MACKAY CHRISTIAN COLLEGE

Annual Report



Mackay Christian Colleges Ltd t/a Mackay Christian College

Primary - Providence Campus 17 Ambrose Way, North Mackay Qld 4740

Secondary - King's Park Campus 9 Quarry Street, North Mackay Qld 4740

Phone: 07 4963 1100 \diamond Email: mcc@mccmky.qld.edu.au Website: mcc.qld.edu.au \diamond Postal: PO Box 3215, North Mackay Qld 4740 ABN: 22 010 555 389



College Sector:

Independent - multidenominational

College's Address:

Providence Campus is located at 17 Ambrose Way, North Mackay. It serves Primary students from Kindergarten to Year 6. A registered Outside School Hours Care is offered to the community.

King's Park Campus is located at 9 Quarry Street, North Mackay. It serves Secondary students from Year 7 to Year 12.

Total Enrolments:

905 (including Kindergarten)

Characteristics of the Student Body:

438 Male 467 Female 77 Indigenous

Year Levels Offered:

	Kindergarten to Year 12
	Secondary
Primary – Prep to Year 6	Middle School – Years 7 to 9
	Senior School – Years 10 to 12

Coeducational or Single Sex:

Coeducational

Parental Involvement:

Parents are encouraged to be part of the Parent Association and attend monthly meetings.

The College holds a Prep to Year 6 meet the teachers and a Middle school meet and greet the teachers each year. Parents with students on the Primary campus are welcome to read with their child at the start of each day.

New families are encouraged to attend a coffee and cake afternoon tea.

The College welcomes parents to volunteer in the College tuckshops.

Parent Teacher meetings are held throughout the year.

Reports – Primary twice per year, and Secondary up to four times per year.

Contact Person for Further Information:

Mr Bevan Little	Email:	College Website:
College Principal	mcc@mccmky.qld.edu.au	https://mcc.qld.edu.au/

College Income Broken Down by Funding Source

http://www.myCollege.edu.au/

Curriculum:

L'Race

At Mackay Christian College we believe that each child is uniquely created by God. We partner with parents in providing a high-quality education for their children that effectively imparts a Biblical World View and provides the opportunity for every student to experience success. The Biblical World View is evident in the lives of our staff members, our strategic priorities, curriculum planning and delivery for students. This means that secure foundations of identity as leaners are built through the love and care of their teachers, and through the integration of a practical faith understanding (Christian World View) in all curriculum. This is talked about from the earliest age as part of our CLEAR values and Vision of 'becoming all God wants us to be'.

The lifelong learner outcomes we work towards for all our students were further developed with staff in our Vision of a Learner. This is the foundation for all our teaching and learning, described in our L'Race pedagogy and curriculum planning process, published in our two L'Race booklets.

Year 6 students begin the middle phase of learning through our program of integration that includes engaging in several specialist subjects in preparation for their future elective subject selection in Years 7, 8 and 9. Subjects include: Agriculture, Home Economics, Manual Arts, Multimedia, Music, Visual Arts.

In addition to the core subjects (English, Mathematics, Science, Humanities, Health & Physical Education) Year 7 to 10 students can study several electives to assist them in the process of developing skills to support them in their chosen learning and career pathway. Additional core subjects are Chinese and Digital Technology.

Year 7 elective subjects are: Agriculture, Design Technology, Drama, Home Economics, Industrial Technologies, Multimedia, Music, Visual Arts.

Years 8 and 9 elective subjects are: Agriculture, Business, Design Technology, Drama, Home Economics, Industrial Technologies-Metalwork, Industrial Technologies-Woodwork, Multimedia, Music, Visual Arts.

In Year 10 Humanities, all students study History and two of the electives; Business, Civics or Geography.

Students either study HPE or Adventure Challenge as part of Health and Physical Education.

Year 10 elective subjects are: Agriculture, Design Technology, Drama, Home Economics, Industrial Technologies-Metalwork, Industrial Technologies-Woodwork, Multimedia, Music, Visual Arts.

Year 11 students undertake a two-year study of six subjects. They are offered several electives in selecting their preferred career path.

Students are required to study an English course (English or Essential English) and a Mathematics course (Mathematical Methods, General Mathematics or Essential Mathematics).

For the remaining four subjects, they are offered several electives to support them in their chosen learning and career paths. They are listed below.

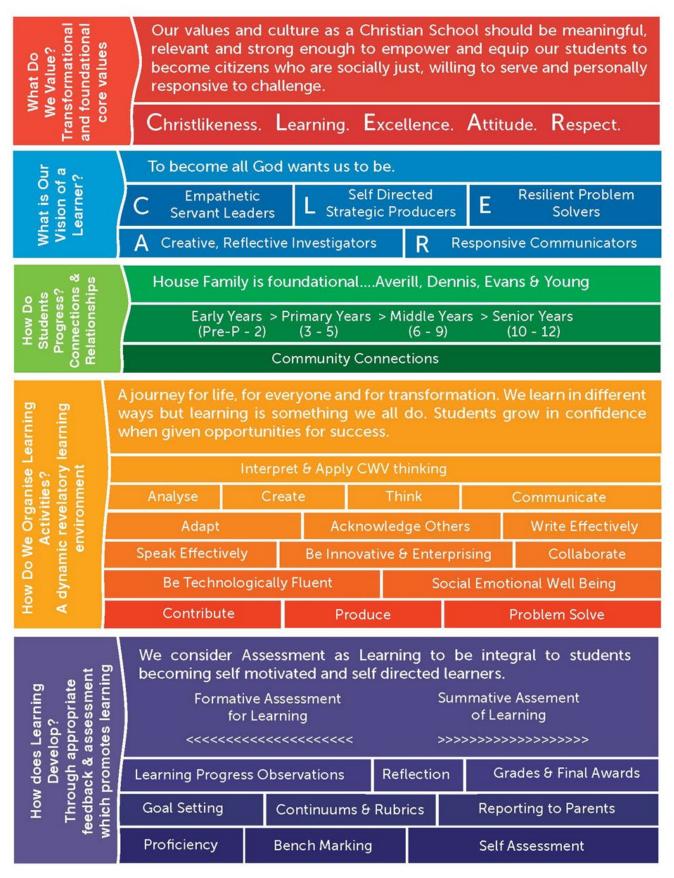
Years 11 and 12 general subjects are: Agricultural Science, Biology, Chemistry, Design, Drama, Film TV & News Media, Geography, Legal Studies, Literature, Modern History, Music, Physics, Specialist Mathematics.

Years 11 and 12 applied subjects are: Business Studies, Early Childhood Studies, Hospitality Practices, Industrial Graphics Skills, Information Communication & Technology, Sport & Recreation, Visual Arts in Practice.

Vocational Education Certificate Qualifications: Certificate II in Health Support Services, Certificate III in Health Services, Certificate II in Engineering (Pathways).

Students may also gain approval for an Independent Study Unit (ISU) to study subjects through the Brisbane College of Education for subjects not offered at the College or complete a Vocation Education Certificate through an RTO. College Based Traineeships and Apprenticeship opportunities are available with various employers.

Curriculum Overview



Extracurricular Activities

The College offers a complete co-curricular program of sporting, cultural and recreational activities, and actively competes in club and College competitions.

Agricultural Centre of Excellence

The Mackay Christian College Agriculture Centre of Excellence is fully equipped and is a dynamic, living, teaching environment that offers students from Years 6 to 12 a wide range of learning opportunities. Since 2002 students have successfully completed the Secondary Agriculture Science curriculum and continued onto future studies at agriculture colleges and universities or have gained employment in the agriculture sector. Agriculture students can also join the Mackay Christian College Agricultural Centre of Excellence Cattle Show Team. Membership is open to all Year 8 to 12 students. No prior experience is required and students from all backgrounds can join the Cattle Show Team (CST).

Trade Training Centre

The Mackay Christian College Trade Training Centre (MCCTTC) offers a unique, coeducational program for Year 11 & 12 students who would like to add foundational, practical understanding and abilities to their skill set. The program is offered to students who are pursuing a trade career or who want to remain ATAR eligible so they can move into university after they graduate. With strong industry links, experienced staff and a purpose-built facility, the MCCTTC allows students to develop their trade skills while working towards their Queensland Certificate of Education.

Trade Pathway Students

These students are seeking to graduate from Year 12 into a trade career. Trade Pathway students graduate with a Certificate II in Engineering Pathways from an external RTO Formula High College. They will have also completed QCAA's Building Construction Skills and Industrial Graphics Skills subjects. In addition to this, MCCTTC students engage in a minimum of seven weeks work experience across the two-year course. Our goal is to graduate the best pre-apprentice students who have discovered their passion for a specific trade area. All these opportunities help enhance the students' work readiness to help them have more skills in their "tool kit" than most other graduates in Mackay.

Single Pathway Students

These students can participate in practical TTC subjects and learn skills that could be of use to them in the future. They are involved in the Formula High College program and graduate with a Certificate II in Engineering Pathways from the RTO. The students remain ATAR eligible so they can still apply to go to university after graduation. Some use it as a "brain break" from their academic load as they get some insight into how trades people will have to work on projects they may design and implement if they choose to become engineers later in life.

Creative Academy

The College offers an instrumental music program to suit a wide range of abilities and skill levels. Students learning a musical instrument through the Creative Academy are placed in an appropriate ensemble. These include:

Three String Ensembles – Beginner String Program, Primary String Ensemble and Secondary String Ensemble.

Three Concert Bands – Beginner Band Program, Bel Canto Band (Primary) and Wind Ensemble (Secondary).

One Jazz Ensemble – Secondary students invited to join.

All students at Mackay Christian College are provided the opportunity to study a band (brass, woodwind, percussion) or orchestral instrument (strings), plus voice, piano and guitar within the College's Creative Academy. The College employs a number of specialist private instructors to provide weekly tuition in both group and private lessons. A range of quality instruments are available for student hire through the Creative Academy.

Sport

2023 saw a significant increase in MCC student sport representation with 388 from Prep to Year 12 compared with 284 in 2022 and 188 in 2021. Students participated in at least one sporting team or sporting trial, with 82 participants from Primary and a significant 306 from Secondary (an increase of 127% from 2022). Three quarters of our Secondary students were involved in extracurricular sport.

Competitions

50 sporting teams represented MCC; Secondary sent out 38 teams and Primary had 12 teams. Our students competed in 16 different sports including AFL, Athletics, Basketball, Football, Futsal, Golf, Lawn Bowls, Mountain Biking, Netball, Oz Tag, Rugby League, Rugby 7s, Touch Football and Volleyball.

Intercollege Trials

Our students competed in 14 different sporting trials including AFL, Athletics, Basketball, Cricket, Cross Country, Football, Futsal, Netball, Rugby League, Rugby 7s, Softball, Swimming, Tennis and Triathlon. **Northern Suburbs Trials:** 43 Primary and 14 Secondary students competed in one or more trials.

Mackay District Sports Trials: Eight Primary and 58 Secondary students competed.

Capricornia Region Sports Trials: One Primary and 17 Secondary students competed.

Queensland State Championship: Eight Secondary students represented in AFL, Athletics, Lawn Bowls, Mountain Biking, Rugby 7s, Rugby League and Triathlon.

Australian National Championship: One Secondary student placed fourth in Athletics.

Home Coming Week

During MCC's 40-year anniversary celebrations, we hosted all our Staff vs Games in one great week of enjoyable competitiveness with Basketball - Rusty Modlin Cup | Netball - Hopper Cup | Touch Football - Palmer Shield (21 Years).

Advances During 2023

2023 had the following changes implemented:

- The MCC gymnasium opened Stage 1 for teachers in Term 1 and Stage 2 for students (over 16 years) in Term 2.
- King's Park Campus Sports Shed had an asset register started, updated class sets of equipment for all sports that we currently participate in. The mountain bike shed was set up with inductions for students and teachers, asset registers, maintenance, hire and MSDS logs.
- MCC Sport appears on the MCC website and sports sponsorship packages have been developed and are live online. Enrolment packages now include the Sports Code of Conduct along with MCC Sporting Pathways.
- Relevant MCC Sport information is available on SharePoint and upcoming sports are updated in the College calendar as information comes to hand.
- Inaugural Whitsunday Christian College Friendly's where we played four sports on the last day of Term 3.
- Term 4's Table Tennis Tuesday Lunchtimes under the Faith Centre was a wonderful success.
- Each sport we participate in has Team Manager Folders and uniform kit bags that are tagged with all the necessary items for each specific sport event. We developed reflective learning folders with sports rules and questions to assist HPE classes.
- MCC Footy Souls collected and will be donating football boots to the Woorabinda Community for the 2024 rugby season.

Thank you to all our HPE and Sport staff, Facility Services Department, coaches and managers, and all administration support staff for their hard work and contribution to MCC sport this year. May God bless you all.

Social Climate:

Ready to Learn Classroom

Mackay Christian College utilises the Responsible Thinking Process (RTP) founded on the Perceptual Control Theory (PCT) partnered with the theory from "Loving our Students on Purpose" (Silk & Godwin), to help guide our behavioural education strategies. A Ready to Learn Classroom (RTLC), supported by a team of facilitators, is accessed by students to help them learn how to modify their behaviour. We believe that behaviour is a concept that is taught just like any other subjects and sometimes students need time and space to recognise the impact of their behaviour. RTLC is such a space.

Students may use the RTLC for the following:

- Take joyful responsibility of their behaviour and devise strategies to respect the right of others to learn.
- Personal withdrawal/time-out (when issued a time-out card or negotiated with the classroom teacher).
- Report forgotten learning material and tools and/or uniform infringements.
- Report any conflicts within relationships with others (that could not be resolved with classroom or duty staff).
- To access support from a Chaplain (King's Park) or Youth Support Counsellor.

Teachers may refer students to the RTLC for the following:

- Continual inappropriate classroom behaviour (i.e. rude, defiant or disobedient).
- Unsafe behaviour.
- Concerns with student welfare.
- To see the Youth Support Counsellor.
- To chill/calm down.

Head of Pastoral Care/House Family Coaches utilise the RTLC for the following:

- Internal suspensions.
- Mediated conversations.
- Alternate learning arrangements.
- Withdrawal/safe space.

In circumstances where a student has been referred to the RTLC and all reasonable attempts to help them calm down have been made and/or the student refuses to comply with the Ready to Learn Process the Head of Pastoral Care for Primary or Village Coach (Providence) or Head of Pastoral Care for Secondary or their House Family Coach (King's Park) will call parents to collect their child asking them to return the next day, or when they are ready to learn. Right-relationships is one of the foundations of Christian education. Creating, fostering and strengthening a heart-to-heart connection between staff and student, and student and staff, is how we achieve the best outcomes for our students. RTL is the process that has been implemented to ensure that right relationships remain the culture of Mackay Christian College.

Bridge Builders

The Bridge Builders program has now been a part of our College conflict resolution focus since 2019. It is now embedded into our College. This program is a whole College approach to equipping children to be resilient, effective communicators and empowered to deal with everyday conflict and reduce bullying.

Primary staff have been trained and revise the program yearly. Training in Primary is ongoing and teachers in upper and lower Primary complete staff lessons and personal development (PD) online. Students in P-2 engage in the BRIDGE BUILDERS® early years online program and all students from Years 3 to 6 engage in the BRIDGE BUILDERS® program. In 2021, Year 4 and 6 classes started using student workbooks to supplement the online program being taught.

In 2021 we introduced the **Year 5 - P.A.C.E. Yourself as a Leader** Program. This program allows all Year 5 students the opportunity to be trained in conflict resolution and then, from these, a smaller group of students are trained to be BRIDGE BUILDERS[®] **Mediation**.

These students actively complete rostered duties in the playground offering conflict support to younger students. The program, developed from the behavioural science research work of Jocelyne Chirnside, seeks to prepare students with an understanding of their behaviours and equip them with practiced skills in appropriate responses, goal setting and restoration. Bridge Builders is bringing a College wide common language to the classroom and the RTLC to help students solve problems and resolve conflict. Bridge Builders College wide implementation has been carefully planned to grow it into the culture of Mackay Christian College.

The Bridge Builders program commenced its growth into the King's Park Campus in 2021. Jocelyne has come to work with every student in Year 10, training them through the one-day BRIDGE BUILDERS[®] 'Courage to Lead' program. This program seeks to grow students' understanding of themselves and the behaviours and emotions they experience. Students are equipped with appropriate responses and tools to help them be resilient in their responses to conflict and poor behaviour in themselves and others. At the end of the program students were offered the opportunity to do an additional day of training to become a 'Bridge Builders' mentor. In this role, Year 10 student mentors ran programs once a week during EStEaM lessons for Year 7 students as they tackled the confronting challenges of Secondary College. Almost all of the Year 10 cohort took up this opportunity, each mentoring two to three Year 7 students. The common language Bridge Builders is bringing to the College among students and staff is beginning to impact our culture and reinforce our values in the way all College community members respectfully interact with each other.

Student Wellbeing Support

Our care for children continues to be a strong feature of MCC practice. Each campus has a Pastoral Care Team. Providence Campus' team includes a Head of Pastoral Care, three Coaches (P-2, 3-4, 5-6) and a full-time shared Youth Support Counsellor. King's Park Campus' team includes a Head of Pastoral Care, four House Family Coaches, a full-time Youth Support Counsellor and two Chaplains. Both teams are supported by a RTLC Data Administrator who organises and records wellbeing data, which directly informs programs and supports sought externally from the College for students. This team collaborates to work with students in terms of social emotional awareness and behaviour education. This can include reporting matters related to child protection and emotional trauma. These children are supported in partnership with services external to the College, such as Child Youth Mental Health Services (CYMHS), Headspace and other appropriate agencies.

The College strives to offer connection to younger students and provides a proactive approach to student wellbeing and family support. In this, the College hopes to begin early intervention in supporting students with what can become significant mental health and wellbeing issues by the time they reach Secondary College. Two examples of this in 2023, have been the continued implementation of the Teen Mental Health First Aid (Teen MHFA) course in Years 7 and 10. Each course is age appropriate to the Year level and is administered by a Certified Teen MHFA Trainer in three sessions over a number of weeks. Almost all of the students in these two Year levels have attained this qualification and a significant number of them have used information from this course to identify peers at risk and report their concerns to the wellbeing team for further action and support.

Staffing Information

Staff Composition, Including Indigenous Staff:

Mackay Christian College is an Equal Opportunity Employer.

In 2023, Mackay Christian College employed 90 teaching staff of which 22 were part-time.

We employed 127 support staff of which 102 were either part-time, term time or casual.

Mackay Christian College employed eight indigenous staff.

Qualifications of all Teachers:

Qualification	Number of classroom teachers and College leaders at the College who hold this qualification
Doctorate or higher	2
Masters	21
Graduate Diploma	19
Graduate Certificate	10
Bachelor's Degree	92
Associate Diploma	15
Diploma	12
Certificate	27

Average staff attendance for the College, based on unplanned absences of sick and emergency leave periods of up to five days:

Number of Staff	Number of College Days	Total Days Staff Absences	Average Staff Attendance Rate
90 19,666 642 96.7%			
For permanent and temporary classroom teachers and College leaders the average staff attendance rate			

For permanent and temporary classroom teachers and College leaders the average staff attendance rate was 96.8% in 2023.

Proportion of teaching staff retained from the previous year:

Number of permanent teaching staff at end of previous year	Number of these staff retained in the following year (the program year)	% retention rate
85	69	81%
From the conclusion of 2022, 81% of staff were retained for the entire 2023 College year.		

Expenditure on and Teacher Participation in Professional Development:

a) The College participated in a wide range of teacher professional learning activities with a cost of \$59,902.

Total Number of Teachers	Total expenditure on teacher PD (as recorded in Financial Questionnaire)	Average expenditure on PD per teacher
90	\$59,902	\$666
The proportion of the teaching staff involved in professional development activities during 2023		100%

b) Teacher participation in Professional Development

Description of PD Activity

Connect & Grow Trainer Training1CSA Curriculum Planning w/- Biblical Worldview2CSA New Teachers to Christian Schooling1Education Events Sue Larkey Workshop20Empowered Learning Bridgebuilders Workshop30First Aid / CPR Training53ISQ Bandscales Training1ISQ Curriculum Leaders Workshop2ISQ Formative Assessment Meeting1ISQ Curriculum Leaders Workshop3ISQ Numeracy Class1Lawsense Workshop2Loving on Purpose Connections Courses400McCrindle Ingibts Understanding Behaviour1Music Conference1Oxlades Art Workshops22QCAA DesigningQuality Assessment1QCAA DesigningQuality Assessment1QCAA DesigningQuality Training2QCAA Student Diversity Training22QCAT Subject Workshops22QHTA State History Conference1QUT Rhythm & Movement Self-Regulation1Seven Steps Writing Success Workshop2Sounds Write Training3Sounds Write Training Phonics Speech5SPELD 6 Week Online Workshop2TASS Programs Reporting Project2TASS Programs Reporting Project2TASS Programs Reporting Project2TASS Programs Reporting Project2TASS Programs Reporting Training2Timetabling Solutions Manager Workshop1Timetabling Solutions Manager Workshop1Timetabling Solutio	Comm Golf Instructor Accreditation	1
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	Writers Toolbox Paragraph Type Workshop	15
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Key Student Outcomes

The average attendance rate for the whole College as a percentage in 2023 was 97.38%.

Year Level	Average attendance in 2023	Year Level	Average attendance in 2023
Kindergarten	89.76%	Year 6	97.93%
Prep	99.83%	Year 7	98.15%
Year 1	98.71%	Year 8	97.79%
Year 2	98.10%	Year 9	97.30%
Year 3	98.55%	Year 10	97.18%
Year 4	98.30%	Year 11	96.76%
Year 5	98.04%	Year 12	96.97%

Average student attendance rate for each year level:

Non-Attendance:

An explanation is required from parents/carers for all student absences. For parents' convenience, the College provides a dedicated phone line, an email link on our website, and access via our online parent platform, 'TASS Parent Lounge', for reporting absences.

Parents/carers are required to acknowledge all unexplained absences in TASS Parent Lounge. If a student is absent for three consecutive days or more without notification, the College will follow up with parents/carers via phone and email.

Students may have their enrolment withdrawn by the College due to unjustifiable non-attendance. Parents/carers are notified in writing, via email and registered letter.

NAPLAN Results for Years 3, 5, 7 and 9 in 2023

Benchmark Data for Year

Reading				
Year Level	Average Score (College)	Average Score (National)	Average Score (State)	% at or above National minimum standard
Year 3 (2023)	376	405	393	82%
Year 5 (2023)	482	496	489	89%
Year 7 (2023)	511	536	529	81%
Year 9 (2023)	538	564	557	82%
Writing			•	•
Year	Average Score (College)	Average Score (National)	Average Score (State)	% at or above National minimum standard
Year 3 (2023)	410	416	405	93%
Year 5 (2023)	433	483	467	78%
Year 7 (2023)	496	534	521	84%
Year 9 (2023)	536	567	557	78%
Spelling			1	
Year	Average Score (College)	Average Score (National)	Average Score (State)	% at or above National minimum standard
Year 3 (2023)	385	404	392	91%
Year 5 (2023)	477	489	479	88%
Year 7 (2023)	517	539	533	93%
Year 9 (2023)	554	568	563	90%
Grammar and F	Punctuation			-
Year	Average Score (College)	Average Score (National)	Average Score (State)	% at or above National minimum standard
Year 3 (2023)	397	411	398	88%
Year 5 (2023)	473	497	491	86%
Year 7 (2023)	507	539	532	87%
Year 9 (2023)	532	557	551	85%
Numeracy			1	
Year	Average Score (College)	Average Score (National)	Average Score (State)	% at or above National minimum standard
Year 3 (2023)	390	407	397	95%
Year 5 (2023)	476	488	478	91%
Year 7 (2023)	515	538	531	91%
Year 9 (2023)	527	568	559	82%

Apparent Retention Rate Years 10 to 12:

Year 12 student enrolment as a percentage of the Year 10 cohort is 83.67%.

Year 12 Outcomes:

Outcomes for our Year 12 cohort 2023	
Number of students awarded a Secondary Education Profile (statement)	41
Number of students awarded a Queensland Certificate of Individual Achievement	0
Number of students who received an Australian Tertiary Admission Rank (ATAR)	16
Number of students completing or completed a College-based Apprenticeship or Traineeship (SAT)	3
Number of students awarded one or more Vocational Education and Training (VET) qualifications	7
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 or an IBD	39%
Percentage of Year 12 students who completed a SAT or VET qualification	24%
Percentage of Year 12 students who were awarded a QCE qualification	93%
Percentage of University {Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	100%

Post-College Destination Information:

Background information on how the Next Steps survey is conducted:

The summary of the post-College destinations of students from Mackay Christian College who completed Year 12 and gained a Secondary Statement in 2023. The results are from the Year 12 Completers Survey, which is conducted approximately six months after students have completed Year 12.

Main Destinations for the Class of 2023 are expected to be published by September 2024.

This space will be updated at that time.

University Offers for our 2023 Graduates

ADFA	Bachelor of Arts
CQU	Bachelor of Veterinary Technology
	Bachelor of Education (Early Childhood)
	Bachelor of Science
JCU	Bachelor of Advanced Science
	Bachelor of Nursing Science
QUT	Bachelor of Games and Interactive Environments