



Trinity College GLADSTONE

2021 Annual Report



About our
College

Trinity College Gladstone, situated in Central Queensland at 4 Archer Street, Gladstone is an independent, co-educational school catering for students from Kindergarten to Year 12.

The College is a ministry of the Gladstone Baptist Church and is governed by a limited liability company who are responsible for ensuring the capacity of the college to fulfil its mission for current and future generations. Our College is governed by an elected board which meets several times a year. The current Company Directors who make up the College Board is comprised of the College Principal, and representatives from the Church.

The school is affiliated with Independent Schools Queensland and Christian Schools Australia, which is a national association of over 125 schools and 40,000 students. We are also members of the Association of Christian Schools International.

Trinity College Gladstone recognises that each student has their own unique giftings and talents to be encouraged and developed. As we journey with our students, whether academic, sporting, cultural and a mix of all three, we delight in seeing them grow into themselves as they transition through the years.

We had 552 students in our Primary and Secondary School comprising of 305 primary students and 247 secondary students. We also guided the youthful enthusiasm of 38 Kindy students.

Male: 277 (50.2%)

Female: 275 (49.8%)

Indigenous: 26 (4.7%)

Distinctive curriculum offerings



At Trinity College Gladstone, the curriculum, from Preparatory to Year 10 is organised around the Australian Curriculum. The curriculum in Years 11 and 12 is based on a range of Queensland Curriculum and Assessment Authority syllabuses. The senior secondary academic program is intentionally tailored around the needs of individual students yet lining up with the requirements set out to obtain a QCE.

Additional learning opportunities and activities on offer are:

- Years 4-12 are supported by a 1:1 school-loan Apple device system. iPads in classrooms in Years 2-6, MacBooks in classrooms for Year 6 and MacBooks from Year 7.
- Mandatory camping program for years 5, 6, 7, 9 and 11.
- Work placement for Year 10 students (a complete one-week block) with individually tailored placements.
- Our "Reach" program, for differentiation and improvement of student potential
- Distance education opportunities
- TAFE course options
- Apprenticeship and community connection prospects
- Terms 1 & 4 Buddy program:
 - Year 12 with Year 7
 - Year 11 with Year 6
 - Year 6 with Prep

We invest in our Leaders both Primary and Secondary by attending external leadership conferences, one to one mentoring for each of our senior secondary leaders within their portfolios.

The kindergarten uses the Early Years Learning Framework and Queensland Kindergarten Learning Guidelines as the foundation of its Kindergarten program.



Distinctive curriculum offering



Various opportunities to extend student's learning beyond the classroom curriculum also include:

- Opti-MINDS
- ICAS assessments
- Australian Maths Challenge (by the AMT)
- Gladstone Eisteddfod
- Girls in Science
- Robotics club
- Aerospace Exploration
- Science Week activities
- Health & Physical Education Week activities

Sporting opportunities include:

- swimming lessons for primary years (Terms 1 & 4) culminating in our Prep-Year 3 swimming celebration and Year 4-12 swimming carnival
- Cross Country carnivals for both Prep-Year 3 and Years 4-12
- Athletic Carnival for both Prep-Year 3 and Years 4-12
- Opportunities for representation at Port Curtis District and Capricornia District events.
- Christian Schools League (CSL) once a semester



Support for students with disabilities includes:

- The verification process for funding.
- Negotiated Individual Education and Learning Plans.
- Multilit and Minilit Reading Programmes for reading intervention.
- Social Skills programmes
- PALS-programme,
- Zones of Regulation including lunch time activities, small group activities as well as class programmes.
- Speech pathology screening for Kindy and Prep students. Linking with support organisations such as SALDA and Autism Queensland.



Extra-Curricular Activities

Extra-Curricular Activities

Students have the opportunity to engage in a wide range of extra-curricula activities including:

Chapel Band
Choir
Team Sports Program
Athlete High Performance Unit
Football Academy
Regional and State Maths Team Competitions
Regional Chess Competitions
Weekly Assembly presentations
Student leadership program (Year 6 and Years 10 – 12)
Student Representative Council (Year 4 - 12)
Book Week
Awards Ceremonies
Arts Council and visiting performances
Robotics club
Flute excellence program
Premier's Reading Challenge
Homework Club

The number of extra-curricular activities which Trinity College offered in 2021 was restricted due to the impacts of COVID. Despite this, the College ran a highly successful musical - Annie Junior.



Various lunch time clubs held daily including:

Skipping
Art and craft
Dance group
Science club
Gardening club
Chess
Lego
Games and Cards



Support for Charities such as:

Movember
Salvation Army
Ooshies for Nepal



Social Climate

Trinity College prides itself on its sense of community, and the vibrant and highly relational school culture. Jesus Christ is at the centre of all we do. Each child is important to God and is therefore important to us. Our desire is to see every child excel in the areas God has gifted them. In the Primary School, students are encouraged to be STARS: Safe, Trustworthy, Active learners, Respectful and Successful. In the Secondary School, students are encouraged to go the extra mile with 101 Awards.

Trinity College has always been, first and foremost, about relationships. Strong, respectful relationships between staff and students, between senior students and junior students and between students in the same year level. Strong relationships are also fostered between staff and our parent community, which allows for valuable 2-way feedback. Each week after Primary Chapel, parents are invited to stay for Chapelcino and a chat with one another and any staff not on class.

Trinity College's culture of care and encouragement has continued to be strong because staff embrace their role as a calling rather than a job. Staff are committed to the development of their students' growth and advancement whether it be spiritual, emotional, or academic.



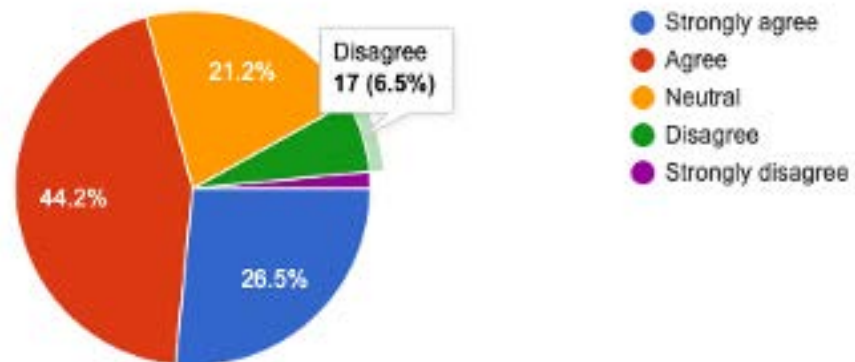
TRINITY LIVING.

Student Satisfaction

In 2021, 260 students participated in the student survey involving students from Years 5 to 12. Two sample responses are included.

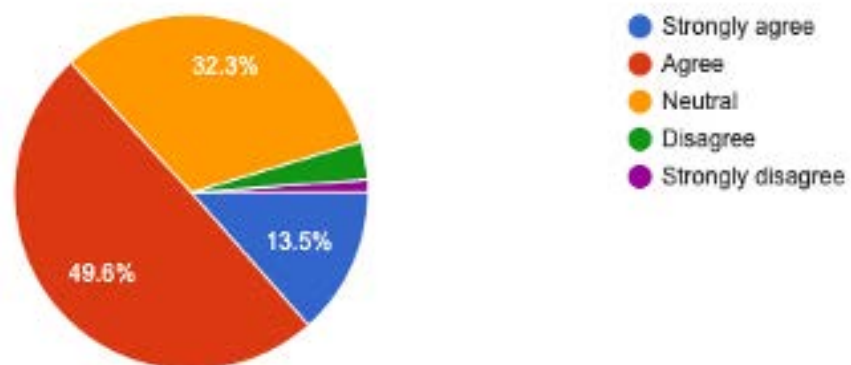
My teachers are positive and enthusiastic about their teaching

260 responses



The lessons that I receive from my teachers are clear and understood by myself

260 responses

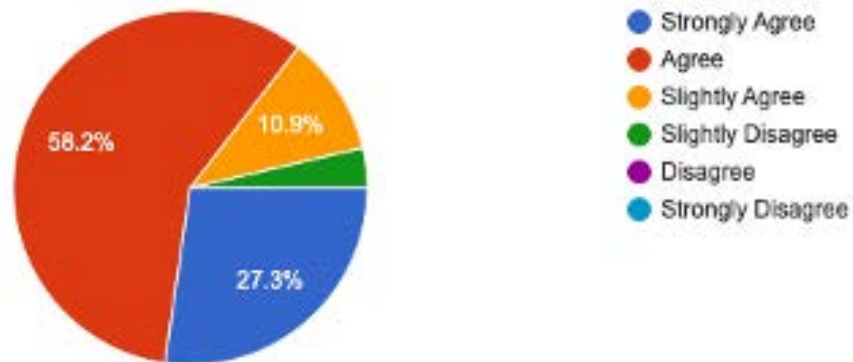


Staff Satisfaction

In 2021, fifty-five staff chose to complete the anonymous staff survey. Two sample answers are included:

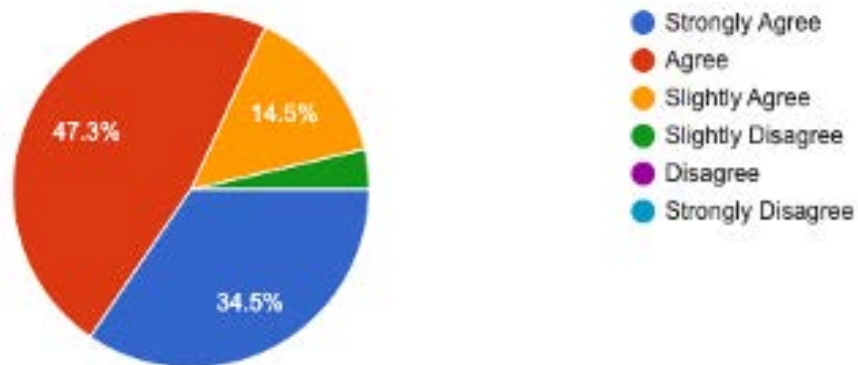
I am valued as a staff member at this school

55 responses



The school provides a positive atmosphere for staff members

55 responses

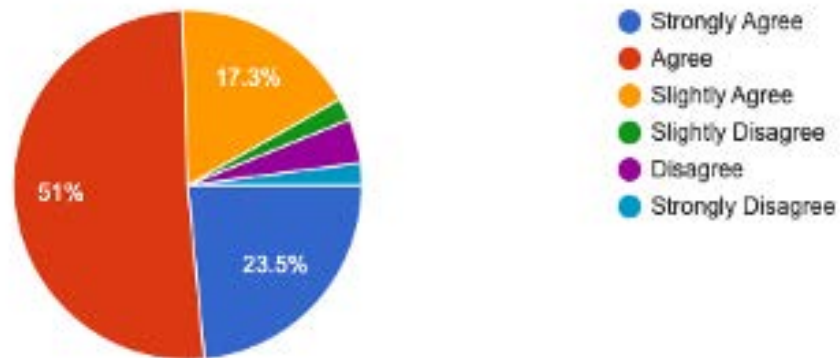


Parent Satisfaction

One Hundred parents chose to complete the survey in 2021. Two sample answers are included:

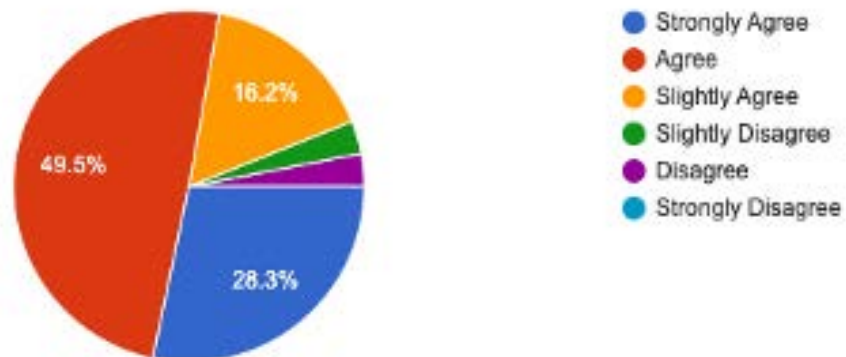
The school staff actively develop moral, ethical, and civic values in their students

98 responses



The College provides an inviting atmosphere to College family members.

99 responses



Staff Information

Trinity College had an average of forty-eight staff and maintained a retention rate of 85% from 2020 into 2021. Our teaching staff come from a range of cultural back grounds, however we currently have no teaching staff of Aboriginal or Torres Strait Islander heritage. All our teachers are committed Christians who, as well as being professionally competent, are deeply committed to encouraging and developing the God given skills and talents of our students.

	Full Time	Part Time
Teaching		
Male	12	4
Female	23	9
Non Teaching		
Male	0	3
Female	3	22

In addition to the school teaching and administration staff, Trinity College employs a further ten staff who co-ordinate and ensure delivery of both our Kindergarten program and our bus service. Our student community enjoy the benefit of onsite chaplains, exercise physiologists and career pathways support.

Staff Information cont.

Qualifications of all Teachers

Qualification	Percentage
Doctorate or higher	2%
Masters	6%
Graduate Diploma	35%
Bachelor	56%
Diploma	0%
Certificate	0%

Staff Retention

Staff Retention is an important factor in maintaining continuity of culture, community, student and staff relationships. Continuity ensures continual improvement of program as faculties can build upon experience each year. We recognise that life changes and as such, Trinity College releases staff with warmth and best wishes when the time comes for them to answer the Lord's call in other places. Our 2021 retention rate of 85.71% was up from the 2020 rate of 84%.

Number of permanent teaching staff at the end of 2020	Number of these staff retained through 2021	Retention Rate
49	42	85.71%

Teaching Staff Attendance

The average teaching staff attendance for the College, based on unplanned absences of sick and emergency leave periods of up to 5 days was 96%.

Staff Information cont.

Staff Training

In 2021, Trinity College spent \$46,755 on teaching staff, which was an average of \$974 per teachers.

Training	Attendees
All teaching staff:	
Craig Murison: Planing to Teach from a Christ-centred perspective	All teaching staff
Dr Eric Frangenheim: Creating the Thinking Classroom & extending all students	All teaching staff
Learning Management System training	All teaching staff
Safety Training including: Fire Warden Fire Extinguisher Manual Handling First Aid Training ISQ Child Protection Training	All teaching & non-teaching staff
Staff Specific Development	
Emerging Leaders Course	Middle Leaders
Qld Association of Gifted & Talented Children Conference	Selected teaching staff
QCAA Teaching for Mathematical Understanding	Selected teaching staff
Qld Education Leadership Institute "Teach like a Champion" program	Selected teaching staff
MultiLit: InitialLit Program Training	Selected teaching staff
UNSW: Mini-COGE program to identify, differentiate and develop programs for high potential and gifted students	Selected teaching staff

Further faculty specific training not included above was also provided.

Student Outcomes



Student Attendance

The average student attendance for the whole school in 2021 was 92%.

Year Level	Average attendance rate for each year level as a percentage in 2021
Prep	92%
Year 1	93%
Year 2	91%
Year 3	94%
Year 4	93%
Year 5	94%
Year 6	91%
Year 7	92%
Year 8	91%
Year 9	90%
Year 10	91%
Year 11	90%
Year 12	92%

Student Outcomes cont.

Student Attendance

Student attendance is monitored through the software program in TASS. Parents advise the College where non-attendance is known via phone or email.

Once rolls have been marked in the morning, an administration staff member sends out an SMS to parents and caregivers of students unaccounted for.



Where it is noted that non-attendance is high, or there is a pattern of absenteeism emerging, our teachers (primary or secondary year co-ordinators) contact the parent or caregiver. Where further engagement is required, members of the executive will become involved and interviews may be required. Where necessary, the relevant authorities may be alerted.

We recognise that without regular attendance, it is difficult to engage with the material and the cohort and as such, encourage students to not just attend, but participate in classes and extra-curricular opportunities.

NAPLAN

Benchmark Data

Progress

The percentage of students at Trinity College who achieved above average progress, compared to students of a similar background and who had the same starting score on their previous NAPLAN test.



	Year 3-5 (2021)	Year 5-7 (2021)	Year 7-9 (2021)
Reading	51%	56%	55%
Writing	52%	39%	52%
Numeracy	59%	58%	56%

NAPLAN

Results

Data analysis has shown areas which need improvement in Year 3 results, however, from Year 5 upwards, Trinity College achieved excellent results in the region, including being the third best school for Years 7 and 9 for the Central Queensland region, and leader in Gladstone. Year 5 also was the highest achieving school in Gladstone other than Faith Baptist Christian School.

Reading				
	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	413	515	572	588
Average Score (National)	438	511	542	577

Writing				
	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	416	487	523	554
Average Score (National)	425	480	522	551

NAPLAN

Results

Spelling

	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	399	519	566	587
Average Score (National)	421	504	548	580

Grammar & Punctuation

	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	408	516	563	580
Average Score (National)	433	503	533	573

Numeracy

	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	397	504	585	590
Average Score (National)	403	495	550	588

Year 12 Outcomes

	Year 10 students in 2019	2021 Year 12 students who attended 2019	% retention	Additional graduating students
Number of students	21	18	86%	2

HIGHLIGHTS

11 of your Year 12 students have applied through QTAC for tertiary study.

Preferred start date*

Start Month: FEB22 (red) / MAY22 (black)



To date, 91% (10) of QTAC applicants from your school have received offers through QTAC.*

Offers by preference number*



*Based on the first preference of each student's QTAC application.

*Based on the SEM0 and SEM1 final offer an applicant receives. Where an applicant has been made more than one offer, the final offer represents the offer chosen. Offers for international students are not included.

QTAC APPLICATIONS*

Your students want to study at the following institutions

Institution	Students
Queensland University of Technology	4
Griffith University	3
CQUUniversity	2
The University of Queensland	2

Your students' preferred study areas

Study Area	Students
Creative Arts	2
Engineering	2
Society and Culture	2
Agriculture, Environmental and Related Studies	1
Architecture and Building	1
Health	1
Management and Commerce	1
Natural and Physical Sciences	1

QTAC OFFERS*

Your students have been offered at the following institutions

Institution	Students
Queensland University of Technology	4
Griffith University	3
The University of Queensland	2
CQUUniversity	1

Your students' offered study areas

Study Area	Students
Engineering	3
Creative Arts	2
Society and Culture	2
Agriculture, Environmental and Related Studies	1
Health	1
Management and Commerce	1



Year 12 Outcomes

Number of students awarded a Senior Education Profile	20
Number of students awarded a Queensland Certificate of Individual Achievement	1
Number of students who received a ATAR	13
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	2
Number of students awarded one or more Vocational Education and Training (VET) qualifications	1
Number of students awarded a Queensland Certificate of Education at the end of Year 12	19
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Percentage of Year 12 students who received an ATAR above 90	15%
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	91%

Post-school Destination Information

At the time of publishing this School Annual Report, the results of the 2021 post-school destinations survey, *Next Steps - Student Destination* report for the school was not available. Information about post-school destinations of our students will be uploaded to the school's website in September after release of the information.