



ANNUAL REPORT 2025

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

Total enrolments: 670 (332 Primary + 338 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 2025, there were 56 full-time and part-time teaching staff, four of whom were in senior leadership positions. There were 24 full-time and part-time student support staff and 39 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 2025.

Qualifications of All Teachers

Qualification	Percentage of classroom teachers and school leaders at the College who hold this qualification
Doctorate or higher	2%
Masters	14%
Bachelor	80%
Diploma	4%
Certificate	0%

Teacher Participation in Professional Development

In 2025, 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 95.9% (for teaching staff) in 2025.

Proportion of Teaching Staff Retained from Previous Year - CLA

From the end of 2024, 91% of staff were retained for the entire 2025 school year.

FUNDING INFORMATION

Description	Percentage
School Fees	29%
Other fee related income	1%
Private Income	8%
State Government Recurrent Grants	12%
Commonwealth Government Recurrent Grants	51%
Total Recurrent Income	100%

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 2025 was 93%

Average Student Attendance Rate for Each Year Level

Year levels	Average attendance rate for each year level as a percentage in 2025
Prep	94%
Year 1	94%
Year 2	94%
Year 3	94%
Year 4	93%
Year 5	95%
Year 6	91%
Year 7	93%
Year 8	93%
Year 9	92%
Year 10	92%
Year 11	90%
Year 12	91%

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 2025: 41

Year 10 2022: 52

= 79%

NAPLAN RESULTS FOR YEARS 3, 5, 7, & 9 in 2025

Benchmark data for the year

Reading		
	Average Score (School)	Average Score (State)
Year 3	410	392
Year 5	517	483
Year 7	569	527
Year 9	601	556

Writing		
	Average Score (School)	Average Score (State)
Year 3	411	398
Year 5	501	470
Year 7	552	525
Year 9	631	564

Spelling		
Year	Average Score (School)	Average Score (State)
Year 3	414	391
Year 5	506	476
Year 7	556	532
Year 9	598	561

Grammar and Punctuation		
Year	Average Score (School)	Average Score (State)
Year 3	399	393
Year 5	523	487
Year 7	567	530
Year 9	612	549

Numeracy		
Year	Average Score (School)	Average Score (State)
Year 3	399	394
Year 5	501	480
Year 7	559	534
Year 9	601	559

YEAR 12 OUTCOMES

Outcomes for our Year 12 cohort 2025	
Number of students awarded a Senior Education Profile	41
Number of students awarded a Queensland Certificate of Individual Achievement	0
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	13
Number of students awarded one or more Vocational Education and Training (VET) qualifications	17
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	21%*
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%

*Percentage based only on students who elected to share their ATAR results

Post-school destination Information

At the time of publishing this School Annual Report, the results of the 2025 post-school destinations survey, *Next Steps – Student Destination* report for the College was not available. Information about these post-school destinations of our students will be uploaded to the College's website in September after release of the information.