

ANNUAL REPORT 2023



HEIGHTS COLLEGE

Principal's Foreword

Heights College is pleased to present its annual report for the academic year 2023. After dealing with Covid mandates and delayed start to the year the past two years, it was wonderful to start 2023 without any complications. This report aims to highlight some of the significant achievements and developments that took place over the year.

As a Christian college, we strive to create a distinctive culture that reflects our faith and values, while also fostering a supportive community for all of our students, staff, and faculty. Heights College welcome students who have a diverse range of personal characteristics and experiences. As a college, we strive to create a culture of excellence, foster a supportive learning environment, and meet all state and federal statutory requirements.

It is with great honour and privilege that we reflect back on 34 years ago, when our Senior Pastor of the Cathedral of Praise Church and Chairman of the Board responded to a vision given to him in 1986. Heights College was established in 1989 as a result of obedience to the word given to provide quality Christian education to the wider community of Rockhampton and the Capricorn region. Who despising the small beginnings, with only 2 staff members and 29 students, Heights College was born. Today, our school has steadily grown in both size and influence since that time and has earned a reputation as a quality education provider within the wider community. The governance of Heights College is seamlessly aligned with the local sponsoring church, with the senior pastor holding the position of Chairman of the Board and each board representative being required to be a member of Cathedral of Praise Church.

Heights College continued to grow in both size and influence throughout 2023 and the College now has waiting lists in a number of year levels. Our College has grown to three stream in Primary and four

stream in Secondary, which indicates how the school has grown and flourished into a vibrant learning community, To God be the Glory. Our annual theme for 2023 was, "The Heights Brand" where we discussed the comment how - God wants us to use our talents for Him in two ways: Blessing others and building His kingdom. In **John 14:6** - Jesus said to him, "I am the way, and the truth, and the life. No one comes to the Father except through me."

Throughout the year, this theme was integrated in all our staff devotions and prayer time. We discussed ways we could embed the 5 C's of Branding at Heights College, which were: Christ; Connection; Community; Consistency and Character.

The College has 1053 students enrolled from Kindergarten to Year 12 as of 29 February 2024. In our Primary school we have 544 students (including Kindy) and in our Secondary school we have a total of 509 students. Primary cohorts are all three stream with four stream in Secondary, except for our Year 12 cohorts which is triple streamed.

We are committed to excellence in our academic programs as well as our co-curricular programs. Our continuing record is that we are achieving these levels of excellence, but we remain determined to continue to improve each year.

This year, we organised several events and activities that reinforced our commitment to creating a positive culture on campus. These activities included cultural celebrations, guest speakers and volunteer work in the local community. We also provided counseling services, mentoring programs and other resources to support the mental health and wellbeing of our students.

Heights College achieved several significant accomplishments during the academic year 2023. These accomplishments include:

- We successfully maintained our accreditation with the state board of education and the regional accrediting agency.

- Heights College offers a range of academic and vocational programs suited for the needs of all students. These programs are all delivered in modern classrooms, with access to technology and a variety of relevant resources.
- We experienced a steady increase in student enrollment, with more than a 10% increase in new student admissions.
- Our graduation rates continue to be excellent.
- Our students achieved academic success with 85% of our students meeting or exceeding their academic goals.
- Heights College is committed to meeting all state and federal statutory requirements. We continually monitor changes in legislation and ensure that our policies and procedures align with current regulations.
- Heights College is an independent multi-denominational Christian school and is a member of ISQ (Independent Schools Queensland) and ACS (Associated Christian Schools) and this year we joined Christian Schools Australia (CSA). Being part of two Christian school organisations, we are well represented on all fronts, with organisations passionately advocating for Christian Education.

Heights College plays a vital role in promoting the wellbeing of all students, building a positive learning environment and a place where students flourish. Through elements such as leadership, inclusion, partnerships and support, Heights College provides the foundation for enhanced learning, supportive growth and centred around student wellbeing and learning outcomes.

The College credo, 'For Excellence, For Greatness, For Christ' is the motivation applied to all facets of the College. Heights College is proud of its well-

equipped classrooms, three brand new classrooms, technological resources, landscaped grounds and integrated curriculum across four sub-schools: Kindergarten, Primary, Middle and Senior.

A diverse and rich sports program with many successful teams and a vibrant creative arts program are available for students from Primary school up.

Alternative pathways in Senior such as student university partnerships and school based apprenticeships provide the opportunity for all students to develop their talents and abilities.

We are truly thankful for the achievements, celebrations and accomplishments of 2023 and are pleased to share some of these with you through this report.

In conclusion, Heights College had an excellent year in terms of creating a positive culture, achieving significant milestones, and offering staff opportunities to develop their professional practices. We remain committed to providing our students with an exceptional education and a supportive environment that prepares them for success in their future endeavors.

For Excellence, For Greatness, For Christ,

Mrs Karen Bredenhann
Principal



1.0 General School Information

Heights College is situated in Rockhampton on the corner of Yaamba Road and Carlton Street, directly opposite CQUniversity. It is located close to the Bruce Highway and is serviced by bus services both

locally and from Gracemere, the Caves and Capricorn Coast. Heights College also runs its own fleet of buses with a door-to-door service.

In 2023, our student enrolment in Kindergarten – Year 12 was 1012 students.

College Address: 276 Carlton Street, Kawana, North Rockhampton

Postal Address: PO Box 5671, Red Hill Rockhampton, Queensland 4701

Phone: 07 4923 1800

Email: admin@heights.qld.edu.au

Website: www.heights.qld.edu.au

Year Levels Offered: Kindergarten to Year 12 (Co-educational)

School Sector: Independent

Enrolments: 1012

College Structure: Primary School – Kindergarten to Year 6
Middle School – Years 7, 8, 9
Senior School – Years 10, 11, 12

Affiliations: Heights College is an independent Christian College that is an affiliated member of ISQ (Independent Schools Queensland) and ACS (Associated Christian Schools).



2.0 Characteristics of the Student Body

Year Level	Total	Male	Female	Indigenous
Kindergarten	57	35	22	3
Preparatory	61	33	28	5
Year 1	70	36	34	4
Year 2	72	37	35	3
Year 3	63	30	33	2
Year 4	71	32	39	4
Year 5	72	40	32	2
Year 6	66	32	34	4
Year 7	93	40	53	4
Year 8	93	55	38	2
Year 9	94	50	44	4
Year 10	84	33	51	7
Year 11	63	30	33	4
Year 12	53	20	33	4
TOTAL	1012	503	509	52

Table 1: Full time students 2023 (source: DEEWR census data August 2023)

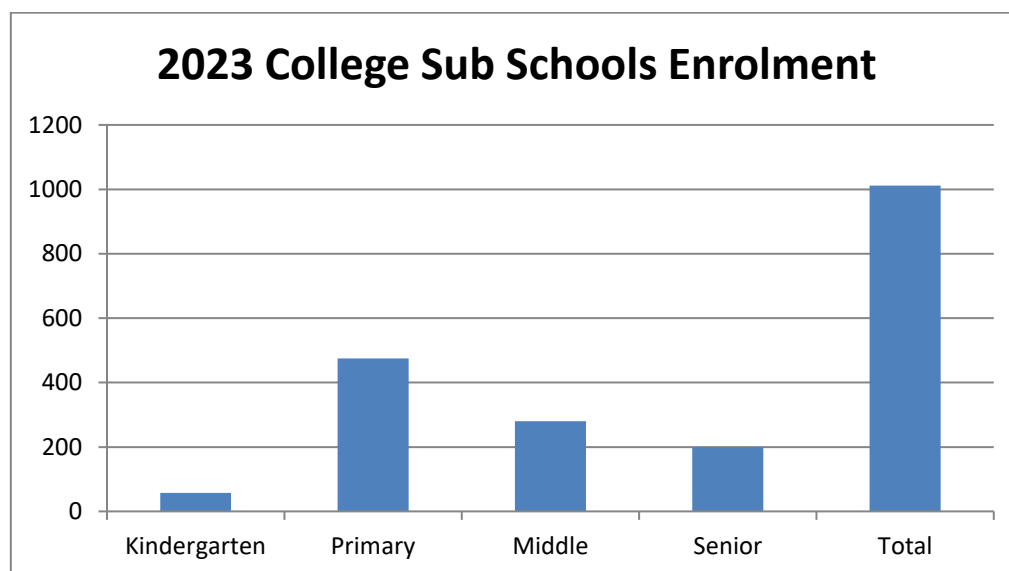


Figure 1: 2023 Student Enrolment Graph across all Sub Schools

3.0 Distinctive Curriculum Offerings and Extra-curricular Activities

At Heights College the curriculum, from Preparatory to Year 10 is organised around the Australian Curriculum

(ACARA) documents by subject. The curriculum in Years 11 and 12 is based on a range of Queensland Curriculum and Assessment Authority (QCAA) syllabus documents in the new Qld Senior System including both General and Applied subjects. This new Qld Senior and Tertiary Entrance system (SATE) commenced for

Year 11s in 2019. The Year 12s in 2023 were the fourth group commencing on the new ATAR system.

As well as academic subjects in the ATAR pathway, the College also offers a number of vocational subjects for Year 11 and 12 students in a range of industry areas which provide students with practical experience coupled with theoretical knowledge. These include: Furnishings, Engineering Skills, ICT, Hospitality, and a Certificate III in Fitness, and Sport and Recreation, Agricultural Practices.

In conjunction with an extensive range of co-curricular activities, the College provides a breadth of curriculum offerings to enable students to develop a broad and strong base of knowledge and skills to assist them in becoming independent, confident learners.

Middle and Senior School students participate in weekly sport time which includes a range of on-site and off-site activities to suit every preference. These include both competitive and non-competitive sports. Other co-curricular activities include craft, art, community service, sport, information technology and cultural activities.

Students are able to participate in a range of extra-curricular activities which have uniquely added value to the curriculum in 2023. These initiatives included:

- Public Speaking
- Community Service
- Jazz Band
- Choirs
- Team Sports Program
- Take Home Reading system including Reading Room
- AUSTSWIM training
- First Aid and CPR training
- Support-a-Reader
- Sensory kits – feely seats, slope boards, feely toys, etc
- Brigrance testing – Kindy
- Instrumental program for all Year 5 students and individual students up to Year 12
- Instrumental evenings and performances
- Regional and State Maths Team Competitions, including Mathematics Quiz events.
- Interschool sports
- Swimming program in Primary-Term 1
- Strong camping program from Year 6 to Year 12
- Weekly Assembly presentations
- Parade of Nations assembly
- Praise and Worship program on a daily basis
- Buddy program Years 11 and 12 with Prep and Year One
- Speech pathologist assessments for Prep students and teacher in-service
- Swimming Carnival and Interschool Carnival
- Athletics Carnival/District Athletics
- Cross Country – Big Day In
- Grandparents' Day
- Regional Battle of the Bands competition
- Individual Education Program reviews
- Book Week
- Awards Ceremonies
- Health checks for Prep and Indigenous students by Department of Health
- EAP funding for students with disabilities
- Open Door Parent Policy
- Homework Centre after school in Secondary.

4.0 The Social Climate of the College

Heights College is renowned for a vibrant, engaging and highly-relational school culture. This culture has been cultivated and jealously guarded by the College Board, Leadership, staff and students over many years. There is a rich variety of ethnicity which is celebrated and valued.

Heights has an anti-bullying and harassment policy which seeks to ensure that a positive College culture is maintained through community leadership, in the form of behavioural boundaries, while also providing the opportunity for spiritual redemption from the impact of sin for all members of the College community.

A number of key pillars contribute to this distinctive and vibrant culture. The aim of Heights College is to prepare students for life in the world, integrating a strong biblical world view in all we do, through excellent education in a distinctively Christian environment.

These include:

- Non-negotiable daily Praise and Worship across the College
- Staff morning prayer, attended by all staff
- Year 11 / Prep Buddy program
- Christian Living classes across the College
- New student's buddy program
- Student Welfare Program and initiatives driven by our Wellbeing team
- Student Services Coordination
- School Chaplaincy
- Wednesday Secondary Sport Program
- Service opportunities – both locally and internationally
- Community celebrations and events including Grandparents' Day
- Leadership opportunities

5.0 Parental Involvement

- Support-A-Reader Program (Prep-6)
- Coaching of Sporting Teams
- Musical involvement
- Volunteers for Tuckshop, Reading and assistance in classrooms
- Camping Program – Yrs 6, 8, 10, 12.

6.0 Graduation in 2023

Our annual graduation ceremony is historically renowned for the very personal and intimate ceremony where every student's educational journey is celebrated individually, with many touching student tributes of thanks to parents, friends, teachers and often mentioning the importance of the relationship they have with their Heavenly Father. We also had many Honour Roll students who had been with us since Year 1 or earlier. The graduates had their walk

through at the College, which was the third time it has taken up this format, which has proven to be very successful. This included some pre-dinner snacks and mingling before all the graduates hopped on the College buses for the last time, taking them across to the evening event. The evening Graduation formal was well-run, fun, and a fitting farewell with students looking superb in their formal finery.

7.0 School income broken down by Funding Source

Please refer to the *My School* website <http://www.myschool.edu.au/> for information relating to Heights College financial information.

8.0 Staffing Information

8.1 Staff Composition

	Full Time	Indigenous	Part-Time	Indigenous
Teaching				
Male	18	0	1	0
Female	36	0	21	0
TOTAL	54	0	22	0
Non-Teaching				
Male	10	0	9	0
Female	32	0	17	0
TOTAL	42	0	26	0

Table 3: Staff Summary Details 2023 (source: DEEWR Census data August 2023)

8.2 Teacher Qualifications

The following table identifies the highest qualification held by Heights College teaching staff and the percentage of classroom teachers and school leaders who hold this qualification.

Qualification	Percentage
Doctorate	1%
Masters	22%
Bachelor	77%
Graduate Diploma	0
Certificate	0

Table 4: Staff Summary Details 2023 (source: Heights College TASS Database of Qualifications, 2023)

8.3 Staff Professional Development

Major professional development activities for 2023 included:

- Adolescent Success International Conference
- Child Protection Training
- Christian Schools National Policy Forum
- Christian Schools Australia – Flourishing Culture
- College Culture Inspiring Imagination Instilling Hope and Deepening Connections
- Educational Support workshops
- First Aid and CPR Courses
- High Risk Students & Staff Training
- ICT Management & Leadership
- NCCD Workshop
- Soundwaves
- Teaching in a Christian School
- VET Training and Workshops
- Work Health and Safety Training
- QCAA Webinars and Workshops across all College sub-schools and focussing upon a range of key learning areas and learning priorities
- A variety of Career Development workshops
- Staff wellbeing workshops

8.4 Expenditure on Professional Development

Number of Teaching Staff participating in PD	Total Expenditure on Teacher Professional Development	Average Expenditure on Professional Development per Teacher
80	\$56,147	\$702

Table 5: Staff Professional Development 2023 (source: TASS Report)

2023 expenditure on PD appears low, however does not include in-house PD provided to teaching staff by our Executive team on student free days throughout the year and staff also undertake quite a lot of PD online. There also continued to be a significant amount of training from QCAA for the new Senior And Tertiary Entrance (SATE) system which involved all senior subject areas, but this was generally paid for by the QCAA rather than the school.

8.5 Staff Attendance and Retention

The table below indicates the average staff attendance for the College, including unplanned absences of sick and emergency leave periods of up to 5 days.

Number of Staff	Number of School Days	Total Days of Staff Absence	Average Staff Attendance Rate
74 FTE (permanent Teaching & Leadership)	195	579	96%
53.3 FTE (permanent Non-Teaching)	195	356	97%

Table 6: Staff Attendance 2023 (source: Staff Payroll Report)

Average attendance rate of all staff is 96.5%.

8.6 Proportion of teaching staff retained from 2022

Number of permanent teaching staff at end of 2022	Number of these retained in 2023	% of Retention Rate
72	68	94%

Table 7: Staff Retention 2023 (source: HR Records)

9.0 Key Student Outcomes

9.1 Student Attendance and Retention

Heights College seeks to provide a learning environment where students enjoy learning and where their school experience is a positive and enriching one.

The following table highlights the College's student attendance rates in 2023:

Number of School days in year	Total number of students	Total number of all student absences	Average Attendance Rate %
182	1012	17891	90%

Table 8: Student Attendance 2023 (source: TASS report)

The average number of school days in the year for year levels Prep-12 is 182, except for Kindergarten classes with full time at 183 and part-time at 91 days.

Year Level	Enrolments	Total number of student absences per year level	Average Attendance Rate %
Kindergarten TOTAL	57	668	90
Preparatory	61	1187	90
Year 1	70	1118	92
Year 2	72	1159	91
Year 3	63	891	92
Year 4	71	1278	91
Year 5	72	1024	92
Year 6	66	818	93
Primary School TOTAL	475	7474	92
Year 7	93	1474	91
Year 8	93	1898	88

Year 9	94	2000	88
Middle School TOTAL	280	5371	89
Year 10	84	1679	90
Year 11	63	1400	88
Year 12	53	1301	87
Senior School TOTAL	200	4379	89
COLLEGE TOTAL	1012	17891	90

Table 9: Student Attendance Rate 2023 (source: TASS report)

Any patterns of non-attendance by students are managed through a flag process that is instigated via our student management software and monitored by our student reception staff.

Once a pattern of non-attendance has been confirmed, a written letter is sent home to the parents of the child and a request for a face-to-face interview is requested to ensure the information regarding compulsory attendance is clearly understood.

If further breaches occur, an interview with the Head of Student Management or the Principal is required, and a 'show cause' procedure is carefully followed regarding the student.

9.2 National Assessment Program – Literacy and Numeracy (NAPLAN) Results for 2023

Please refer to the *My School* website <http://www.myschool.edu.au/> for information relating to Heights College NAPLAN results.

9.3 Year 10 to Year 12 Retention Rates

Year	Year 10 Enrol	Year	Year 12 Enrol	Yr 10-12 Retention Rate
2010	46	2012	33	71.7%
2011	61	2013	54	88.5%
2012	73	2014	62	85%
2013	73	2015	70	96%
2014	68	2016	56	82.4%
2015	68	2017	62	91.2%
2016	79	2018	73	92.4%
2017	45	2019	39	86.6%
2018	69	2020	61	88.4%
2019	73	2021	66	90%
2020	79	2022	64	81%
2021	71	2023	53	75%

Table 11: (source: Census Data 2021/2023)

Many of those who do leave the school after Year 10 and before completion of Year 12, do so because they have obtained jobs, traineeships or apprenticeships.

9.4 Year 12 Outcomes (2023 Cohort)

Outcomes for our Year 12 cohort of 2023	
Number of students who received a Senior Education Profile (SEP)	55
Number of students awarded a Queensland Certificate of Education (QCE)	44
Number of students awarded a Queensland Certificate of Individual Achievement (QCIA)	0
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Number of students receiving a Senior Statement only	11
Number of students awarded one or more Vocational Education and Training (VET) qualifications	16
Number of students who are completing/completed a School-Based Apprenticeship or Traineeship (SAT)	7
Number of students awarded a VET qualification:	
Certificate I	0
Certificate II	12
Certificate III	14
Certificate IV	0
Diploma	0
Advanced Diploma	0

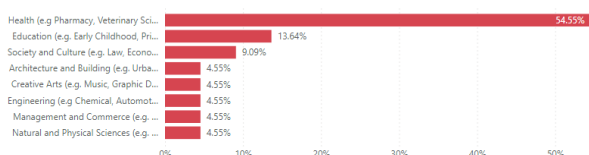
Table 12: 2023 Cohort Summary – (source: QCAA 2023 for Heights College)

9.5 Year 12 Performance for 2023

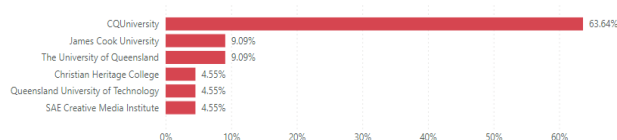
The Year 12 cohort from 2023 achieved excellent academic results, of which the whole College is justifiably proud. From the ATAR eligible cohort, 25% of students achieved an ATAR greater than 90. The highest ATAR (93.8) was achieved by our 2023 Dux awardee, Mackenzie Head. The Queensland Year 12 cohort in 2023 consisted of 55,514 students, with 50,457 who were part of the scaling cohort, and 27,839 being ATAR eligible.

QTAC released data reflecting our students' acceptance in the university course of their choice. Our students did exceptionally well, above state averages with 95% of all our students who applied for tertiary placements through QTAC successfully gaining a place in their first-choice course. Our students are studying in a variety of areas including Medicine, Engineering, Nursing, Law, Physiotherapy, Chemical Engineering and Physics, while other students have started in apprenticeships and traineeships.

Queensland students are choosing to apply through QTAC for the following study areas[^]



Queensland students are choosing to apply through QTAC for the following tertiary ins...



We would like to congratulate the class of 2023 for their success in achieving these great results. It was also encouraging to note the large number of students from this class who were honour roll students, indicating they have been at the College from Year 1 (or earlier) through to Year 12.

10.0 Post-School Destination Information

At the time of publishing this School Annual Report, the results of the 2023 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.

11.0 Technology and Innovation in Education

2023 School Supplied Devices Program (SSDP) with Year 7 and 10 students receiving new Apple laptops at the start of the school year. Primary Students issued 1:1 iPads with keyboards. School Supplied Devices Program supplies 1:1 device from Prep to Year 10. A limited number of Year 12 completing studies with a BYO device in the last year of BYO program.

A Single Sign On identity management system was implemented for parents on the journey to a more secure user experience with access to Parent Lounge and an addition of Parent Orbit Mobile app to assist in improved communication.

The College continued to provide software licenses for Microsoft Office and Adobe Creative Cloud products for the student device/s (laptop, tablets). Secondary student online access to results and timetabling through TASS Student Café.

Technology in the classroom improvements made with Primary Projectors upgraded. Teaching staff technology has also been maintained, Secondary Teaching Staff received updated devices and we continue to provide all teaching staff with College provided laptops.

Print and scanning system replaced and expansion to provide greater efficiencies for the College.

Teacher Aides provided with iPads to allow more mobility and greater support to

students. All support staff having access from staff desktop computers if not supplied with a laptop.

12.0 Capital Works

The College undertook two major projects during 2023. After two years of planning, the completion of a two-way bridge across Splitters Creek which runs through the school property was a major milestone for the College. This bridge has made two of our ovals much more accessible by vehicle for staff, students and visiting schools competing in interschool sport on our property during and after school hours.

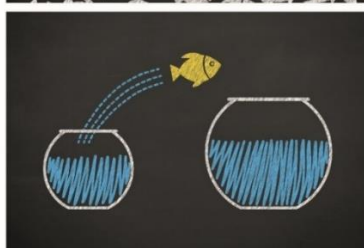
The College also added three (3) new GLA's, two underneath our Hospitality Centre and one adjacent to our Learning Support

classrooms. In addition to these two capital works projects, the College also had every roof replaced on all College buildings as a result of an insurance claim for hail damage sustained in previous years.

13.0 The Heights Way

The Heights Way is a thematic framework for each of the four terms of the year. This framework reinforces the distinctive culture of Heights College and describes the way we do things at Heights. Each term of the academic year has a central focus: Character, Leadership, Influence and Breakthrough, and these themes are the integrating context in which to achieve the College purpose of providing education that inspires character and leadership.

THE HEIGHTS WAY



CHARACTER

**Above all else, guard your heart,
for everything you do flows
from it.**

Proverbs 4:23

LEADERSHIP

**But among you it will be different.
Whoever wants to be a leader
among you must be your servant.**

Matthew 20:26

INFLUENCE

**Set an example in speech,
conduct, love, faith and purity.**

1 Timothy 4:12

BREAKTHROUGH

**I press toward the goal for the
prize of the upward call of
God in Christ Jesus.**

Philippians 3:14