



**St Paul's
School**

**St Paul's School
Annual Report
2020**



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Annual Report for St Paul's School 2020

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 2020 the total enrolment of the school was 1,282 (including the Early Learning Centre and International School). The average student attendance rate for 2020 was 95.34% and retention of students from Year 10 to Year 11 was 97.12%.

2020 was the School's 60th year. The celebrations planned for the year did not eventuate, but what will go down in the School's archives was the story of the COVID-19 pandemic.

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 teaching 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 (CIE) where there are currently several businesses in residence and start-up businesses in residence. The CIE has expanded its programs to include Design Led Ventures which sees students working with corporates to help solve their problems. RACQ and Anti-ordinary were two of our clients last year.

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 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. In 2019 we won Junior School of the Year and were recognised as the Australian School of the Year.

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. Unfortunately, none of these tours eventuated in 2020 because of the pandemic, but we are hoping the program will be able to resume in 2022.

In addition, all students are expected 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 each year.

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 Supporter Groups (Junior School, Rugby, Football, Netball, Music, Swimming, Tennis, etc.).

We welcome parents into the classrooms for a number of activities, particularly in the Junior School.

On the School site we have a full-time barista working in our Coffee Shop, "Sippers". Parents can meet there after 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 most recent survey conducted in April 2021 attracted 165 parental responses spread fairly evenly across the School. This was the sixth year in which the School sought a Net Promoter Score (NPS), a standard measure of client and customer advocacy across the corporate sector. The 2021 NPS is 45, down 5 points from the past year, however it is 20 points higher than the 2019 NPS. The 2021 score also far exceeds the Australian school average of 9.

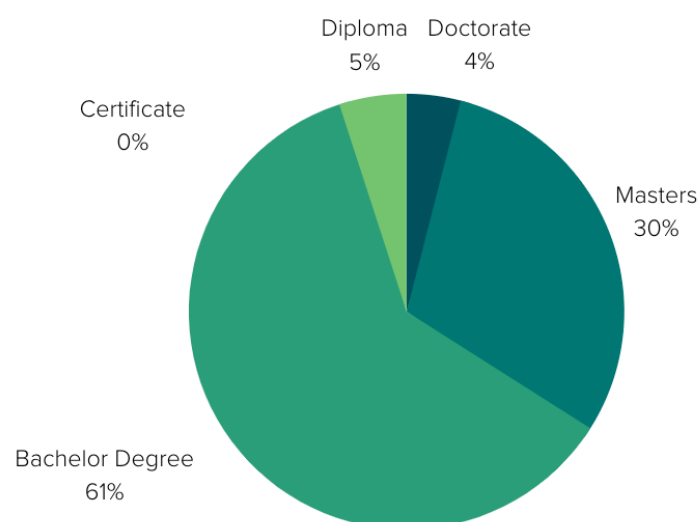
When asked how they would describe St Paul's School in a sentence, the highest rated answers were "St Paul's provides a holistic education" and "St Paul's is an innovative school" (some 82% of respondents chose these answers).

Staffing

In 2020 St Paul's School employed the full time equivalent of 162.2 staff, of whom 99 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.

Percentage of classroom teachers and school leaders at the School by qualification



Retention of teaching staff from 2019 into 2020 was 95.7%

Staff attendance for 2020 was 97.6%

Professional Development of staff

St Paul's School owns the Centre for Realms of Thinking. 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. Professional development is designed and run by the Realms Coaches 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.

For 2020 the total expenditure on external professional development was \$54,060.72.

In addition to the external professional development, 20 courses totalling \$9,290.74 of professional development were offered through the Centre at no cost. 69 staff attended one or more of these courses totalling 442.50 hours of professional development. All Teachers are allocated a learning coach to support their development of their planning, teaching and learning being undertaken.

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 that 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 was not administered in 2020 because of COVID-19

2020 ATAR results

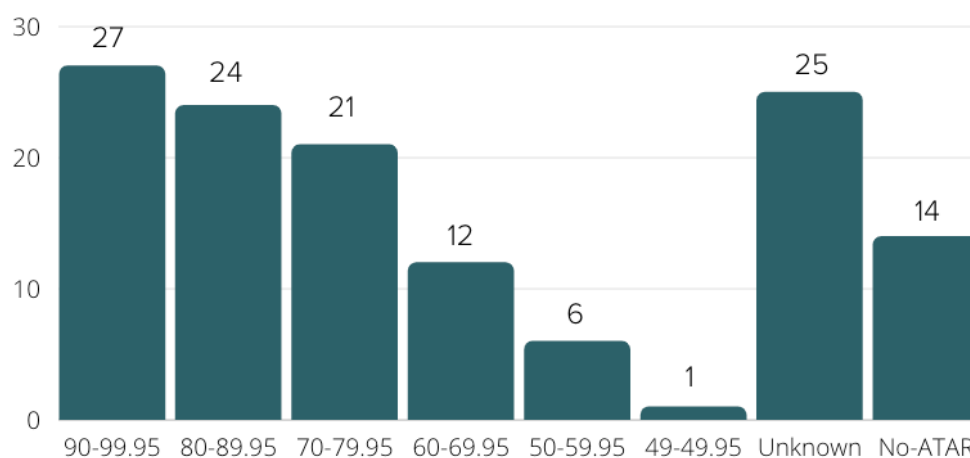
The 2020 cohort did very well in terms of their ATAR results.

For the first time students can elect not to release their result to the school. 25 of our students chose not to release their result (most unwittingly).

Of the remaining students, 27 received an ATAR of 90 or higher, with the highest being 98.95. Five students were higher than 98. A further 24 students received an ATAR above 80.

Our median score was 83.45 and average ATAR was 80.46.

St Paul's School 2020 ATAR results



If we equate this year's ATAR to an OP, 90% of the students would have received an OP between 1 and 15. This is by far the best result the school has achieved. Last year it was 87% of students who received a 1 to 15. For the last nine years that percentage has been creeping up from the long-term average of 80%.

2020 Vocational Education results

In School:

15 students completed a Cert III in Fitness

11 students completed a Cert III in Technical Production

Outside school:

6 students completed a Cert II: Animal Studies (2), Electrotechnology (3), Applied Fashion, Design and Technology (1)

10 students completed a Cert III: –Design Fundamentals, (1), Retail (4), Kitchen Operations/Hospitality (3), Information, Digital media & Technology (1), Outdoor Recreation (1)

1 School-Based Apprenticeship

1 student completed a Cert IV - Music

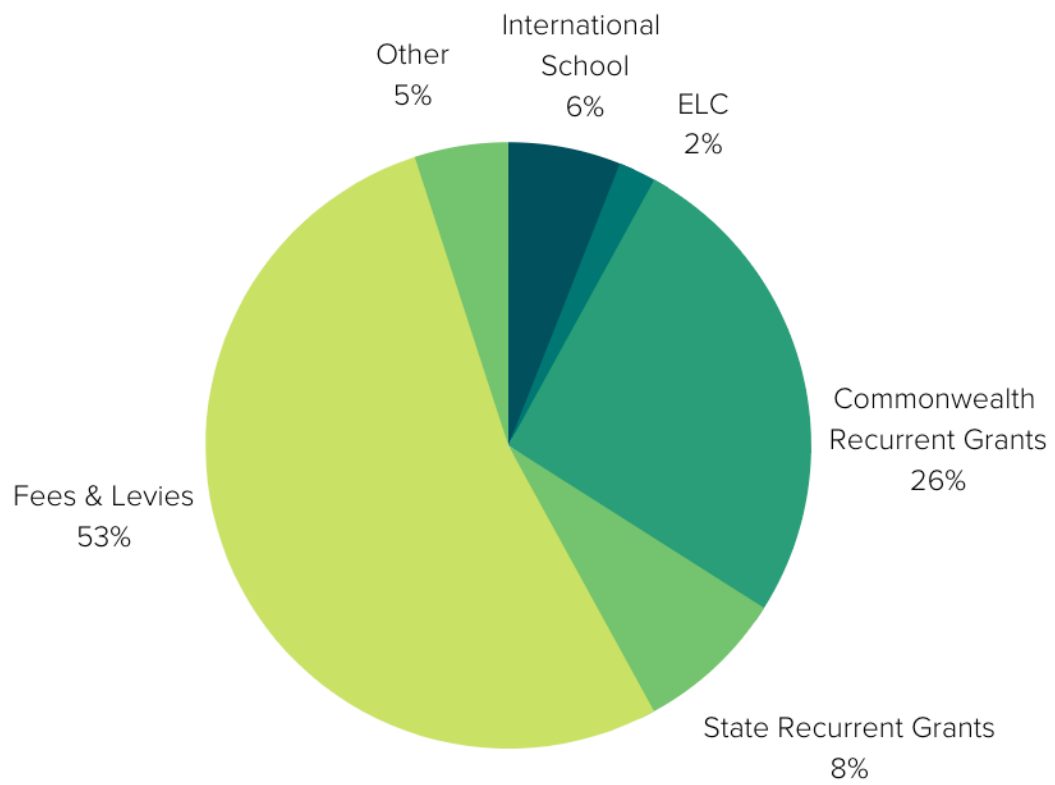
Finance

The following table shows the income received for 2020 by source:

2020 Income amounts by funding source

Fees & Levies	16,101,108.00
State Recurrent Grants	2,468,577.00
Commonwealth Recurrent Grants	7,806,059.00
International School	1,837,861.00
ELC	585,996.00
Other	1,535,193.00
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	30,334,794.00
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2020 Income by funding source



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