



Trinity College GLADSTONE

2022 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 574 students in our Primary and Secondary School comprising of 312 primary students and 262 secondary students. We also guided the youthful enthusiasm of 40 Kindy students.

Male: 271 (47.2%)

Female: 303 (52.8%)

Indigenous: 35 (6%)

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 2-12 are supported by a 1:1 school-loan Apple device system. iPads in classrooms in Years 2-5, 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 "Arise" program, for differentiation and improvement of student potential
 - Distance education opportunities
 - TAFE course options
 - SUN Courses
 - Apprenticeship and community connection prospects
- Terms 1 & 4 Buddy program:
 - Year 12 with Year 7
 - Year 11 with Year 6
 - Year 5 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
- Australian Maths Challenge (by the AMT)
- Gladstone Eisteddfod
- Girls in Science
- Robotics club
- Aerospace Exploration
- Science Week activities
- Health & Physical Education Week activities
- Junior Science Olympiad
- StoryLinks Short Story Competition
- Prime Minister's Spelling Bee

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 5 - 12)
Book Week
Awards Ceremonies
Arts Council and visiting performances
Robotics club
Flute excellence program
Premier's Reading Challenge
Homework Club
Bush Dance

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.



Support for Charities
such as:
Relay for Life



Various lunch time clubs held daily including:

Skipping
Art and craft
Prayer
Gardening
Chess
Lego
Games and Cards



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 Chapelccino 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.

Staff Satisfaction

Teacher retention rates: our staff retention from 2021 through 2022 was 78%. Mandatory vaccinations impacted on our results and Trinity College saw the retirement of two long-serving teaching staff. Adjusted for these, our retention rate was 87%. (6 staff left, 2 staff retired, 3 staff due to mandatory vaccination and 40 staff continued)



Staff Information

Mandatory COVID vaccinations impacted on Trinity College staff. We retained 76% of our 2021 staff through 2022. Trinity College farewelled two staff due to retirement during 2022.

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	13	3
Female	22	13
Non Teaching		
Male	0	5
Female	4	25

In addition to the school teaching and administration staff, Trinity College employs staff to coordinate and ensure delivery of both our Kindergarten program and our bus service. Our student community enjoys the benefit of onsite chaplains, exercise physiologist and career pathways support.

Staff Information cont.

Qualifications of all Teachers

Qualification	Percentage of classroom teachers and school leaders who hold this qualification in Education	Percentage of classroom teachers and school leaders who hold this qualification as the highest qualification held
Doctorate or higher	0%	2%
Masters	12%	18%
Bachelor	63%	78%
Diploma	25%	2%
Certificate	0%	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 2022 retention rate of 78.43%.

Number of permanent teaching staff at the end of 2021	Number of these staff retained through 2022	Retention Rate
51	40	78.43%

Student Outcomes



Student Attendance

The average student attendance for the whole school in 2022 was 90%.

Year Level	Average attendance rate for each year level as a percentage in 2022
Prep	89%
Year 1	91%
Year 2	92%
Year 3	90%
Year 4	91%
Year 5	91%
Year 6	92%
Year 7	90%
Year 8	88%
Year 9	91%
Year 10	90%
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

In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic. Therefore, there is not 2018-2020 and 2020-2022 student progress available.



NAPLAN

Results

Reading				
	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	461	513	556	586
Average Score (National)	438	510	543	578

Writing				
	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	416	487	544	561
Average Score (National)	422	484	530	560

NAPLAN

Results

Spelling

	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	416	507	565	570
Average Score (National)	418	505	547	577

Grammar & Punctuation

	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	433	499	538	570
Average Score (National)	433	499	533	573

Numeracy

	Year 3 (2021)	Year 5 (2021)	Year 7 (2021)	Year 9 (2021)
Average Score (School)	411	486	569	583
Average Score (National)	400	488	546	584

Year 12 Outcomes

	Year 10 students in 2020	2022 Year 12 students who attended 2020	% retention	Additional graduating students
Number of students	36	26	72%	3



Year 12 Outcomes

Number of students awarded a Senior Education Profile	29
Number of students awarded a Queensland Certificate of Individual Achievement	0
Number of students who received a ATAR	17
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	11
Number of students awarded a Queensland Certificate of Education at the end of Year 12	26
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Percentage of Year 12 students who received an ATAR above 90	3%
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	41%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	85%

Post-school Destination Information

At the time of publishing this School Annual Report, the results of the 2022 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.