



The Cathedral College Rockhampton

2023 Annual School Report



Catholic Education
Diocese of Rockhampton

The Cathedral College, Rockhampton

Catholic Education Diocese of Rockhampton

Principal

Mr Rob Alexander

Address

189 William Street
Rockhampton QLD 4700

Total enrolments

1326

Year levels offered

7-12

Type of School:

Catholic Co-educational Boarding

School Overview

The Cathedral College is a Catholic co-educational boarding College located in Rockhampton catering for Years 7 to 12 with a current enrolment in excess of 1300 students including 200 boarders from across Central Queensland and beyond. Residential accommodation for our male boarders is located on the grounds of the College whilst accommodation for our female boarders is situated a short distance away from the College on the historical and beautiful Range site. Our boarders add to the rich and diverse tapestry of life here at The Cathedral College.

We are very grateful to their parents for entrusting them to our care when they are often so far away from the family home. This gratitude for the trust and faith placed in us to educate and care for our students is extended to all in our parent community. The responsibility of providing a safe, secure, caring and sustainable environment for each one of our students is one we do not take lightly. Parents can be assured that the protection of their children enrolled at The Cathedral College is our highest priority and the highest priority of all who work in the ministry of Catholic Education.

The Cathedral College was established in 1991 and is founded on the traditions of predecessor Colleges, St Joseph's Christian Brothers College and the Sisters of Mercy, Our Lady of Good Counsel College (Range College); and the charisms of their founders, Blessed Edmund Rice and Venerable Catherine McAuley. The Core Values of our College are *Gratitude, Respect and Compassion* and we strive to live out these values every day in the way we treat each person in our college community and how we interact with the wider community. Outreach to the aged, the sick, the poor and the vulnerable in our local communities and beyond is an essential part of college life.

Our college has the person of Jesus Christ at its heart, a supportive and engaged parent community, students who delight and inspire us each day and dedicated teachers and support staff. Here at The Cathedral College, we believe each person is made in the image and likeness of God – each possessing seeds of greatness, to be nurtured through a holistic Catholic education where academic excellence goes hand in hand with spiritual, emotional, physical, cultural, and social development. Our college motto, *“Come, live life in all its fullness”* (John 10:10) invites every member of the college community to develop their relationship with Jesus Christ.

Here at The Cathedral College parents are encouraged to play an active role in the education of their children through involvement in the Parents and Friends Association or via serving on the College's Advisory Board. The Parent and Friends' Association is an excellent vehicle to promote informed parent engagement so that the ideal of a true partnership between parents and the College in the provision of a quality, faith-based education for each student becomes a practical reality of everyday College life. The Cathedral College Board is an Advisory group that works collaboratively with the principal and the entire college community to promote and advance the Vision and Values of the College and the Mission of Catholic Education. The Board also provides the College with an important link to the wider community. The College has an excellent Pastoral Care Program that facilitates respectful and supportive relationships being forged among staff, parents, and students.

A successful transition program is provided for students in the Middle School. In the Senior School students can pursue an academic and/or vocational pathway, including school-based apprenticeships and traineeships. Students graduating from the College have pursued a range of pathways post-school including University studies, TAFE courses, apprenticeships, traineeships and full-time work. Our students are encouraged to be involved in co-curricular activities. Participation in Public speaking and debating competitions is encouraged. The College's Concert and Stage Bands and College Choir participate in the Rockhampton Eisteddfod and various music festivals with great success.

A full range of sporting teams represent the College in many areas. The College seeks to inspire all members of its community to strive by word and action to respond to Christ's call to *‘Come, live life in all its fullness.’* (Jn10:10). There is much more about our faith filled, vibrant and life-giving community here at The Cathedral College that could be shared. The current members of the College community and those who will become part of that community in the years ahead will continue to write new and vibrant chapters in the ongoing story of The Cathedral College – a Catholic College offering a broad, faith-based, inclusive and holistic education that strives to nourish the hearts, minds and souls of young people.

More information on our school can be accessed from myschool.edu.au.

Curriculum Offerings

Distinctive Curriculum Offerings

The College has earned a strong reputation for delivering a broad and inclusive curriculum relevant for our students so they can best contribute to the community when they leave the College and commence the next stage of their life's journey.

The Curriculum at The Cathedral College is divided into Middle School (Years 7- 9) and Senior School (Years 10-12).

In the Middle School, students cover a broad general curriculum with some ability to specialise in elective choices in Year 8 and Year 9. All students study Religion. As part of our Differentiation process, Year 9 students have the opportunity to participate in Specialist English and Maths or Essential English and Maths.

In the Senior School, Year 10 is used as a link to the course of study students envisage in Years 11 & 12. They may choose subjects which are preparatory to this. There is a wide range of subjects on offer to students.

The College aims to provide learning enrichment opportunities for all our students. High academic achievers are challenged in Extension Programs and the Middle School and Senior School Academies inspire students to set and attain high goals. In addition, skilled teaching professionals and dedicated support staff create learning environments and opportunities that promotes engagement and improved outcomes for the students who face daily learning challenges.

The College has a strong School Based Apprentice and Traineeship Program where students are fully supported through a dedicated Careers Office.

Also offered is an extensive Work Experience Program. Through the fostering of relationships with Industry leaders, employers and regional and metropolitan Universities, the College builds community wide connections that create future employment and higher education opportunities for its students.

Extra Curricula Activities

The Cathedral College has an extensive range of extra-curricular activities on offer. The major sports played at the college include the following: Rugby League, Netball, Basketball, Rowing, Australian Football, Rugby Union, Soccer, Touch, OzTag and Water Polo. A large number of students achieve representative honours in Rockhampton, Capricornia, State and National teams.

The TCC Sports Academy, continues to be of significant benefit to students who excel in particular sporting endeavours. The Academy was initiated as a platform for investing in those students who have demonstrated elite talent in a particular sporting pursuit by providing opportunities for growth and excellence. Through good community relationships, the College has partnered with *Movement Improvement* to support and nurture students by delivering tailored programs with purpose-fit facilities, fitness, recovery, mindfulness, and nutrition to assist them to develop and perform at their best. Throughout the year, our young athletes were also equipped with strategies to better manage their sporting commitments, school workload, study, and recreational time. The Academy is structured to ensure there is a good representation of a diverse range of young sportsmen and women to best reflect the many different sports participated in by our children.

Each year the Rugby League and Netball teams compete in the State Carnivals known as the Confraternity Shield and Queensland Independent Secondary Schools Netball. These Carnivals attract competitors of a high calibre and were held in June 2023 at St Laurence's in Brisbane. The TCC Girls Rugby League Team won the Confraternity Shield defeating St Patrick's, Mackay in the final. TCC is excitedly looking forward to hosting the Boys and Girls Confraternity Carnival in 2025. In preparation for this, TCC has partnered with the Queensland Government, the Rockhampton Regional Council and the CQ Capras to install lighting at Kettle Park.

Cultural activities include an extensive range of public speaking competitions including Oratory, Lions Youth of the Year, Rotary, Rostrum and Plain Speaking. The Cathedral College has a proud history of involvement in public speaking and many of our students have reached State representative level.

Musically the College has a wonderful Music program with nearly 200 students playing an instrument or singing in a school group. A Gala Concert held at Emmaus College showcased the amazing talents of our singers and musicians.

The Drama department encourages students to perform their work in a variety of settings. These may include lunchtime and stage performances. In 2023, the College staged a wonderful production of the Musical *School of Rock* before enthusiastic audiences at the Pilbeam Theatre.

How Information and Communication Technologies are used to assist learning

Every student at the College is allocated their own laptop computer, to elevate their study of the Curriculum and to ensure they are up to date with our ever-changing technological world. All the while they are supported and guided by a highly skilled and qualified Information Technology (IT) team located onsite at the College.

Our modern IT systems allow for the analysis of data at both the classroom and schoolwide level. This facilitates the continuous improvement of teaching practices and allows for optimum decision making. TCC leverages built-in Assistive technology within the Microsoft suite to help students improve their reading skills.

The College continued in 2023 considering and implementing the Recommendations of the *Information Communication and Technology Review Report* that arose from the Review conducted here at TCC by Catholic Education Diocese of Rockhampton (CEDR) personnel in October 2021.

The *TCC Technology Plan 2021 to 2023* coupled with the implementation of the recommendations emanating from the *Information Communication and Technology Review Report* will be of significant benefit for our staff and students and the continuous upgrading of our Technology Services will promote quality teaching and learning leading to positive educational outcomes for our students. A new TCC Technology Plan will be developed for 2024 moving forward.

Social Climate

Strategies to Promote a Positive Culture

The Cathedral College is a Catholic Boarding College where the safety, care, health, and well-being of our students are our highest priorities. A major focus for the College is the creation of a positive environment for students in which our College Values of Gratitude, Respect and Compassion underpin every aspect of college life.

The College provides a quality curriculum that encourages excellence, engages with the beliefs and values of a Catholic worldview and prepares young people to embrace their future with confidence and resilience.

We accept, support, and encourage the unique giftedness of each member of the community in a spirit of respectful collaboration. Bullying is not tolerated at The Cathedral College and our staff receive regular training in contemporary Student Protection Policies and Protocols and Anti-Bullying Strategies.

We have an excellent Pastoral Care Team consisting of College Counsellors, Student Support Officer, Indigenous Liaison Officers, House Deans and Assistant Principal-Students. We regularly review our Pastoral Care Program for Years 7 to 12 and then map out our current offerings and looked to identify gaps in our Program.

An ACER Well Being Survey was once again conducted in 2023 with all our students participating in the Survey. The data we obtained from students via that Survey will be mapped against the Pastoral Care Program we have in place to determine amendments to the Program that may be necessary to best support our students.

As a Catholic College, the Gospel values of Jesus are at the centre of life at The Cathedral College, and we have a strong partnership with the Cathedral Parish. This partnership is enriched by the fact that the College is located in the shadow of St Joseph's Cathedral. We have an extensive liturgical program involving life giving liturgies, weekly Pastoral Care Group masses and regular College masses. Prayer is an important component of the daily life of The Cathedral College.

All students at the College study Religion. In Senior, they have the choice of Religion and Ethics or Study of Religion.

Cyber Safety and Anti-Bullying Strategies

Our school has implemented Diocesan policies on Acceptable Use Agreements for students and staff. The school recognises the importance of working in partnership with parents to enhance parent awareness of cyber safety issues

and thus to jointly promote the importance of Cyber safety with the students of the College. We also have appropriate policies in place to deal with the use of mobile phones and other electronic devices.

At college assemblies and in Pastoral Care classes, students are made very aware that bullying is not tolerated at the college and they are provided with strategies to guard against bullying at school. Staff receive annual professional development training and are kept fully updated on their mandatory reporting responsibilities to assist in the protection of the students entrusted to our care. Regular training is provided to staff with respect to the implementation of effective Anti-Bullying Strategies. All Diocesan and school policies are reviewed on a regular basis. Students in Years 7-9 engage with the Daniel Morcombe Child Safety Curriculum.

Proactively, information from the eSafety Commissioner and the *Be You Platform* is provided to students at appropriate forums including whole of college, house, middle school and senior school assemblies. Information is regularly provided to parents regarding the work of the eSafety Commissioner, particularly with respect to individual student matters where further parental support and guidance is needed.

The TCC Board took a very active interest in Cybersecurity issues in 2023 recognizing that as a college community, we are more vulnerable to cyber-attacks now than ever before due to the sheer volume of important personal information that is held online. In March, the Chief Information Officer (CEDR) and ICT Manager (TCC) presented to the Board about the security systems in place to protect the College. Such systems include network security, endpoint security, firewall security, offsite security, Google workspace, web security, physical security, and multi-factor authentication to add an extra layer of security to your online accounts.

Strategies for involving parents in their child's education

The Cathedral College is a co-educational Catholic Boarding College located in Rockhampton, Queensland. The college fosters strong relationships between the home and school.

As we are a Boarding College many parents live long distances from the College and are not able to attend the normal school functions on a regular basis. Efforts are made to visit parents in their communities and each year members of the College Leadership Team conduct country tours to visit families across Central Queensland. Boarding parents attend meetings to discuss relevant issues at the beginning of each term. The College has become an innovator in live streaming of significant school events so that parents and grandparents can see events such as Academic Assemblies, Leadership Inductions and Music Nights.

The Parents and Friends Association is an active body that works closely with the principal to ensure the needs of parents and students are met. The Parents and Friends Association supports a range of events at the college. The Parents and Friends Association assists in organizing social events that foster a sense of community and belonging among parents, and they coordinate pastoral activities to support those in the college community facing difficulties. Additionally, they strive to broaden parental awareness of the college's educational activities through Information Sharing Evenings and guest speakers, empowering parents with valuable insights into their children's learning experiences.

Teacher-Parent evenings are held regularly to enable parents to speak directly with their child's teacher to answer any questions parents may have about any challenges the child may be having with a subject or in that teacher's class. Teacher-Parent evenings also give the teachers an opportunity to update parents on the progress their child is making or the difficulties they may be experiencing in class and to work with parents to put in place strategies at home that may assist their child in their learning journey.

Parents may also be invited to serve as a parent representative on The Cathedral College Board for a period of time. The Board is an advisory group that works collaboratively with the principal and the entire College community to promote and advance the Vision and Values of the College and the Mission of Catholic Education. Their primary mission is to nurture a robust Catholic identity within the College, achieved through collaboration with various stakeholders, including the Bishop, the Parish of St Joseph, the Director of Catholic Education, the Catholic Education Office, and the wider College community.

Reducing the school's environmental footprint

The College's solar cells meet around 80% of the College's electricity needs in peak months. The Boys' Boarding facility is also largely powered by solar energy with water conservation being a priority. The oval watering system has sensors that ensure water is delivered when needed, not just each day and amounts added are controlled. Recycling is strongly encouraged with recycling wheelie bins located at various spots around the College campus. All new building projects are characterised by the use of the latest environmental technologies to reduce power consumption and conserve water.

Characteristics of the Student Body

The Cathedral College draws its student population from the local area and across Central Queensland. Being a boarding College, students from small country communities are able to access the quality education offered. The boarders add an extra and special dimension to life at the College.

The College currently has an Indigenous student population of 103 with some of these students coming from Woorabinda, an Aboriginal settlement located one and a half hours from Rockhampton. The College has an outreach to those from lower socio-economic backgrounds who seek its values. Many students come from small primary schools where they have enjoyed being in a close-knit community. Special transition programs have been set up to assist students to feel a sense of belonging at the College.

Average student attendance rate (%)

The average student attendance rate was 86.52%.

Management of non-attendance

Non-attendance is not common at the College and staff are diligent in contacting parents when an absence is noted. Parents are expected to ensure their students are at school and the College works closely in partnership with parents to ensure this occurs.

Year 10 to 12 Apparent Retention Rate

The completion of Year 12 is recognized as a significant factor in ensuring that our students are well placed to enjoy success in their future work and life. In 2022, the Year 10 to 12 apparent retention rate was 95.4%.

Staffing Information

Workforce Composition

Workforce Composition	Teaching Staff	Non-Teaching Staff	Indigenous Staff
Headcounts	106.00	101.00	6.00
Full-time equivalents	100.00	82.53	4.41

Qualifications of all Teachers

Qualification – highest level of attainment	Percentage of staff with this Qualification
Doctoral / Post-doctoral	2%
Masters	11%
Bachelor Degree	84%
Diploma	3%
Certificate	

Major Professional Development Initiatives

A major focus of professional development for teachers over the past few years has been the improvement of reading standards throughout the College and this focus continued in 2023.

TCC staff gathered in the Mercy Centre on 17 February to participate in the annual Bishop's In-Service Day which this year had the theme of *Evangelization and Faith Formation*. The morning session featured livestream

presentations by speakers including Bishop Michael McCarthy, Diocesan Director of Catholic Education, Leesa Jeffcoat and Professor Peta Goldberg from the Australian Catholic University. The afternoon session featured face to face excellent and very professionally and personally relevant presentations to our staff from TCC Deputy Principal: Mission, Mrs Claire Stitt and former Assistant Director: Mission, Ms Di-Anne Rowan.

The Bishop's In-Service Day provides a wonderful opportunity for our staff to pause and to reflect on the Catholic Identity of the College and the College's Mission and Values that are at the heart of all we do at The Cathedral College.

The Professional Development Days allocated by our Catholic Education Director to assist our teachers in fulfilling their professional development obligations were very much appreciated by our teachers and were very well utilized.

The percentage of teacher participation in Professional Development was 100%.

Total funds expended on Professional Development

The total of funds expended on teacher professional development was \$204,800.

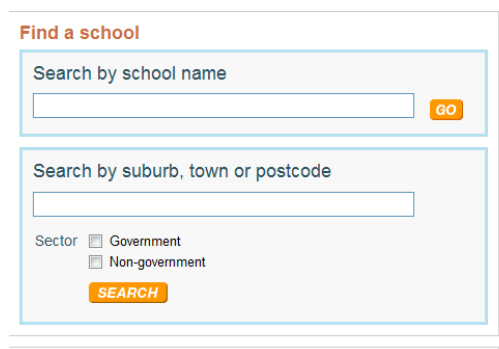
Average Staff Attendance and Retention

The average staff attendance for the school year, based on unplanned absences of sick and emergency leave for periods of up to 5 days, was 92.12%.

Percentage of teaching staff retained from the previous school year was 93.58%.

School Income

School income broken down by funding source is available via the My School website at www.myschool.edu.au. (The School information below is available on the My School web site).



The screenshot shows a search interface titled "Find a school". It contains two search boxes: "Search by school name" with a "GO" button, and "Search by suburb, town or postcode" with a "SEARCH" button. Below the second search box, there are radio buttons for "Sector" with options for "Government" and "Non-government".

National Assessment Program – Literacy and Numeracy Results

Our reading, writing, spelling, grammar and punctuation, and numeracy results for Years 7 and 9 are available via the My School website at www.myschool.edu.au.

If you are unable to access the internet, please contact the school for a paper copy of our school's NAPLAN results.

Key Student Outcomes and Value Added

Students in both Year 7 and Year 9 had positive NAPLAN outcomes and performed as well, as or in some cases better, than similarly sized and regionally located colleges.

Over the past few years, the College has been successful in assisting our Year 12 students experience a smooth transition to the Queensland Certificate of Education. The leaving outcomes for the Year 12 2023 cohort have been very pleasing. Just over 40% continued to higher education which is a very similar percentage to what was achieved in the previous year. Also, in similarity to 2022, almost all of the departing students who did not pursue the higher education path moved to work placements.

Year 12 Outcomes

Outcomes for our Year 12 cohort of 2023	(Data are available to schools from the QCAA and QTAC secure website using your existing security code)
Percentage of Year 12 students who received a Senior Education Profile (SEP)	209
Percentage of Year 12 students awarded a Queensland Certificate of Education (QCE)	202
Percentage of Year 12 students awarded a Queensland Certificate of Individual Achievement (QCIA)	3
Percentage of Year 12 students awarded a Vocational Education and Training (VET) qualification	43%
Percentage of Year 12 students who undertook a School-based apprenticeship or Traineeship (SAT)	13.4%
Percentage of Queensland Tertiary Admission Centre (QTAC) applicants receiving their first preference for university study	93%

Next Steps Survey

The report from the Queensland Government, *Next Step 2021 Year 12 Completers Survey* is available on our College website. This report details the post-school destinations of Year 12 completers from 2020. Annual survey reports are issued in November and will be uploaded to the College website as soon as they are available.

Strategic Improvement: Progress and Next Steps

Strategic progress in 2023

Our goals for 2023 were in similarity to our 2022 goals namely:

- Improve the Data Literacy skills of our teachers to enable them to better understand and best use data to inform classroom practices that will result in improved educational outcomes for our students.
- Continue to build teacher capacity by focused Professional Development opportunities for staff with reading skills being a high priority focus area.
- Improve the resilience of our students and enhance their overall well-being.
- Build upon initiatives to increase learning outcomes for some of our most talented students. Considerable progress has been achieved in the attainment of this goal and our student results in 2022 are testament to the excellent work being done in this space.

Ongoing reviews of our College's Pastoral Care Program for Years 7 to 12 and the conduct in Term 2 of the Australian Council of Educational Research (ACER) Student Social-Emotional Wellbeing (SEW) Survey with all students

participating in the Survey was again of significant assistance in our endeavours to improve the resilience of our students and enhance their overall well-being which is goal (c) above.

The Survey provided an overview of the feelings and behaviours of our children to help College leaders better plan for their futures. The Survey highlighted our need to continually invest in the development of skills and learning strategies that students need to successfully navigate adolescence and young adulthood. Generally, students reported they have positive feelings towards their college, are pleased with their opportunities provided for them and have supportive parents who are invested in them. Our students were collectively described as being compassionate and generous and as great young people to work with, teach and love.

The feedback from students in the Survey is also mapped to identify where we can further improve our Pastoral Care Program to best serve the need of our students in this resilience and well-being space.

During 2023, The TCC Board reviewed and updated the College's Vision and Mission Statements, and the Statement of Special Religious Character. A focus of the review and update was to better acknowledge and support our First Nations community and our social justice work to more appropriately recognise the outstanding community outreach work undertaken by our students and in so doing to highlight the importance of service to others.

The overwhelmingly positive outcome of the Australian Council for Educational Research (ACER) National School Improvement Tool (NSIT) Review that took place in June 2022 included Findings, Commendations, Affirmations and Recommendations that were worked through by leadership and staff during 2023. As the principal goal of school improvement programs is to improve outcomes for all students, both achievement wise and well-being wise, NSIT gave us the ability to assess if the goals of our school improvement program are being attained and are having a positive impact on student outcomes. The outcome of the NSIT Review was helpful in providing strategic direction for the College with respect to quality teaching and learning for 2023 and into the future.

Strategic priorities for 2024

As part of our ongoing commitment to continuously improving the school, we believe it is important to regularly seek the opinion of stakeholders on a range of issues relating to TCC. The feedback of our stakeholders (parents, students, and staff) is very important as we continue to build a successful school and strengthen our reputation as both an *'educator and employer of choice'*. In 2024 we will be engaging the professional services of MYP Corp to undertake a strictly private and confidential School Survey on our behalf. This Survey will be conducted between Monday 29 April and Monday 13 May 2024.

The results of the Survey will be collated externally, and a summary of collated results will be provided to the school leadership team. The learnings from the Survey will help shape the future direction of our wonderful College.

A major issue facing TCC and many other Educational Providers, particularly in regional areas, is the shortage of teachers especially in specialist teaching areas. Therefore, the recruitment and retention of teachers was a key focus for the College throughout 2023 and this focus will continue in 2024 and beyond. Catholic Education in the Diocese of Rockhampton (CEDR) are pursuing system wide strategies to firstly attract people to the teaching profession and then to recruit them to work in our Catholic Schools and Colleges. TCC will, of course, be a key partner with CEDR in the implementation of these teacher recruitment strategies in addition to pursuing our own initiatives to ensure we are able to attract good quality teachers to help the achieve the goals in our School Improvement Plan.

These key goals in our School Improvement Plan are rolling goals and therefore our 2023 goals are in similarity to our 2022 goals. These will continue to be key strategic priorities in 2024:

- Working more extensively with data to inform us about the learning of our students. This includes the ongoing development of a data plan, the continued implementation of software that gives teachers more information about student progress and other external tests they may attempt.
- Continue a whole school approach to improving the reading of our students.
- Encourage our teachers to continue to explore the notion of 'Deep Learning' in their classroom and how this concept can positively influence the learning of their students.
- Continue to focus on the successful integration of our Mission into all aspects of college life and to ensure that the College's Values of Respect, Gratitude and Compassion remain at the heart of College life.

A major strategic initiative in 2024 will be the utilization of a new Performing Arts Centre whose construction it is hoped will be completed by the end of 2024. This Centre will better support, nurture and lift the profile of those students who are engaged in music, dance, and drama. After a large research project was undertaken including site visits to similar other schools in Queensland, it was considered important to build a Centre that can function as a multi-purpose building, including having wind-back seating, suitable soundproofing, moveable walls, and ease of access to existing facilities in the College via a causeway.

Parent, teacher and student satisfaction with the school

As recorded in another section of this 2023 Annual Report, we believe it is important to regularly seek the opinion of stakeholders on a range of issues relating to TCC. The feedback of our stakeholders (parents, students, and staff) is very important as we continue to build a successful school and strengthen our reputation as both an *'educator and employer of choice'*.

During 2023, the college initiated a comprehensive Review of the two Boarding Campuses (Boys Boarding and Girls Boarding) at The Cathedral College to affirm their strengths and to seek recommendations for continuous improvement. The College Principal engaged a Review Panel with Mr John Mula OAM leading the review supported by Ms Di-Anne Rowan, former Assistant Director: Mission for Catholic Education in the Diocese of Rockhampton. Boarding parents, boarders, boarding leadership and boarding staff were all surveyed as part of this Review and the findings the Survey were overwhelmingly positive with respect to Boarding services offered at the College. Recommendations from the Survey continued to be reviewed by College leadership as part of its commitment to continually improving of all aspects of life at The Cathedral College.

In 2024 we will once again be engaging the professional services of MYP Corp to undertake a strictly private and confidential School Survey on our behalf. This Survey will be conducted between Monday 29 April and Monday 13 May 2024 and will involve all Stakeholder groups (Parents, Students and Staff)

The last major externally conducted Survey of all our Stakeholders was carried out in October 2021. At that time the Survey was structured to obtain feedback from the three main College Stakeholder Groups, Parents, Students and Staff. Across the three Groups, feedback was sought in targeted Areas including Effective Teaching and Learning, Leadership, Pastoral Support and Well Being, Catholic Ethos and Identity, Partnership and Resourcing, Staff Engagement and General.

As reported in previous Annual Reports, the feedback from the 2021 Survey of the three Stakeholder Groups was overwhelmingly positive with Overall Satisfaction Scores being achieved of Parents (82%), Staff (84%) and Students (75%). As is always the case, there was some very valuable feedback from the various stakeholder groups where areas for even further improvement in the way the College delivers its educational services were identified. Over the course of the past two years, the College Leadership used this feedback to inform decision making with a view to continuously improving the services provided at the College.

It is very timely that a Survey of these Stakeholders groups will be conducted in 2024 and it will be interesting to see if the satisfaction levels with the College have held steady, declined or as we hope improved.

As a general comment, the hard data obtained through previous Stakeholders Surveys and valued feedback from the College Board, the Parents and Friends Association and anecdotal community feedback, it is clear that the College has a very strong Catholic ethos that is at the heart of the relationships that exist among the college community and guides all aspects of college life. The belief that positive relationships exist among staff, students and parents comes through very strongly through all feedback avenues as does the belief that TCC students are respectful, well-mannered and have pride in The Cathedral College.

But perhaps the most tangible sign of parent satisfaction with the College are Enrolment Indicators. Parents of students at the College are very keen to ensure that their younger siblings be enrolled at the College. It is obvious from the very large waiting lists that exist for enrolment at the College that prospective parents view attendance of their children at The Cathedral College as a very desirable outcome. In 2023, the number of enrolment applications continued to increase at a rapid rate and both Boys' and Girls' Boarding continue to operate at capacity. All of these very positive indicators indicate that The Cathedral College is well respected in the wider community and is seen as a school of choice for parents, students and teachers alike.

Our college strives for excellence in Teaching and Learning that will assist students to grow in knowledge, wisdom and understanding. We seek to continually improve learning outcomes for all our students through in-depth data analysis and professional teacher learning. We believe these objectives are strongly supported and endorsed by parents, students, and teachers alike.