



# The Cathedral College Rockhampton

## 2022 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**

1313

## **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 our 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](http://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 our 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: 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.

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 2022 at one of our Diocesan Colleges, St Patrick's College, Mackay hosting the event.

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 at the Pilbeam Theatre was a highlight of 2022 for 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. The College alternates between productions of a stage musical and other theatrical forms.

### **How Information and Communication Technologies are used to assist learning**

Every student at the College has access to a Laptop computer, to be used to enhance their study of the Curriculum. The Information Technology (IT) team at the College supports the students use of their computers.

During 2020, 2021 and in the first few weeks of 2022, the excellence of our College's IT department was once again very much to the fore via the delivery of the Learning from Home through Microsoft Teams. Without an IT system that was equipped to support Learning from Home our teachers would not have been able to deliver lessons to students in the first few weeks of 2022 where schools were closed due to the lingering impact of the Pandemic and their learning would have been negatively impacted.

Our IT systems also facilitate teachers analysing classroom data to inform and assist in continuous improvement of teaching practices. Similarly, our IT system enables schoolwide data analysis that informs and supports improved teaching practice and optimum decision making. TCC also makes very good use of Assistive Technology in Microsoft Suite that makes a significant contribution to helping students improve their reading skills.

The College continued in 2022 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.

## **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 Officer, 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 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 Parish of Rockhampton South. 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 regularly communicates to parents about cyber safety issues in addition to providing education programs to parents on this very important topic that needs the school and the parent community to work in partnership to promote 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.

Our College has a number of social/emotional learning programs in place to assist students in guarding 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. Queensland Police Force members also are invited to the College to address all students about cyber safety.

Proactively, information from the eSafety Commissioner and the *Be You Platform* is provided to students within a class-room environment and at assemblies 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.

## 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 social events such as the College Race Day and Welcome Evenings. The Parents and Friends Association is also active in sponsoring Information Evenings to allow parents to be involved in College life and develop skills to assist in raising fine young men and women.

## 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 98 and a number of these students come 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 87.80%.

## 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 93.9%.

## Staffing Information

### Workforce Composition

Workforce Composition	Teaching Staff	Non-Teaching Staff	Indigenous Staff
Headcounts	101.00	92.00	6.00
Full-time equivalents	95.58	75.39	5.25

### Qualifications of all Teachers

Qualification – highest level of attainment	Percentage of staff with this Qualification
Doctoral / Post-doctoral	2.25%
Masters	10.11%
Bachelor Degree	86.52%
Diploma	1.12%
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 2022.

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 to the 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 \$151,100.

### 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 89.59%.

Percentage of teaching staff retained from the previous school year was 97.12%.

## School Income

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

**Find a school**

Search by school name



Search by suburb, town or postcode

Sector  Government  
 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](http://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 2022 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 2021, almost all of the departing students who did pursue the higher education path moved to work placements.

### Year 12 Outcomes

Outcomes for our Year 12 cohort of 2021	(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)	100
Percentage of Year 12 students awarded a Queensland Certificate of Education (QCE)	96.2
Percentage of Year 12 students awarded a Queensland Certificate of Individual Achievement (QCIA)	1.6
Percentage of Year 12 students awarded a Vocational Education and Training (VET) qualification	41.1
Percentage of Year 12 students who undertook a School-based apprenticeship or Traineeship (SAT)	9.7
Percentage of Queensland Tertiary Admission Centre (QTAC) applicants receiving their first preference for university study	79.0



## 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 2022

Our goals for 2022 were in similarity to our 2021 goals namely:

- a) 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.
- b) Continue to build teacher capacity by focused Professional Development opportunities for staff with reading skills being a high priority focus area.
- c) Improve the resilience of our students and enhance their overall well-being.
- d) 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.

In 2020 and 2021, COVID restrictions did significantly reduce the opportunities for our staff to attend Professional Development sessions in person. However, with COVID restrictions being phased out in early 2022, staff were able to once again avail themselves of Professional Development opportunities that will assist in the achievement of goals (a) and (b) above.

The review of our Pastoral Care Program for Years 7 to 12 and the conduct of the ACER Well Being Survey, with all students participating in the Survey, was again 2022 of significant assistance in us in our endeavours to improve the resilience of our students and enhance their overall well-being which is goal (c) above. This was done by mapping the feedback from students in the Survey 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.

A Review of the Learning Support Services provided at The Cathedral College was undertaken by an external consultant in 2021. The findings of this Survey were worked through by College leadership with a view to better understanding the needs of students with a disability and to identify appropriate strategies the College can put in place to improve the educational outcomes for these students. These strategies were implemented very successfully in 2022 with a new Academic Dean Equity being appointed. The new appointment has seen marked changes to the way Learning Support Services are provided at the College with significantly improved outcomes for these students.

A major focus for 2022 was preparing for the Australian Council for Educational Research (ACER) National School Improvement Tool (NSIT) Review that took place in June 2022. The College was required to clearly and effectively demonstrate to the Review Team that in our current teaching and learning practices incorporate a commitment to the (9) Domains that comprise the NSIT. These Domains are the cornerstone of effective teaching and learning and the NSIT enables a reliable measurement to be made of school improvement programs, frameworks and initiatives.

As the principal goal of school improvement programs is to improve outcomes for all students, both achievement wise and well-being wise, NSIT gives 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.

At the conclusion of the NSIT Review, the College was provided by the Review Team with Findings relevant to each of the Domains. The College received a number of Commendations, Affirmations and Recommendations. These Findings, Commendations, Affirmations and Recommendations were shared with the College staff by the Principal.

The outcome of the NSIT Review for TCC was overwhelmingly positive and the Recommendations made by the Review Team will be helpful in providing strategic direction for the College with respect to quality teaching and learning into the future.

## Strategic priorities for 2023

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 will be a key focus for the College in 2023 and beyond. Catholic Education in the Diocese of Rockhampton (CEDR) are pursuing a number of 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 2023:

- 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.

## Parent, teacher and student satisfaction with the school

In October 2021, an external organization was engaged to conduct School Results Survey with the three main College Stakeholder Groups, Parents, Students and Staff. Across the three Groups, feedback was sought in a number of 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 2021 Annual Report, the feedback from the three Stakeholder Groups were 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. During 2022, the College Leadership worked to evaluate this feedback and to implement actions that addressed some of the areas for further improvement that had been identified.

From hard data obtained through these 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 as has been stated before, 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. The number of enrolment applications continue to increase at a rapid rate and both Boys’ and Girls’ Boarding continue to operate at capacity. All of these very positive indicators illustrate that The Cathedral College is very well regarded 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 helping all 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.