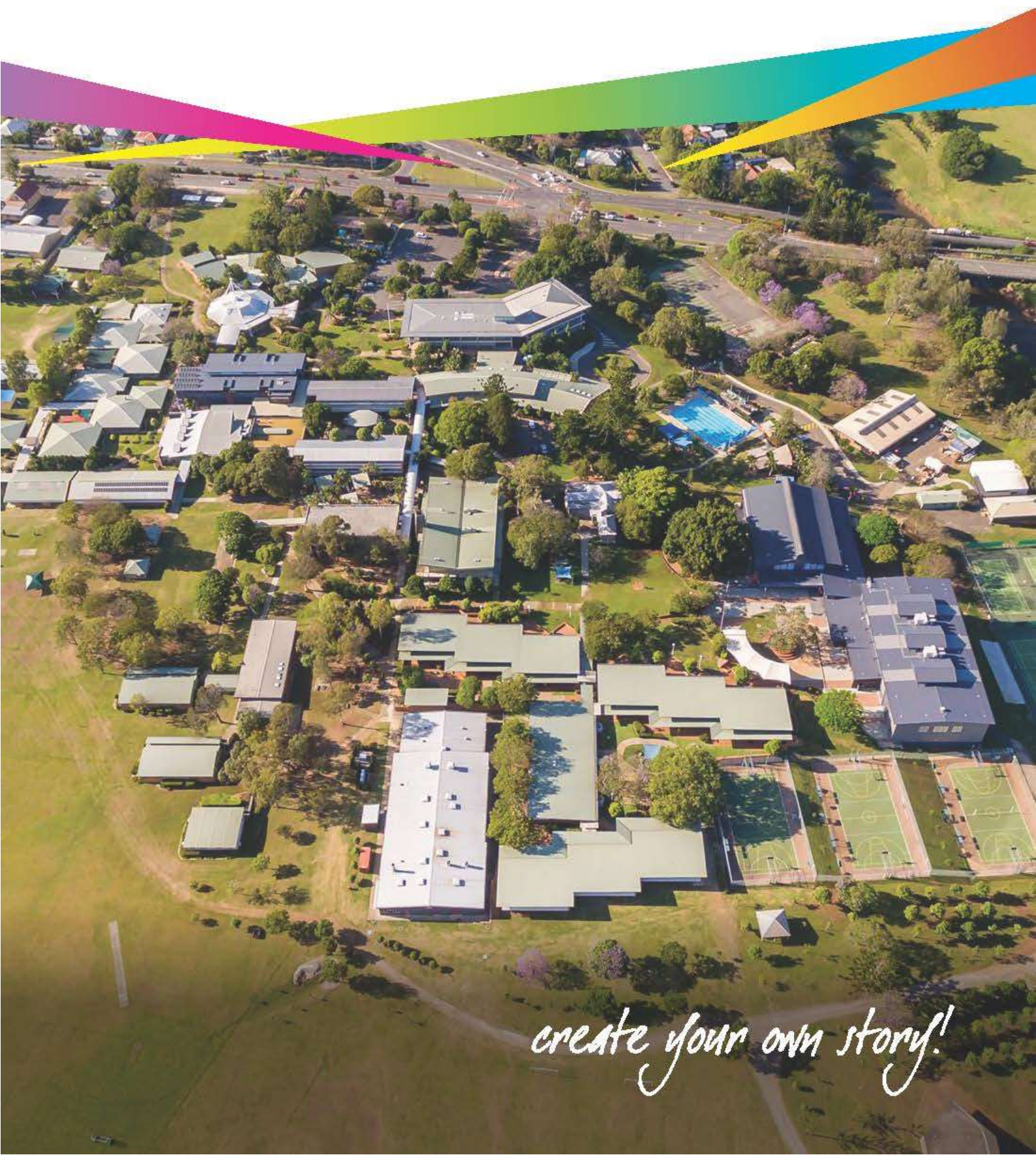




**St Paul's
School**

**2018
ANNUAL REPORT**



create your own story!

Annual Report for St Paul's School 2018

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 2018 the total enrolment of the school was 1,311 (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 16 dispositions that foster creative thinking and an entrepreneurial mindset.

In 2017 the School further developed a third pathway for learning in addition to the traditional academic and vocation pathways: an Entrepreneurial Pathway. This pathway expanded in 2018 with the opening of the Centre for Innovators and Entrepreneurs where there are currently three start-up businesses, and two businesses in residence. Students have access to a kick-starter fund to help launch their idea in the market.

St Paul's School was listed amongst the 40 most innovative schools in the country, and in 2017 was listed amongst the top 100 most innovative learning organisations in the world in Cambridge University's Innovation 800 series. In 2018 the School was further recognised with four national awards: Best Strategic Plan, Best Innovation in Curriculum, Best Non-Government School Principal and Best Professional Learning Program for Staff.

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.).

In 2018 a group of parents undertook a research project expanding upon the School's 2014 Scenario Planning Project. The group reframed the four scenarios for 2028 through the lens of a parent, asking the question, "How do parents and the school work more closely to support the development of innovative thinkers?"

We welcome parents into the classrooms for any number of activities, particularly 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.

Parent Satisfaction

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 2019 survey received 175 parental responses spread evenly across the School. This was the fourth year in which the School sought a Net Promoter Score (NPS), a standard measure of client and customer advocacy across the corporate sector. The 2019 NPS is 25, up six points from the past year. This is far above the global benchmark score of 13.

Staffing

In 2018 St Paul's School employed the full-time equivalent of 164.8 staff, of whom 96.5 were teaching staff (inclusive of part-time staff).

The following table lists the highest 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	23%
Bachelor Degree	70%
Diploma	4%
Certificate	0%

Retention of teaching staff to 2019 was 92.5%

Staff attendance for 2018 was 97%

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 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 2017 the total expenditure on external professional development was \$92,816.09.

In addition to the external professional development, a total of nine courses of professional development were offered through the Centre at no cost. 849 staff attended one or more of these courses totalling 192.25 hours of professional development.

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.

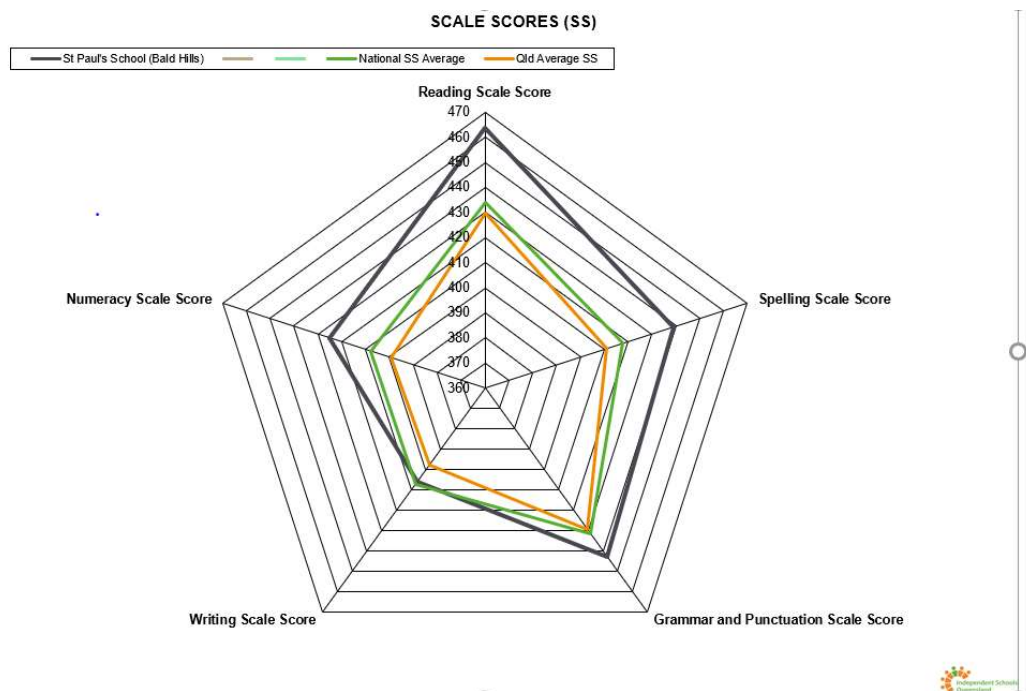
The School employs high performing graduate teachers where possible and supports their career progression through a mentoring program.

Academic Performance

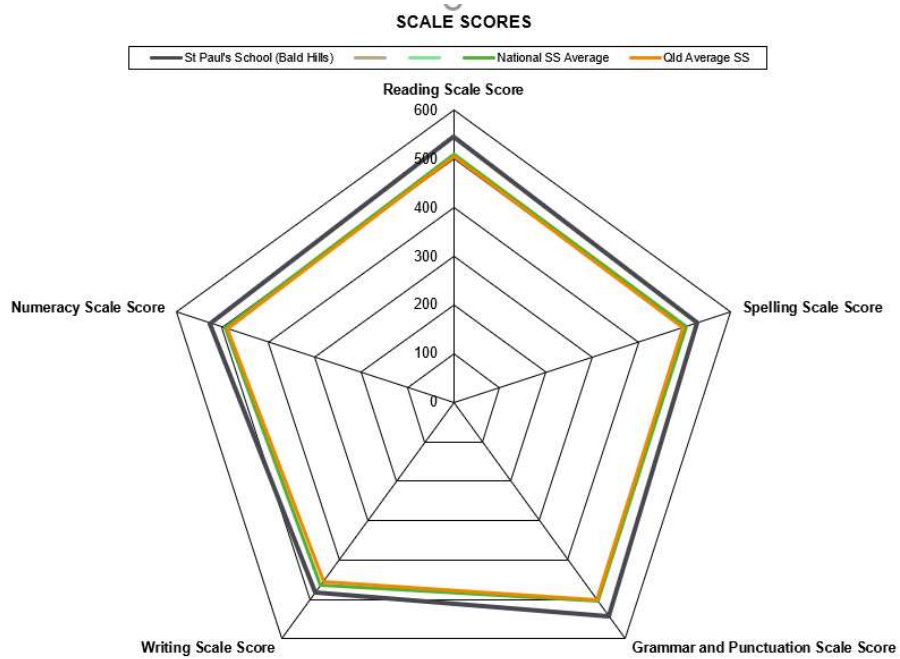
NAPLAN Results for 2017:

The results of St Paul's School are indicated by the grey line. St Paul's School consistently performs better than the State and National average on all NAPLAN measures

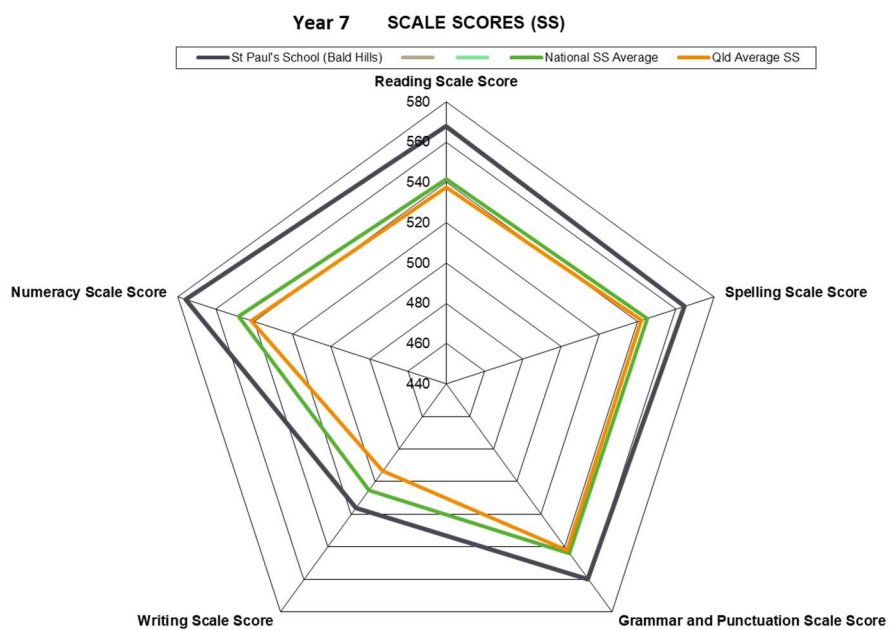
Year 3



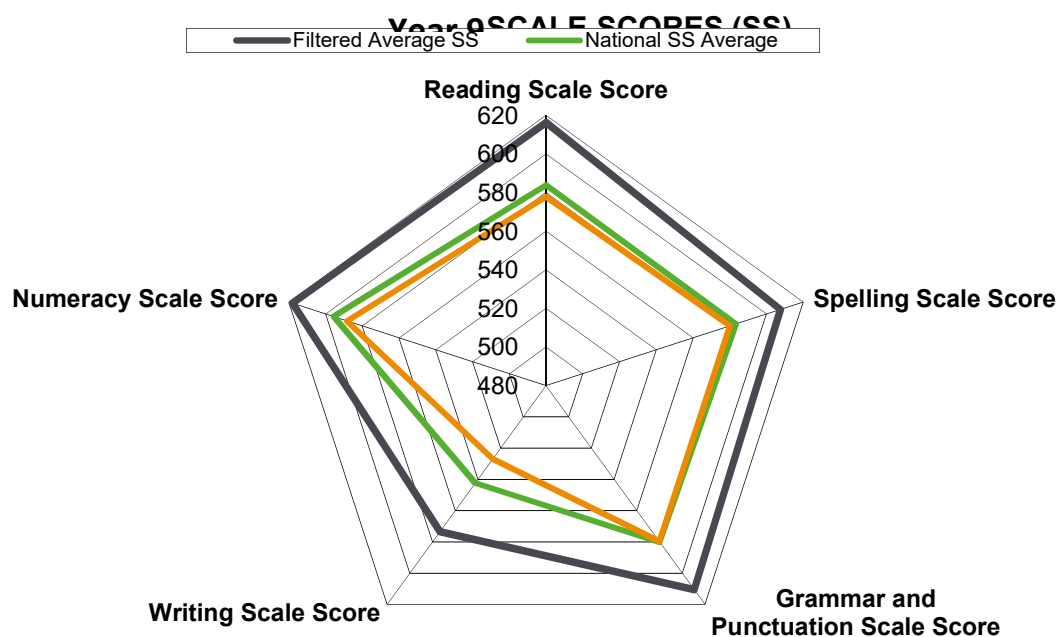
NAPLAN 2018 Year 5



NAPLAN 2018 Year 7



NAPLAN 2018 Year 9



2016 OP results

Our 2018 OP results were again very solid. 20.56% of the cohort was awarded an OP 1-5, 55.14% an OP 1-10, and 85.05% an OP of 1-15 (the 1-15 percentage was our highest result on record).

It is important to recognise that 90% of the 2018 cohort received an OP. This figure puts the achievements of our students into perspective when you consider the percentage of students following an academic pathway at other schools (some schools have as few as 20% of students sitting for an OP).

The average OP was 10.041.

2017 Vocational Education results

In School:

9 students completed a Cert I Engineering
9 students completed a Cert I Manufacturing
14 students completed a Cert III in Fitness
8 students completed a Cert III in Technical Production

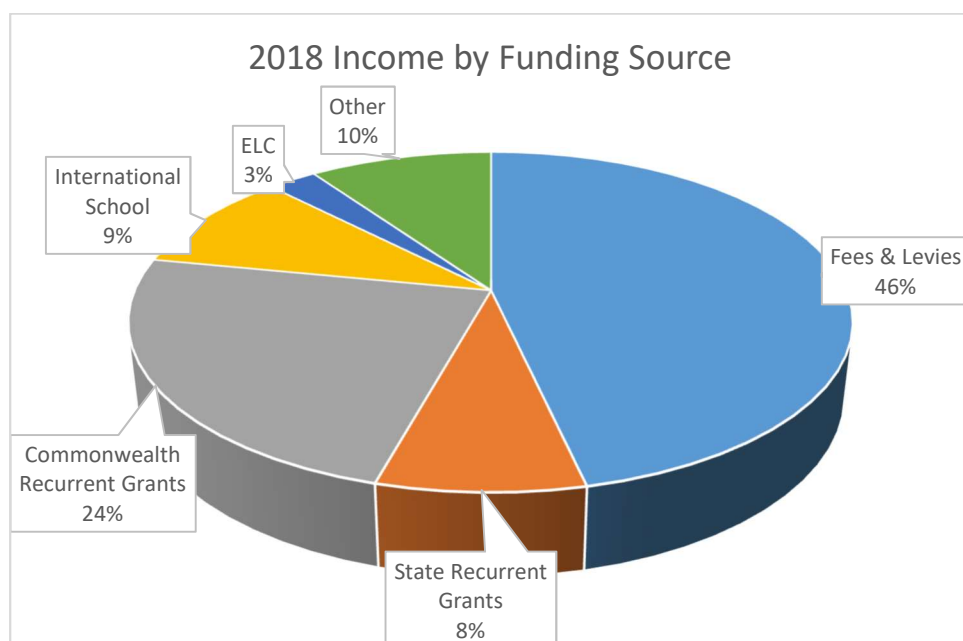
Outside school:

1 student completed a Cert I -Construction (1)
6 students completed a Cert II – Electrotechnology (2), Retail Baking (1), Hospitality (1), Tourism (1), Rural Operations (1)
13 students completed a Cert III – Electrotechnology (2), Design Fundamentals, (3), Retail (3), Auslan (1), Hospitality (1), Make-up (1), Music Industry (1), Events Management (1)
1 student completed a Cert IV - Dance
1 University at School
1 Trade Taster

Finance

The following table shows the income received for 2018 by source

INCOME	
Fees & Levies	14,812,465
State Recurrent Grants	2,498,945
Commonwealth Recurrent Grants	7,585,339
International School	3,052,250
ELC	829,050
Other	3,097,739
	<u>31,875,788</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