this is still far above the global benchmark score of 13.

Staffing

In 2017 St Paul's School employed the full time equivalent of 168.1 staff, of whom 101.2 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 Degree.

Qualification	Percentage of classroom teachers and school leaders at the school
Doctorate	3%
Masters	24%
Bachelor Degree	70%
Diploma	3%
Certificate	0%

Retention of staff to 2018 was 88.5%

Staff attendance for 2017 was 97.1%

	Approx Possible Attendance Hrs	Approx actual attendance Hrs	%
Non-Teaching	99,996.35	97263.21	97.3%
Teaching	116582.40	113,089.98	97.0%
Total	216,578.75	210,353.19	97.1%

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 Realms of Thinking 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 develop 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 2017 the total expenditure on external professional development was \$52,699.

In addition to the external professional development 17 courses totalling 761.5hours of professional development were offered through the Centre at no cost. 83 staff attended one or more of these courses.

Staff Profile

St Paul's School expects that teachers who have been teaching for seven years (i.e. Step 7) will be working as Highly Accomplished 1 and teachers who have been teaching for nine or more years (i.e. Step 9) to be working as Highly Accomplished 2; and, 15-25% of teaching staff will be a Lead Teacher level as described by the Australian National Professional Standards and as measured by our appraisal systems.

The School employs high performing graduate teachers where possible and supports their career progression through a mentoring program.

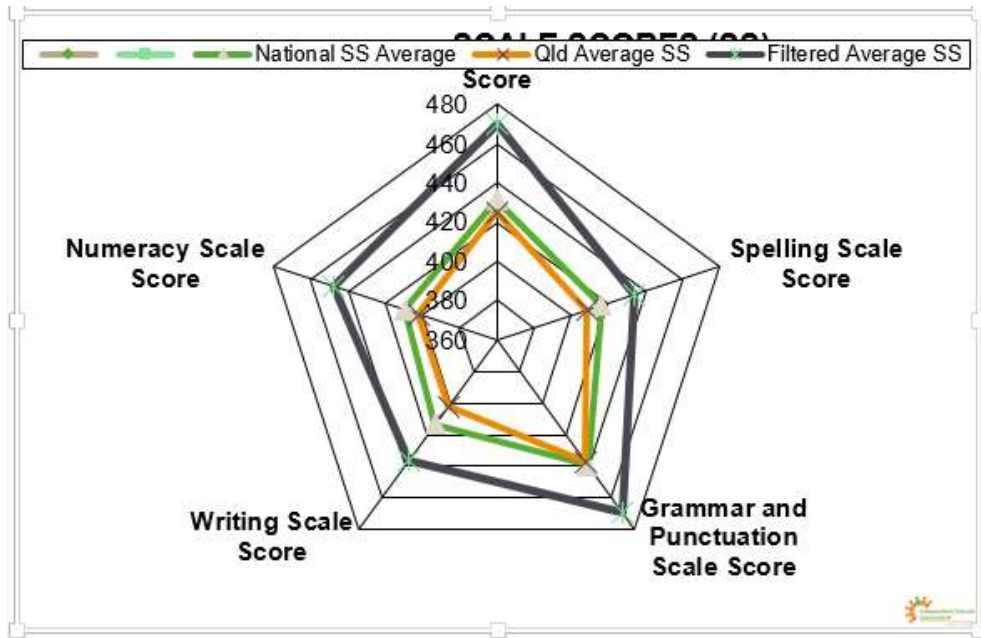
While there were a number of graduate teachers on staff in 2017, their practice was already classified as 'Proficient' as defined by the National Professional Standards for Teachers. 68% of staff were classified as Highly Accomplished and 28% as Lead.

	Graduate	Proficient	Highly Accomplished	Lead
2017				
Actual	1.32%	5.26%	65.79%	27.63%

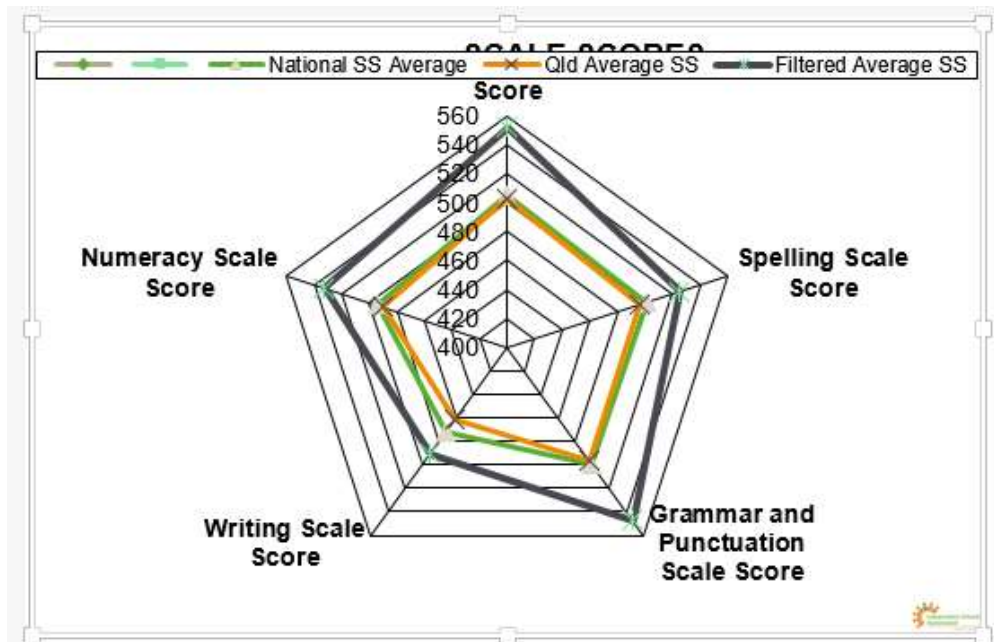
Academic Performance

NAPLAN Results for 2017: The results of St Paul's School are indicated by the purple line

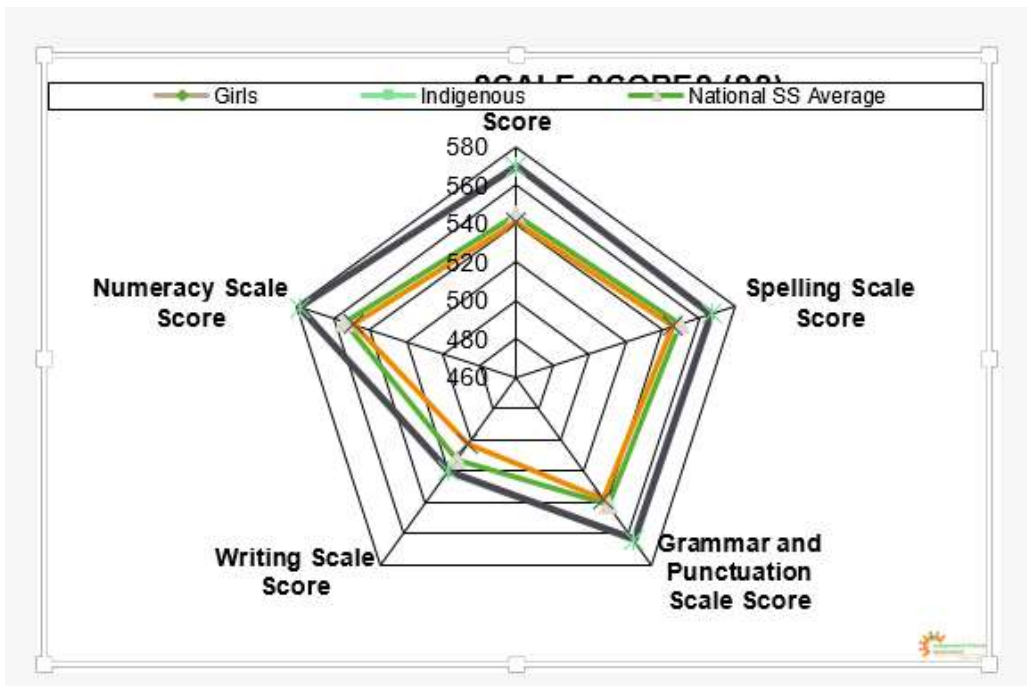
Year 3



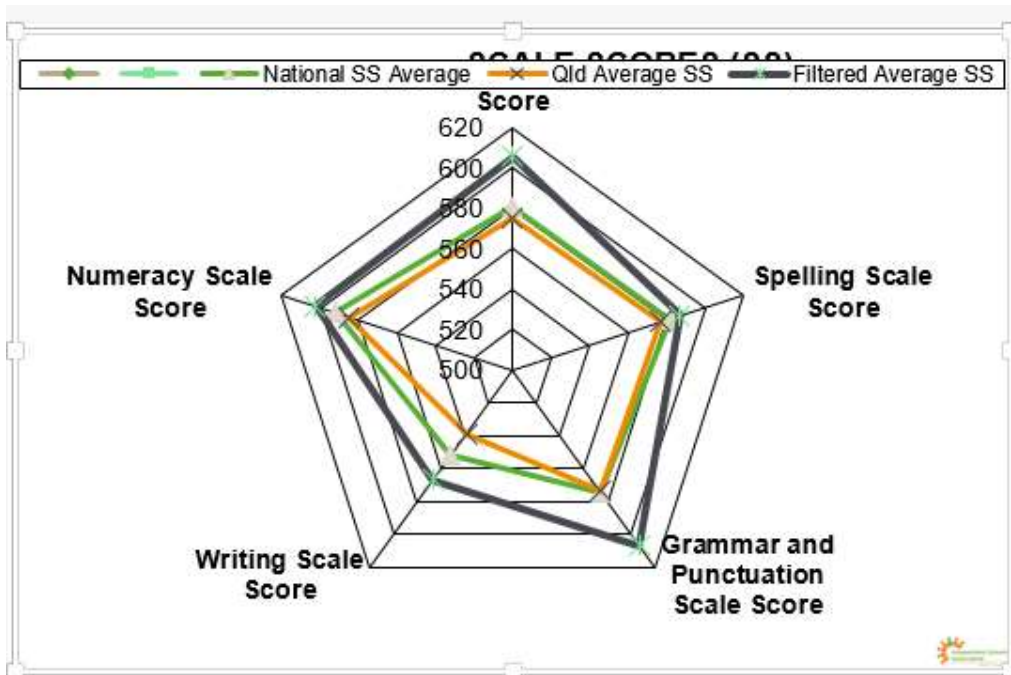
Year 5



Year 7



Year 9



2016 OP results

Overall the OP results of 2017 were solid. The average domestic OP of 10.34 was better than the long-term average.

These results are more remarkable when the participation rate is considered. In 2017 91.5% 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	24		24	18.20%
B	51	3	48	36.40%
C	38	5	32	24.20%
D	38	10	28	21.20%
E	1	1		
Grand Total	152	19	132	

OP	Total	Cumulative (Visa included)	% Cumulative (visa included)	Visa	Domestic	Cumulative	%Cumulative
1	1	1	0.63%		1	1	0.71%
2	8	9	5.63%	1	7	8	5.71%
3	11	20	12.50%	1	10	18	12.86%
4	9	29	18.13%		9	27	19.29%
5	9	38	23.75%	1	8	35	25.00%
6	8	46	28.75%		8	43	30.71%
7	8	54	33.75%		8	51	36.43%
8	5	59	36.88%	1	4	55	39.29%
9	11	70	43.75%	1	10	65	46.43%
10	12	82	51.25%	2	10	75	53.57%
11	11	93	58.13%	1	10	85	60.71%
12	5	98	61.25%	2	3	88	62.86%
13	8	106	66.25%		8	96	68.57%
14	9	115	71.88%	2	7	103	73.57%
15	14	129	80.63%	3	11	114	81.43%
16	6	135	84.38%	1	5	119	85.00%
17	6	141	88.13%		6	125	89.29%
18	2	143	89.38%		2	127	90.71%
19	6	149	93.13%	3	3	130	92.86%
20	3	152	95.00%		3	133	95.00%
21	5	157	98.13%	1	4	137	97.86%
22	1	158	98.75%		1	138	98.57%
23	1	159	99.38%		1	139	99.29%
24	1	160	100.00%		1	140	100.00%
Grand Total	160				140		
Average OP - Total		Average Op -Visa		Average OP - Domestic			
10.6		12.45		10.34			

2017 Vocational Education results

In School:

- 7 students completed a Cert I Engineering
- 7 students completed a Cert I Manufacturing
- 10 students completed a Cert III in Fitness
- 5 students completed a Cert III in Technical Production

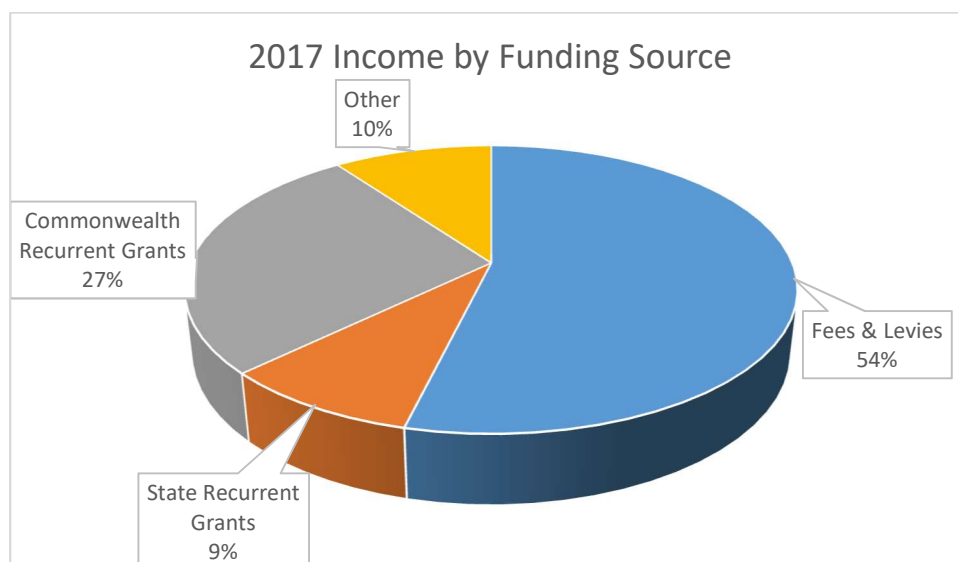
Outside school:

- 4 student completed a Cert I -Construction (4)
- 9 students completed a Cert II – Electrotechnology (5), sports studies, make-up, etc
- 10 students completed a Cert III – Business administration (3), Design Fundamentals, (3), Media, Applied Fashion
- 1 University at School

Finance

The following table shows the income received for 2017 by source

INCOME	
Fees & Levies	15,237,127
State Recurrent Grants	2,548,987
Commonwealth Recurrent Grants	7,705,779
Other	2,828,025
	<u>28,319,918</u>





CONNECT WITH US

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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