Annual Report

This report is produced by Moreton Bay College to meet its reporting obligations to the Queensland and Australian Governments.

INTRODUCTION

Founded in 1901 and one of Queensland’s leading girls’ schools, Moreton Bay College offers a broad and inclusive education, a record of outstanding academic achievement, exceptional cultural and sporting success, and a strong commitment to Christian values and service to others in our local and global community. A Preparatory to Year 12 Uniting Church school for girls with on-site childcare and out-of-hours school care services located on 20 tranquil hectares at Manly West, 30 minutes east of Brisbane, it is partnered with Moreton Bay Boys’ College under a joint Board and a single Executive Principal to provide convenient and aligned single-sex education for families.

At our heart is a school spirit which inspires a shared sense of pride among our students in their own and others’ achievements and motivates them to strive for excellence. We also promote a strong sense of community to welcome parents into the school and foster a strong partnership between home and school. Our girls are known to be courteous, articulate, well presented and down to earth and to maintain an abiding sense of loyalty long after their school years are over. Underpinning these attributes and inspiring students' academic success are experienced and dedicated teachers and support staff who also foster student strength of character, integrity, self-esteem and respect for others.

DESCRIPTIVE INFORMATION

<table>
<thead>
<tr>
<th>School sector</th>
<th>Independent</th>
</tr>
</thead>
<tbody>
<tr>
<td>School’s address</td>
<td>450 Wondall Road, Manly West Qld 4179</td>
</tr>
<tr>
<td>Total enrolments</td>
<td>1122</td>
</tr>
<tr>
<td>Year levels offered</td>
<td>P-12</td>
</tr>
<tr>
<td>Co-educational or single sex</td>
<td>Single sex – Girls only</td>
</tr>
<tr>
<td>Characteristics of the Student Body</td>
<td>A broad cross section of multi-cultural groups is represented in the student body with 12 being indigenous</td>
</tr>
</tbody>
</table>
CORPORATE GOVERNANCE

Moreton Bay College was established in 1901 as a Boarding School only at Bay Terrace Wynnum. Dwindling numbers resulted in its closure and relocation to the current site in the early 1980’s as a day school for girls. It has now grown to over 1100 girls in Prep to Year 12 and a child care centre of around 65. In 2007, following the PMSA withdrawal from Moreton Bay Boys’ College, Moreton Bay College became the sole member of Moreton Bay Boys’ College Ltd.

On 1 July 2011, MBC and MBBC, while remaining separate legal entities, amalgamated with two boards containing the same membership on each and one Executive Principal who worked across both schools. The Head of College at MBC is Mrs Janet Stewart.

As at 31 December 2017, the Directors were as follows: Mr John Eisenmenger (Chair), Ms Samantha O’Brien (Deputy), Mr James Sloman (ex officio), Mr Col Sutcliffe, Mr Robert Ritchie, Ms Sylvia Grigg, Mr Peter Davey, Mr Jason Titman, Mr Neil Ballment, Dr Julie Beeby, Mrs Adele Nisbet. The Director of Business and Finance for Moreton Bay College and Moreton Bay Boys' College, Mrs Nicole Hawkins is Company Secretary.

DISTINCTIVE CURRICULUM OFFERINGS

The College curriculum provides a comprehensive program at all levels – to stimulate, inspire, motivate and challenge the boundaries of the girls’ cognitive, affective and physical abilities.

The College is an accredited International Baccalaureate (IB) School offering the Primary Years Program (PYP) for students in our Primary School P-6. The IB framework is recognised internationally as a high calibre program, based on academic rigor, which develops independent learners who are prepared to be active citizens in a global world. The PYP fosters an inquiry approach to learning so that students are able to develop a deep level of understanding through interrelated, relevant and engaging units of work. The Australian Curriculum is delivered through this pedagogical framework and supported by explicit teaching of numeracy and literacy skills.

In the Secondary School students have opportunity to study from a large number of subjects leading to an OP and/or QCE. In the lower year levels students undertake a broad range of subjects across the full suite of Key Learning Areas.

The school's technology program (BYOD or school provided laptops) supports an approach to teaching and learning which emphasises the development of independent and authentic student learning. We aim to encourage both creative and critical thinking and foster self-directed learning, and provide a range of pathways to cater for the diversity of needs in our student cohort.

Moreton Bay College offers a rich selection of special programs and services to support the educational and life experiences of its students. These include:

**Performance Program** for girls with particular talents in sporting, music or cultural fields to undertake a tailored academic program to allow them to meet strenuous training requirements or time commitments.

**Learning Enhancement Department** that helps students with special learning needs to experience success and growth in their school endeavours in order to maximise their personal and academic potential.
<table>
<thead>
<tr>
<th></th>
<th>Year 7 &amp; 8</th>
<th>Year 9 &amp; 10</th>
<th>Year 11 &amp; 12</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Arts</strong></td>
<td>Dance</td>
<td>Dance</td>
<td>Dance</td>
</tr>
<tr>
<td></td>
<td>Drama</td>
<td>Drama</td>
<td>Drama</td>
</tr>
<tr>
<td></td>
<td>Visual Art</td>
<td>Visual Art</td>
<td>Visual Art</td>
</tr>
<tr>
<td></td>
<td>Music</td>
<td>Music</td>
<td>Music</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Music Extension (Yr 12 only)</td>
</tr>
<tr>
<td><strong>Business</strong></td>
<td></td>
<td>Business Studies</td>
<td>Accounting</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Business</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Legal Studies</td>
</tr>
<tr>
<td><strong>English</strong></td>
<td>English</td>
<td>English</td>
<td>English</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>English Extension (Yr 12 only)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>English Communication</td>
</tr>
<tr>
<td>**Health &amp; Physical</td>
<td>Health &amp; Physical Education</td>
<td>Health &amp; Physical Education</td>
<td>Health Education</td>
</tr>
<tr>
<td><strong>Education</strong></td>
<td></td>
<td></td>
<td>Physical Education</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Certificate III in Fitness</td>
</tr>
<tr>
<td>**Humanities &amp; the Social</td>
<td>Humanities &amp; Social Sciences</td>
<td>Humanities &amp; Social Sciences</td>
<td>Ancient History</td>
</tr>
<tr>
<td><strong>Sciences</strong></td>
<td>Religious Education</td>
<td>Religious Education</td>
<td>Religious Education</td>
</tr>
<tr>
<td><strong>Languages</strong></td>
<td>French</td>
<td>French</td>
<td>French</td>
</tr>
<tr>
<td></td>
<td>Japanese</td>
<td>Japanese</td>
<td>Japanese</td>
</tr>
<tr>
<td><strong>Mathematics</strong></td>
<td>Mathematics</td>
<td>Yr 9: Mathematics</td>
<td>Mathematics A</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Yr 10: Mathematics A Prep</td>
<td>Mathematics B</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Yr 10: Mathematics B Prep</td>
<td>Mathematics C</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Pre-vocational Mathematics</td>
</tr>
<tr>
<td><strong>Science</strong></td>
<td>Science</td>
<td>Science</td>
<td>Chemistry</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Physics</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Biology</td>
</tr>
<tr>
<td><strong>Technologies</strong></td>
<td>Info &amp; Communication Tech</td>
<td>Information Technology</td>
<td>Information Processing &amp; Technology</td>
</tr>
<tr>
<td></td>
<td>Food &amp; Textile Technology</td>
<td>Food &amp; Textile Technology</td>
<td>Home Economics</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Fashion</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Early Childhood Studies</td>
</tr>
</tbody>
</table>
CO-CURRICULAR ACTIVITIES

The College provides a wide and diverse range of co-curricular activities that form an integral part of a Moreton Bay College educational experience. Girls are able to be involved in many sports and at Moreton Bay College, girls enjoy exceptional opportunities to discover what they are really capable of and to experience a broad range of sporting and cultural activities, most located on our own extensive campus. As well as extending individual skills to the highest level, the co-curricular program is an important element of developing teamwork, building perseverance, discovering courage and exploring creativity. With over 40 co-curricular activities to choose from, the options are endless.

Our spacious campus, first class amenities and broad co-curricular programs provide opportunities for all students to participate and experience success. The College provides first-class sporting and cultural facilities including:

- The Ken and Janet Waller Sports Centre with special-purpose floors for gymnastics (including foam training pit) and special-purpose floors for aerobics, weights, netball, basketball, volleyball and badminton
- The John Mason Pool for swimming, water polo and lifesaving
- A 7 court outdoor netball and tennis complex
- Two ovals for cricket, softball, touch football and athletics
- Mamie Mcquillan Auditorium with specialised dance floor
- Highly accredited instructors and teachers including partnerships with gymnastics, dance and swimming clubs on site.

The outstanding cultural facilities of the College feature our 600 seat Music Centre, the main location for extra-curricular music teaching and all musical performances. The Centre features numerous soundproof rehearsal and class rooms as well as the main concert hall.

Through student achievement in various co-curricular pursuits, Moreton Bay College is widely respected and recognised as a school of excellence and opportunity. Moreton Bay College is a member of the Queensland Girls’ Secondary Schools Sports Association (QGSSSA) and the Andrews Cup Association. These Associations conduct the majority of sporting competitions, while a range of sports associations and State sporting organisations operates others. The College has an enviable sporting reputation winning many premierships and trophies over recent years and fostering sporting success at state and national levels.

Moreton Bay College is strong in public speaking, debating, music, dance and drama, and providing a range of service activities such as Leos, Amnesty International and the Duke of Edinburgh Award Scheme.

The College is achieving a far-reaching reputation for its dramatic and musical productions. Our Music Program is one of the best and most comprehensive in Queensland. Girls enjoy inspirational opportunities to take master classes with national and international artists in our Music Centre and get a real taste for performance during concerts.

Those who prefer to expand their mental capacity have plenty of opportunities too with
public speaking, debating, chess, Future Problem Solving, the Australian Mathematics competition, Readers’ Cup and SCOPE computer club, to name just a few.

LEARNING ENHANCEMENT

Through our Learning Enhancement Centre at Moreton Bay College we support students with individualised learning needs, incorporating giftedness and talent, learning difficulties, learning disabilities, disabilities, English as an Additional Language or Dialect, or a combination of these attributes. Within the classroom, adjustments may be made to teaching strategies, resources and/or the classroom environment to support these students. Additional assistance by Learning Enhancement staff is based on the level of support a student requires to access the curriculum. Some students require an individualised academic program to support or extend their learning. Our team includes both specialist teachers and teacher aides who recognise and value different learning styles and work alongside classroom teachers and visiting specialists to tailor individual learning in the classroom for those girls who have been diagnosed with a disability as well as those who require individual assistance. In addition, opportunities exist for small group assistance in a supportive environment.

In many instances, extension opportunities are embedded within and across curriculum areas. Once students have been identified as needing targeted differentiation in their learning, the Learning Enhancement staff support the teachers to provide appropriate learning experiences. In addition to the College’s focus on differentiation within the classroom, experiences complementing the regular classroom curriculum also play a key role in developing students who have been identified with particular academic giftedness. Students from across the College have participated in Future Problem Solving, Da Vinci Decathlon, Days of Excellence, QAGTC Challenge Days, Brainways Challenges, University Studies and multiple opportunities through subject specific competitions.

PERFORMANCE PROGRAM

Our Performance Program supports students with achievements in one or more fields of elite performance as these students face many demands on their time related to training, rehearsal, travel, competition and performance. The College recognises a need to work in partnership with families to both achieve these goals and to assist a student to have a balanced life in key developmental phases. We currently have over 60 students participating in this program with most electing to reduce their academic load to balance their academic and co-curricular commitments.

Camps and Outdoor Education are aligned to the social and leadership development of students.

PRIMARY CAMP PROGRAM

Primary Leadership Day (1 day)
- Character Builders

Year 3 Camp (1 day) – Kindilan
- Kindilan Outdoor Education & Conference Centre
Year 4 Camp (3 Days) – Mapleton
  • QCCC Mapleton School Camping

Year 5 Camp (3 days) – Somerset
  • Somerset Outdoor Learning Centre

Year 6 Camp (5 days) – Sydney/Canberra
  • Day 1 – Monday 8 May
  • Meet at airport by 7:45am
  • Flight from Brisbane to Sydney Virgin VA932 or Qantas QF513**
  • Coach then ferry to Taronga Zoo,
  • Coach to accommodation in Canberra – Canberra Carotel.
  • Day 2 – Tuesday 9 May
  • Parliament House tours of Senate and House of Representatives, Parliamentary Education Office
  • Old Parliament House - Museum of Australian Democracy, Electoral Education Office
  • Day 3 – Wednesday 10 May
  • Royal Australian Mint, Drive by Embassies, Government House
  • Australian War Memorial or National Portrait Gallery and National Capital Exhibition
  • Mount Ainslie Lookout
  • Day 4 – Thursday 11 May
  • Australian Institute of Sport, Questacon
  • Australian War Memorial or National Portrait Gallery and National Capital Exhibition
  • Day 5 – Friday 12 May
  • National Arboretum
  • Flight from Canberra to Brisbane Virgin VA1217**
  • Coach to college arriving approx. 3:20 – 3:30pm

Dates for 2018

Yr 6 Leadership Day: Wed 31 January – Term 1

Camps
Year 6: Mon 16 – Fri 20 April – Term 2
Year 5: Wed 1 – Fri 3 August – Term 3
Year 4: Wed 8 – Fri 10 August - Term 3
Year 3: Fri 12 October - Term 4

SECONDARY CAMP PROGRAM

In secondary, the College Camp Program is designed to support students’ social and leadership development and consists of three camps that are offered in Year 7, 9 and 11.

The theme for the Year 7 Camp is Finding your Fit and it provides students with the opportunity to develop their social, emotional and personal skills while building positive peer relationships. This camp plays a significant role in the smooth transition of students from Year 6 to Year 7, fostering new connections and encouraging a sense of belonging across the year group.
To achieve this, students participate in a program of challenge by choice, where students partake in a wide range of engaging activities facilitated by Adventure Alternatives, a leading Outdoor Education service provider. The students enjoy orienteering, raft building, the flying fox and a sustainability project, among other activities designed to promote teamwork, leadership and communication skills. This program of daytime activities is balanced with a series of evening group tasks underpinned by the values of acceptance, resilience and mindfulness. An emphasis is placed on acknowledging and celebrating the character strengths of our students as they enter into a new phase of their schooling.

The Year 9 students attend the **Fully Fit Adventure Camp**, the purpose of which is to provide a holistic experience which presents them with both physical challenges and also encourages them to think deeply about the foundation on which their decisions are made. The program will provide opportunities for social, emotional and personal development which builds on the work the students engage with in the Positive Minds Program (i.e. personal development program).

Fully Fit is an action-filled program that enables the Year 9 students to experience a wide range of challenging and engaging adventure activities. This camp is also facilitated by Adventure Alternatives. Activities include low ropes, giants’ ladder, hiking, Big Ben and archery. These activities are designed to encourage students to develop teamwork, leadership and communication skills whilst exploring their own potential. They engage in situations that promote trust, decision making and an understanding that it is our individual differences that make us unique. The philosophy underpinning every task is the acceptance and valuing of individuality and uniqueness. This program aims to encourage independent thinking and decision-making, key elements in promoting resilience.

The aim of the **Year 11 Fit for Leadership Retreat** is to consolidate the College’s core values - Engagement, Character, Care and Teamwork – by affirming them as guiding principles in leadership at the College. Additionally, another fundamental objective is to develop and set in motion the senior legacy of the attending cohort. During the retreat the students are inspired to move beyond the comfort zones of their stable social circles, by being challenged to learn new interpersonal and intrapersonal skills, and embrace the diversity of the individual and the collective strength of the group. The retreat is led by Peer Power Australia Ltd who are specialists in the area of leadership development of young people.

**Overseas Tours** - language tours to France and Japan, sporting and music tours as well as an Antipodean’s tour to Vietnam and a service tour to Tanzania in Africa.

**Vocational Education and Training (VET)** in association with a number of registered training organisations. It offers students in senior secondary individual pathway opportunities, enabling students to obtain skill-based qualifications in addition to QCE. The qualifications are obtained via learning undertaken; off-campus one day a week; via a school based traineeship; online; scheduled within senior timetable; or on-campus out of timetabled learning. The certificates and diplomas are delivered by educators from a number of registered training organisations.

**FUNDING**

A breakdown of school income by funding source is available from the My School website at [http://www.myschool.edu.au](http://www.myschool.edu.au)
SOCIAL CLIMATE

Christian spirituality is the underlying inspiration that epitomises our philosophy and approach at Moreton Bay College. We are under the guidance of the Uniting Church in Australia (UCA) and warmly welcome girls from all backgrounds and faiths who are open to participation in our Worship services and Religious Education program.

Pastoral care is interwoven into the very fabric of the College and is seen as a collaborative partnership between students, parents and staff. We strive to create a community where girls feel safe, valued, connected, have a strong sense of belonging and of being valued and listened to. These elements provide an essential platform for the individual growth and success of each student. Pastoral care is provided to students in Secondary through a vertical structure based on House membership.

At Moreton Bay College, respectful and positive relationships are fundamental to our mission of educating young women who exemplify our College values of character, care, teamwork and engagement. Underpinning this belief to foster such relationships is our Positive Behaviours Policy. We believe that positive relationships develop when parents/guardians, staff and students form a partnership, acknowledging each other’s rights and accepting responsibility and accountability for their individual and collective actions.

The College’s well-articulated expectations encourage high standards of individual behaviour, which is nurtured through high levels of support and care. We aim to cultivate a positive and inclusive school community with emphasis on maintaining an optimistic classroom environment where everyone feels like they are respected, supported and belong.

Framing all of our interactions in this positive manner, our pastoral programs are proactive and encompass preventative skills which seek to build socially and emotionally healthy individuals. Students are explicitly, and implicitly, taught skills for wellbeing such as gratitude, character strengths, resilience and mindfulness, thinking styles and traps; all of which help them face and overcome challenges.

This positive education approach is invaluable in establishing an anti-bullying culture. The College’s anti-bullying strategy provides our community with clear definitions and guidelines about our procedures for dealing with bullying when it is identified. By promoting positive behaviours and teaching anti-bullying strategies that can help our girls stand up for themselves in difficult situations, our proactive approach is affirmed. Moreover, through developing this social confidence in our girls and engaging in restorative approaches to relationships, we believe a respectful community will flourish. The College has a Mental Health Strategy and provides counselling services to students through the services of appointed professional psychologists.
PARENTAL INVOLVEMENT

Parents are encouraged and supported to contribute to College life in a variety of ways, including volunteering, attending and supporting functions, being active members of the Parents and Friends (P & F) Association or one of its support groups.

A Parent Representative Committee also exists to coordinate informal social events as well as welcoming and helping to assimilate new parents.

Opportunities for parents to meet with their child’s teacher/s and discuss their child’s progress are provided through three way conferences at various stages during the year.

SATISFACTION DATA

Strong retention rates of students are indicative of parent satisfaction and the ability of the College to respond to the needs and wants of the parent body appropriately. This is also supported by evidence gained from enrolment and exit interviews, open days, satisfaction surveys, and feedback from parent communications.

CONTACT FOR FURTHER INFORMATION

Registrar Email: registrar@mbc.qld.edu.au

STAFFING INFORMATION

Moreton Bay College employed 161 dedicated and highly skilled staff throughout 2017. Below is a synopsis of the composition and qualifications of MBC teaching staff and school leaders.

<table>
<thead>
<tr>
<th>STAFFING COMPOSITION</th>
<th>Australian</th>
<th>Other</th>
<th>Unknown</th>
<th>ATSI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers</td>
<td>92</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Teachers</td>
<td>69</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>161</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TEACHERS’ QUALIFICATIONS</th>
<th>% of classroom teachers and school leaders at the school who hold this qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate or higher</td>
<td>3%</td>
</tr>
<tr>
<td>Masters</td>
<td>15%</td>
</tr>
<tr>
<td>Bachelor Degree</td>
<td>69%</td>
</tr>
<tr>
<td>Diploma</td>
<td>12%</td>
</tr>
<tr>
<td>Certificate</td>
<td></td>
</tr>
</tbody>
</table>
PROFESSIONAL DEVELOPMENT (PD)

Moreton Bay College provides extensive professional development (PD) opportunities.

A significant amount of PD undertaken by MBC staff is through the Association of Independent Schools which is free. Further, in-house professional learning takes place regularly throughout the year. Costs associated with relief teachers is not calculated as a PD expense.

| Total number of teachers       | 92 |
| Total expenditure on teacher PD | $72,906.13 |
| Average expenditure per teacher | $792.45 |

Average Staff Attendance Rate

Average staff attendance for the school is based upon unplanned absences, sick and emergency leave periods of up to five days.

For permanent and temporary staff and school leaders, the staff attendance rate was 96.47 in 2017.

| Number of Staff    | 116 |
| Number of School Days | 179 |
| Total Days Staff Absences | 714 |
| Average Staff Attendance Rate | 96.47% |

Teaching Staff Retention Rate from 2017

2016 teaching staff 83
Number of these staff retained in the following year 73
2017 Retention Rate 87%

KEY STUDENT OUTCOMES

The average attendance rate for the whole school as a percentage in 2017 was 95.7% Average Student Attendance Rate for Each Year Level:

<table>
<thead>
<tr>
<th>Year Levels</th>
<th>Average attendance rate for each year level as a percentage in 2017</th>
</tr>
</thead>
</table>
Prep Year 95.78  
Year 1  96.77  
Year 2  95.94  
Year 3  96.24  
Year 4  95.82  
Year 5  96.61  
Year 6  96.56  
Year 7  95.18  
Year 8  96.00  
Year 9  94.78  
Year 10  93.80  
Year 11  94.35  
Year 12  94.32

Management of Student Attendance

Daily student attendance is recorded electronically by Secondary Form Teachers and Primary Class Teachers every morning at the commencement of the school day. Any unexplained absence is followed up with a direct SMS to parents.

Ongoing non-attendance is monitored in the first instance through the Head of House in the Secondary School and Head of Primary in the Primary School. Parents are contacted and the school and family work together to find a solution where non-attendance is not related to educational pursuits.

**NAPLAN Results for Years 3, 5, 7 and 9 in 2017**

**BENCHMARK DATA FOR YEAR 2017**

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Score (School)</th>
<th>Average Score (State)</th>
<th>Average Score (National)</th>
<th>% at or above National minimum standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 3</td>
<td>492</td>
<td>424.9</td>
<td>431.3</td>
<td>100</td>
</tr>
<tr>
<td>Year 5</td>
<td>560</td>
<td>502.8</td>
<td>505.7</td>
<td>100</td>
</tr>
<tr>
<td>Year 7</td>
<td>584</td>
<td>540</td>
<td>545</td>
<td>99.2</td>
</tr>
<tr>
<td>Year 9</td>
<td>621</td>
<td>575</td>
<td>581</td>
<td>100</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Score (School)</th>
<th>Average Score (State)</th>
<th>Average Score (National)</th>
<th>% at or above National minimum standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 3</td>
<td>477</td>
<td>402.4</td>
<td>413.6</td>
<td>100</td>
</tr>
<tr>
<td>Year 5</td>
<td>527</td>
<td>461.5</td>
<td>472.5</td>
<td>100</td>
</tr>
<tr>
<td>Year 7</td>
<td>557</td>
<td>502</td>
<td>513</td>
<td>97.5</td>
</tr>
<tr>
<td>Year 9</td>
<td>615</td>
<td>539</td>
<td>552</td>
<td>99</td>
</tr>
</tbody>
</table>
### Spelling

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Score (School)</th>
<th>Average Score (State)</th>
<th>Average Score (National)</th>
<th>% at or above National minimum standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 3</td>
<td>466</td>
<td>408.8</td>
<td>416.1</td>
<td>100</td>
</tr>
<tr>
<td>Year 5</td>
<td>523</td>
<td>496.3</td>
<td>500.8</td>
<td>100</td>
</tr>
<tr>
<td>Year 7</td>
<td>581</td>
<td>546</td>
<td>550</td>
<td>99.2</td>
</tr>
<tr>
<td>Year 9</td>
<td>620</td>
<td>577</td>
<td>581</td>
<td>100</td>
</tr>
</tbody>
</table>

### Grammar and Punctuation

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Score (School)</th>
<th>Average Score (State)</th>
<th>Average Score (National)</th>
<th>% at or above National minimum standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 3</td>
<td>528</td>
<td>436.8</td>
<td>439.2</td>
<td>100</td>
</tr>
<tr>
<td>Year 5</td>
<td>577</td>
<td>495.8</td>
<td>499.3</td>
<td>99</td>
</tr>
<tr>
<td>Year 7</td>
<td>576</td>
<td>538</td>
<td>542</td>
<td>98.4</td>
</tr>
<tr>
<td>Year 9</td>
<td>632</td>
<td>585</td>
<td>592</td>
<td>100</td>
</tr>
</tbody>
</table>

### Numeracy

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Score (School)</th>
<th>Average Score (State)</th>
<th>Average Score (National)</th>
<th>% at or above National minimum standard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 3</td>
<td>474</td>
<td>402.2</td>
<td>409.4</td>
<td>100</td>
</tr>
<tr>
<td>Year 5</td>
<td>536</td>
<td>490.4</td>
<td>493.8</td>
<td>100</td>
</tr>
<tr>
<td>Year 7</td>
<td>580</td>
<td>549</td>
<td>554</td>
<td>100</td>
</tr>
<tr>
<td>Year 9</td>
<td>636</td>
<td>585</td>
<td>592</td>
<td>100</td>
</tr>
</tbody>
</table>

### APPARENT RETENTION RATE YEAR 10-12

The Years 10 to 12 Apparent Retention Rate is defined as the number of full-time students in Year 12 in any given year expressed as the percentage of those students who were in Year 10 two years previously (this may be greater than 100%).

Year 12 student enrolment as a percentage of the Year 10 cohort is 95.2%. This figure indicates parental preference for Moreton Bay College to educate their children.

### Year 12 Outcomes

<table>
<thead>
<tr>
<th>Outcomes for our Year 12 Cohort 2017</th>
<th>Number of students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of students awarded a Senior Education Profile</td>
<td>117</td>
</tr>
<tr>
<td>Number of students awarded a Queensland Certificate of Individual Achievement</td>
<td>n/a</td>
</tr>
<tr>
<td>Number of students who were awarded a Queensland Certificate of Education (QCE) at the end of Year 12</td>
<td>117</td>
</tr>
<tr>
<td>Number of students awarded an International Baccalaureate Diploma (IBD)</td>
<td>n/a</td>
</tr>
<tr>
<td>Number of students awarded one or more Vocational Education and Training (VET) qualifications</td>
<td>19</td>
</tr>
</tbody>
</table>
### Year 12 2017 Student Destinations

At the time of publishing this School Annual Report, the results of the 2017 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.

### MORETON BAY COLLEGE STAFF 2017

**EXECUTIVE PRINCIPAL (MBC, MBBC)**
Mr James Sloman

**HEAD OF COLLEGE**
Ms Jennifer Winn
Mrs Janet Stewart

**EXECUTIVE LEADERSHIP**
Ms Tanya Busoli
Mrs Nicole Hawkins
Mrs Lynne Labanne
Mrs Julia MacDonald
Mr John Oxley
Mr Jacques Retief
Mrs Donna Rogers

**SENIOR LEADERSHIP TEAM**
Mrs Nicole Bowers
Mrs Rebecca Lennon
Mr Matthew Morgan
Mrs Jessica Robertson
Mrs Leanne Woodgate

**CHAPLAIN**
Mrs Stephanie Cotroneo
Rev Peter Lockhart

**P-12 POSITIONS**
Mr Shaun Crow
Mrs Susan Ellis
Mrs Dajo Finlayson
Mrs Katharine Khafagi
Mr Wayne Leaver
Miss Mandi Markham
Mr Simon Merry
Mrs Katrina Mothershaw
Mrs Pam Nitarski
Mrs Susan Pavish
Mrs Donna Vine
Dr Bradley Voltz
Miss Lauren Wallace

PRIMARY STAFF

TEACHERS
Mrs Rose Baker
Mr Mark Bartier
Miss Nicole Beal
Mrs Beverley Botha
Mrs Tracy Boyd
Mrs Kate Bruschweiler
Ms Kelsey Conlin
Mrs Jan Craig
Mrs Gail Duffy
Mrs Tracey Heazlett
Mrs Janeen Holzberger
Mrs Mary Hoole
Ms Stephanie Horwood
Ms Emma Kilmartin
Miss Rebecca Schloss
Mrs Annabel Levick
Ms Natalie Lynch
Mrs Danielle McGuckin
Mrs Danielle Parkes
Mrs Kerri Parr
Ms Samantha Pavish
Ms Joanne Perkins
Mrs Kylee Phillips
Miss Wendy Phillips
Miss Maggie Purcell
Mrs Debbie Rosanoff
Mrs Melanie Schaefer
Ms Donna Vine
Mrs Robyn Waddingham
Ms Sue Warren
Mrs Jane Younger

SECONDARY STAFF

POSITIONS OF ADDED RESPONSIBILITY

HEADS OF HOUSE
Mrs Michelle Mckersey
Mrs Bronwyn Moran
Mrs Emma Pattemore
Ms Lisa Thompson
Mr Joe Hodges

HEADS OF DEPARTMENT
Mrs Jan Collins
Ms Judy Harris
Mrs Lee Hodges
Mrs Fiona Intelisano
Mrs Cathy King
Mr Bruce Lanham
Mrs Lauren Mussig
Mr Robert Paterson
Mrs Kelly Redhead-Adelt
Mr Warren Richards
Mr Steven Rowe
Ms Delia Stecher
Mrs Cherie Vega

TEACHERS
Mr Rodney Anderson
Dr David Ash
Mrs Ingrid Barnett
Ms Melissa Barnes
Ms Jana Barnier
Ms Anne Blackmore
Ms Samantha Blay
Mrs Gillian Bohnet
Dr Peter Bond
Mrs Genevieve Brazier
Ms Annie Burt
Mr Sam Camp
Mrs Anita Clohesy
Mrs Rebecca Curtis
Mr James Dawson
Ms Kate Fitzgerald
Mr Tim Girard
Mrs Kate Griffin
Ms Alicia Guterres
Mrs Rosemary Harm
Ms Nicole Hewson
Mrs Jenny Jarrett
Mrs Samantha Johnson
Mrs Jennifer Johnstone
Ms Kaitlyn Jones
Mr Peter Judson
Ms Kathryn Lawrie
Mrs Sheryl MacKenzie
Mr Lachlan Marshall
Mr Matthew McLaren
Mrs Robyn McNamara
Mrs Anna Pickering
Ms Liz Popov
Miss Stephanie Purdy
Mrs Allison Robertson
Miss Emily Rossow
Mrs Karen Runge
Mrs Debbie Stack
Ms Carlie Tansley
Mr Colin Thompson
Mrs Kerry Vass
Dr Richard Walding
Ms Carly Valente
Mrs Julie Walklate
Ms Brooke White
Ms Holly White
Ms Rebecca York

PSYCHOLOGIST
Ms Elizabeth Gwynne
Mrs Pauline Ogilvy

ADMINISTRATIVE STAFF
Mrs Carol Alcorn
Mrs Sonja Bancroft
Mrs Sandra Boardman
Mrs Julie Bowden
Mrs Emma Campbell
Ms Lorraine Charbel
Mrs Lisa Crick
Mr Kevin Dubber
Mrs Fran Easton
Mrs Anna Gooding
Mrs Heather Harcourt
Mrs June Holmes
Ms Ashleigh Laing
Mrs Wendy Lamberth
Mrs Melinda Lawrence
Mrs Kathryn Leaver
Miss Kelly Leaver
Ms Tracey Lee
Ms Julita Machado
Mrs Victoria Matthews
Mrs Nicolette McGregor
Mrs Tosca Nicholson
Mrs Annie O’Gorman
Mrs Ruth Otley
Mrs Cathryn Rodmell
Mrs Kerri Rogers
Mrs Shalini Sivapragasam
Mrs Linda Stevens
Mrs Sonya Stribling
Mrs Anna Thompson
Mrs Kim Webster
Mrs Jan Westerhuis
Mr Leo Zheng

CLEANING STAFF (Permanent Part Time)
Miss Nancy Caltabiano
Mrs Elaine Christian
Mrs Lesley Delia
Ms Sue Fredericks
Mrs Sue Hayward
Mr Grant Howard
Ms Leanne Mossop
Mrs Van Nguyen
Mrs Van Pham
Mrs Michelle Richter
Mrs Anita Thompson

TEACHER AIDES
Mrs Maree Gream
Ms Natalie Hosking
Mrs Susan Kelly
Mrs Sandra Kok
Mrs Donna Koning
Mrs Cheryl Kutschkin
Mrs Julie Lambourne
Ms Debra McDonald
Mrs Kathy Poulton
Mrs Sharon Royds
Mrs Bev Seeley
Mrs Michele Stubbings
Mrs Julie Wheatley

TECHNICAL STAFF
Miss Vilma Keeffe
Mr Kris Klutke
Mr Michael Mollard
Mr Harrison Parker
Mrs Alma Pita
Mr David Royds
Mrs Megan Sims
Mr Jon Smith
Mrs Tracey Stuthridge
Mrs Tammy Walker

WORKPLACE HEALTH AND SAFETY STAFF
Mr Graeme Backholm
Mrs Monique Barker
Mrs Aretha Quinn
Mrs Catherine Daw
CHILD CARE STAFF
Mrs Mandy Barnett
Mrs Jackie Frazer
Miss Kate Henniker
Mrs Azizah Imani
Mrs Julie Lightowler
Mrs Dallas O’Brien
Mrs Paula Nicholls
Mrs Virginia Pritchett
Mrs Susan Rutledge
Ms Elaine Secretan
Mrs Emilia Serg
Mrs Anna Sherwin-O’Neill
Mrs Noeleen Sim
Ms Inge Smith

OUTSIDE SCHOOL HOURS STAFF
Miss Kathleen Hawgood
Mrs Helen Irving
Mr Angus Barker
Mrs Linda Barnes
Miss Caitlin Burt
Miss Mia Cunningham
Miss Fiona Evans
Ms Tracey Kurkowski
Mrs Joy Laurel
Miss Amy Leaver
Miss Emily Lenton
Miss Claudia Lezar
Miss Tahlia Makepeace
Mrs Natalie McCrystal
Miss Courtney Medill
Miss Madison Salisbury
Miss Madeleine Woodgate

UNIFORM SHOP
Mrs Debbie Clutterbuck
Mrs Tracey Wehl
Mrs Toni Wyatt