



## ANNUAL REPORT 2024

### CONTEXTUAL INFORMATION

**School Sector:** Independent

**College Address:** 505 Hume Street, Toowoomba South 4350

**Postal Address:** PO Box 7239, Toowoomba South 4350

**Phone:** (07) 4617 6555

**Email:** [enquiries@highlands.qld.edu.au](mailto:enquiries@highlands.qld.edu.au)

**Total enrolments:** 689 (316 primary + 373 secondary)

**Year Levels offered:** Prep-12

**Co-educational or single sex:** Co-educational

**Characteristics of the student body:** The College is inclusive and inter-denominational; we welcome all students from indigenous backgrounds as well as international students.

### DISTINCTIVE CURRICULUM OFFERINGS

All subjects taught from a Biblical worldview  
Christian Studies  
Middle Years Distinctive Program  
Comprehensive Music Program from Prep to Year 12  
ICT embedded from Prep to Year 12  
Learning Assistance Program

Early Learning/Differentiation pedagogy  
Japanese LOTE Primary to Secondary  
Careers Readiness Program & SET Plan for Year 10  
Bridge Builders Program in Primary  
Wellbeing focus and specific programs

### EXTRA CURRICULAR ACTIVITIES

Performing Arts Program – choirs, band, ensembles  
Readers Cup & Secondary Book Clubs  
Premiership Sport – Volleyball, Basketball, Soccer, Futsal  
Carnivals – Swimming, Cross Country, Athletics  
Camping Program – Years 4 to Year 11

Student Leadership Opportunities  
Duke of Edinburgh Award Program  
Highlands Day, Harmony Day  
Boys & Girls Only Events  
Chess Cub

## WORKFORCE INFORMATION

### Staff Composition

In 2024, there were 57 full-time and part-time teaching staff, four of whom were in senior leadership positions. There were 22 full-time and part-time student support staff and 46 full-time and part-time support services staff. The staff of Highlands represented a wide variety of ages, experience and cultural background. There were no staff who identified as Indigenous in 2024.

### Qualifications of All Teachers

<b>Qualification</b>	<b>Percentage of classroom teachers and school leaders at the school who hold this qualification</b>
Doctorate or higher	<b>2%</b>
Masters	<b>16%</b>
Bachelor	<b>79%</b>
Diploma	<b>3%</b>
Certificate	<b>0%</b>

### Teacher Participation in Professional Development

In 2024, the College ran a comprehensive program of In-house Professional Learning for teaching and non-teaching staff. This consisted of sessions conducted by Highlands staff as well as sessions run by external providers. Several teachers also attended external professional learning opportunities throughout the year. 100% of teaching staff were involved in professional learning activities.

### Average Staff Attendance - CLA

Based on unplanned absences of sick and emergency leave periods, attendance was 94.2% (for teaching staff) in 2024.

### Proportion of Teaching Staff Retained from Previous Year - CLA

From the end of 2023, 93% of staff were retained for the entire 2024 school year.

## FUNDING INFORMATION

<b>Description</b>	<b>Percentage</b>
School Fees	29%
Other fee related income	1%
Private Income	7%
State Government Recurrent Grants	12%
Commonwealth Government Recurrent Grants	51%
<b>Total Recurrent Income</b>	<b>100%</b>

## SOCIAL CLIMATE

The staff, students and families all contribute to and benefit from an open and inviting school culture. We highly prize our strong Christian ethos and ethics that are foundational to ensuring personal worth, respectful relationships, engaging classrooms, innovative learning programs and high quality pastoral care. A most supportive and involved community, professional and caring staff, and a visionary governance body combine making Highlands a College of excellence.

### Parental Involvement

Partnership between the College and home is priority. Parents and supporters are invited and encouraged through Parent-Teacher interviews, regular contact with class teachers, information nights, parent morning teas and involvement in the College's volunteer program.

Volunteer groups work throughout the school helping in a variety of aspects including:

- Supporting students in reading, artistic and sporting pursuits
- Assisting in the Library
- Catering for school events
- Assisting in the Tuckshop

### Parent and Staff Satisfaction with the School

The College regularly seeks opportunities to gain feedback from students, staff, and parents in order to assist in the journey of continuous improvement.

In recent year, the College has undertaken engagement projects, including:

- A *Tell Them From Me* survey of secondary students with specific reference to student outcomes and school climate.
- Contracting Best Christian Workplaces International to establish benchmarks of staff satisfaction at Highlands as the beginning of a longitudinal approach to establishing a best practise workplace.
- Engaging McCrindle Research to undertake a Highlands Impact Report

## STUDENT OUTCOMES

### Average Student Attendance Rate for the Whole School

The average attendance rate for the whole school as a percentage in 2024 was 92%

### Average Student Attendance Rate for Each Year Level

Year levels	Average attendance rate for each year level as a percentage in 2024
Prep	94%
Year 1	93%
Year 2	93%
Year 3	93%
Year 4	92%
Year 5	95%
Year 6	92%
Year 7	92%
Year 8	92%
Year 9	92%
Year 10	90%
Year 11	89%
Year 12	90%

Non-attendance is carefully and efficiently managed by the College. Parents are encouraged to contact Student Services via the College App as soon as they are aware that their child will not be attending school. Parents of students with a non-attendance are contacted via email each day asking for an explanation for the absence. Extended absences are further followed up by the Leadership Team.

### Apparent Retention Rate

The Apparent Retention Rate refers to the percentage of students who continued on from Year 10 through to Year 12. Year 12 student enrolment as a percentage of the Year 10 cohort is 87%

#### Apparent Retention Rate

Year 12 2024: 40

Year 10 2022: 46

= 87%

## NAPLAN RESULTS FOR YEARS 3, 5, 7, & 9 in 2024

Benchmark data for the year

Reading		
	Average Score (School)	Average Score (State)
Year 3	445	483
Year 5	508	489
Year 7	555	523
Year 9	560	551

Writing		
	Average Score (School)	Average Score (State)
Year 3	428	402
Year 5	501	470
Year 7	554	524
Year 9	596	558

Spelling		
Year	Average Score (School)	Average Score (State)
Year 3	413	388
Year 5	511	475
Year 7	557	530
Year 9	568	560

Grammar and Punctuation		
Year	Average Score (School)	Average Score (State)
Year 3	432	398
Year 5	524	493
Year 7	551	527
Year 9	563	549

Numeracy		
Year	Average Score (School)	Average Score (State)
Year 3	425	393
Year 5	503	479
Year 7	547	529
Year 9	560	552

## YEAR 12 OUTCOMES

<b>Outcomes for our Year 12 cohort 2024</b>	
Number of students awarded a Senior Education Profile	40
Number of students awarded a Queensland Certificate of Individual Achievement	1
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	14
Number of students awarded one or more Vocational Education and Training (VET) qualifications	25
Number of students awarded a Queensland Certificate of Education at the end of Year 12	38
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Percentage of Year 12 students who received an ATAR above 90	12.5%
Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification	95%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	100%

### Post-school destination Information

At the time of publishing this School Annual Report, the results of the 2024 post-school destinations survey, *Next Steps – Student Destination* report for the school was not available. Information about these post-school destinations of our students will be uploaded to the school's website in September after release of the information.