

Queensland Catholic Education Commission

# ANNUAL REPORT 2009



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## MESSAGE FROM THE CHAIR



2009 has been a very significant year for the Commission. The Commission itself has commemorated its 300th meeting. Throughout its history, its commitment to its main goal has never varied, and I believe the Commission's contribution to education in the state of Queensland has been very distinctive. It remains as a vigorous and forceful advocate for quality education that captures, sustains and enhances a proud tradition.

As a very special community, the Commission is dedicated to serving Catholic education in the state of Queensland, and it continues to outreach vibrantly to all it serves. It is a proud achiever in the magnificent 150 year history of the Archdiocese, but it owes much to many others in fulfilling shared objectives.

As a dedicated partner in promulgating the Mission of the Church, it owes a debt of great gratitude to the Bishops of Queensland, the Religious Institutes, and to the principals, teachers and parents who have worked so hard to guarantee that the education of our children keeps the spirit of quality education and faith, alive and well in our schools.

The look of our previous annual report has been successful. It focused more than previous reports on the strategic priorities of the Commission and the outcomes associated with them. This report continues that same thrust and it seems appropriate to do that in a year that has produced serious challenges for keeping the quality of

our education at the forefront of what we do. We have been helped very much in this regard by Church, government and politicians with whom we have worked closely.

There have been significant challenges to curriculum, funding, infrastructure, and support for the needy that everyone has had to face. These are just some of the issues at the forefront of the Commission's planning about how it can best relate to a changing educational environment. The Commission simply has to meet the challenges of looking for and providing the best quality education possible for our schoolchildren in the state of Queensland.

... the Commission is dedicated  
to serving Catholic education in  
the state of Queensland ...

None of this is achieved easily or without a lot of hard work along the way, and this year has been no exception. I thank especially the members of the Commission, Mike Byrne, the Executive Director of the Commission and the staff in the Commission's Secretariat for their tremendous work during the year.

I value especially the Commission's close and collegial relationships with Archbishop Bathersby and the Bishops of Queensland, and the support and enduring commitment of the Religious Institutes. I thank also the teachers and parents who stand guard over our standards and without whose help and cooperation the quality of our education could not even begin to be delivered.

This year has been an exciting and stimulating one for the Commission, and 2010 is shaping up as a year of even greater challenges for the Commission.

As always, I hope and pray for God's guidance in the Commission's work.



**Peter W Sheehan AO**  
Chair

## REPORT FROM THE EXECUTIVE DIRECTOR



This year marked a special milestone in the history of both the State of Queensland and the Catholic Church – the 150th anniversary of the separation of Queensland from New South Wales and the formal establishment of the Archdiocese of Brisbane, which at that time covered the whole state. As an integral part of the mission of the Church, Catholic education has been a key partner in the stories of both Church and State over these 150 years.

In this sesquicentenary year, the Commission focused on the proud tradition and spirited future of our school communities and acknowledged the significant contribution of the religious orders that founded schools across the state.

Closer to home, the Commission celebrated another milestone, marking its 300th meeting since its establishment in 1973 under the leadership of Fr Bernard “Barney” O’Shea. It was a pleasure to welcome past chairs

In this sesquicentenary year, the Commission focused on the proud tradition and spirited future of our school communities ...

and executive directors to the celebrations together with the Minister for Education, Mr Geoff Wilson MP.

While the Commission in 2009 is a very different organisation, its underlying purpose remains the same – its commitment to serving Catholic school authorities and being the face of Catholic education at the state level in Queensland.

On a national level, QCEC continued to engage with several key developments, including the Building the Education Revolution and the Digital Education Revolution programs. The extensive upgrading of school facilities and the move to implement a one-to-one computer/student learning strategy marked an unprecedented investment in our schools.

The development of an Australian curriculum was also high on the Commission’s agenda. This involved an initial response to the framing paper, *The Shape of the National Curriculum: A Proposal for discussion*. It also required ongoing engagement with the process to ensure that the transition be well planned and include a solid implementation phase with ample time, resourcing and professional development opportunities for teachers.

... Catholic education has been a key partner in the stories of both Church and State over these 150 years.







The extensive range of other issues with which the Commission engaged is reflected in the following pages of this report. Suffice to say these were many and challenging and often required widespread consultation and collaboration with our Queensland Bishops, employing authorities, the National Catholic Education Commission, government and the independent school sector. To these groups and individuals I am most grateful for the openness with which these negotiations were able to be conducted.

In closing I would especially like to acknowledge the following: Archbishop John Bathersby and the Bishops of Queensland; the Leaders of Religious Institutes with schools in Queensland; the Hon Anna Bligh, Premier of Queensland; the federal and state Ministers for Education, the Hon Julia Gillard and the Hon Geoff Wilson MP;

the Director General for Education in Queensland, Julie Grantham and her predecessor Rachel Hunter and Dr John Roulston Executive Director, Independent Schools Queensland.

I am also most grateful for the support of Therese Temby, Chair of the National Catholic Education Commission, my fellow Commission members under the chairmanship of Professor Peter Sheehan, the committed and conscientious QCEC Secretariat staff and all those who serve on our many committees, working parties and task forces.



**Mike Byrne**  
**Executive Director**

## ABOUT THE COMMISSION



The role of the Commission is essentially strategic and has as its principal goal the greater co-ordination and advancement of Catholic education in Queensland.



The Queensland Catholic Education Commission is a 16 member body with certain state-wide responsibilities in respect of the Catholic schools administered by five diocesan (regional) education authorities and 18 Religious Institutes.

The role of the Commission is essentially strategic and has as its principal goal the greater co-ordination and advancement of Catholic education in Queensland. The Commission has an independent chairperson and includes the Executive Director, Bishops' representative, Directors of each diocesan employing authority and representatives of the Leaders of Religious Institutes of Queensland, Federation of Parents and Friends and Diocesan Catholic Education Councils and Boards.

To support its work, the Commission has established a number of committees and subcommittees to draw upon the wisdom and expertise within Catholic education across Queensland. The operations of the Commission are carried out by a secretariat staff based at the Catholic Centre in Edward Street, Brisbane.

## KEY FUNCTIONS

The Bishops of Queensland and Leaders of Religious Institutes Queensland have delegated a number of functions to QCEC including:

- the negotiation and distribution of government funding to Catholic schools
- advocating and promoting the position of Catholic education and liaising with State and Federal Governments and various peak bodies, including the Federation of Parents and Friends, across a range of educational issues
- communicating and responding both internally and through the media to issues relevant to Catholic education state-wide, and nationally in co-operation with the National Catholic Education Commission (NCEC)
- facilitating collaboration between Catholic education employing authorities for industrial relations matters
- facilitating collaboration between Catholic school authorities in areas such as curriculum, information and communication technologies, religious education outside Catholic schools, education for ministry and social justice matters
- researching, collecting and managing relevant Statistical data.



# VISION, MISSION AND VALUES

## Vision

The Queensland Catholic Education Commission is an agency of the Church in Queensland sharing in the Church's mission to bring the Good News of God's Love to all people.

The Queensland Catholic Education Commission's Vision is that Queensland Catholic education exists to minister, in our respective callings, and to respond to God's love revealed in Jesus Christ.

This response, within the Catholic Tradition, is assisted by nurturing people's holistic formation through the pursuit of truth, liberation from prejudice and promotion of right relationships in daily life in the world.

**Queensland Catholic education exists to minister, in our respective callings, and to respond to God's love revealed in Jesus Christ.**

## Mission

The Queensland Catholic Education Commission trusting in the guidance of the Holy Spirit, is delegated by the Bishops and Leaders of Religious Institutes Queensland to support and advance Catholic education in Queensland.

## Values

Without placing any priority on or attempting to make an exhaustive list, the values of the Commission are:

- an openness and willingness to co-operate with the Spirit at work in the world
- a respect for the dignity of the individual
- service to all, and especially the poor, the disenfranchised and the disadvantaged
- as a basis for the ministry of education
- stewardship of resources
- justice and peace in structures and procedures
- excellence in teaching and learning
- the Catholic tradition.



# MEMBERS OF THE QUEENSLAND CATHOLIC EDUCATION COMMISSION

Emeritus Professor Peter Sheehan AO

Independent Chair

Mr Mike Byrne

Executive Director  
Queensland Catholic Education Commission

Most Rev Joseph Oudeman OFMCap DD

Bishops of Queensland

Sr Pauline Robinson MFIC

Catholic Religious Australia (Queensland)

Dr Lee-Anne Perry

Catholic Religious Australia (Queensland)

Mr Paul Dickie

Federation of Parents & Friends Associations of  
Catholic Schools Queensland

Mr David Hutton

Executive Director  
Catholic Education, Archdiocese of Brisbane

Dr Tracey Sanders

Catholic Education Council, Archdiocese of Brisbane

Mr John Borserio

Director  
Catholic Education Office, Diocese of Toowoomba

Mrs Diana Carrigan

Catholic Education Board, Diocese of Toowoomba

Ms Leesa Jeffcoat

Director  
Catholic Education, Diocese of Rockhampton

Mrs Coral Way

Catholic Education Council, Diocese of Rockhampton

Dr Catherine Day

Director  
Catholic Education Office, Diocese of Townsville

Professor Suzanne McGinty

Catholic Education Council, Diocese of Townsville

Dr Bill Sultmann

Executive Director  
Catholic Education Services, Diocese of Cairns

Mr Paul Campbell

Board of Governance – Education, Diocese of Cairns

Mr Mike Wilkinson

Executive Secretary (non participating)





*Emeritus Professor  
Peter Sheehan AO*



*Mr Mike Byrne*



*Most Rev Joseph  
Oudeman OFMCap DD*



*Sr Pauline Robinson  
MFIC*



*Dr Lee-Anne Perry*



*Mr Paul Dickie*



*Mr David Hutton*



*Dr Tracey Sanders*



*Mr John Borserio*



*Mrs Diana Carrigan*



*Ms Leesa Jeffcoat*



*Mrs Coral Way*



*Dr Catherine Day*



*Professor Suzanne  
McGinty*



*Dr Bill Sultmann*



*Mr Paul Campbell*



*Mr Mike Wilkinson*

# STRATEGIC PRIORITIES 2008-2009

## Strategic Priorities 2008-2009

### Ministry

#### Key Result Area (holistic strategic directions)

#### External Interface

1. **Community Awareness**
  - 1.1 To achieve strategic leadership in key emerging areas such as accessibility of Catholic schools to the marginalised.
2. **Community Engagement**
  - 2.1 To strengthen relationships between local communities and politicians.
  - 2.2 To maintain consistency and cohesiveness for Catholic Education in Queensland in approaches to government, state and federal, on key strategic issues.

#### Service Delivery

3. **Educational Service Delivery to Catholic School Authorities**
  - 3.1 To support strategic initiatives in relation to senior secondary schooling through productive relationships with all levels of commerce and industry.
  - 3.2 To provide a future focus on the use of information and communication technologies as a strategic tool for teaching and learning for knowledge management.
  - 3.3 In collaboration with other Catholic agencies, to establish a QCEC view for the Bishops of Queensland for advice to Government and Church authorities in relation to schooling in the pre-preparatory years.
  - 3.4 To facilitate diocesan reports on the implementation of *The Defining Features* in each diocese.
  - 3.5 To improve reporting functions.
4. **Representation and Advocacy**
  - 4.1 To be proactive in influencing NCEC in addressing the national education agenda.
  - 4.2 To be proactive in forging relationships with State politicians of all parties.
5. **Financial Resourcing and Compliance**
  - 5.1 To inform internal distribution processes and to better understand the resourcing needs of Catholic schools in Queensland.
  - 5.2 To achieve strategic leadership by continuing the development of the data platform Program Information Management System (PIMS) to meet current and emerging needs.

#### Organisation Capability

6. **Secretariat Staff Capability**
  - 6.1 Following the Secretariat Review and changes to the staffing profile of the Secretariat:  
To further develop a professional development program consistent with Catholic Christian values and the ethos of Catholic education that supports the changing staff profile.
7. **Secretariat Infrastructure**
8. **Stewardship**
9. **Financial Capability**
  - 9.1 To plan for the effective use of financial resources to ensure that both the strategic and operational outcomes of QCEC are supported.

# REPORT ON STRATEGIC PRIORITIES

This report gives an account of action taken on Strategic Priorities from July 2008, which did not take full effect until the beginning of 2009. The activities described below include a continuation of projects initiated prior to July 2008, and a number of new projects.

The response to the strategic priorities consists of a series of strategic projects formally endorsed by the Commission and managed by the QCEC Secretariat together with a number of operational projects initiated and managed by the QCEC Secretariat.



## External Interface

### 1. Community Awareness

- 1.1 To achieve strategic leadership in key emerging areas such as accessibility of Catholic schools to the marginalised.

#### Strategic Project

Access to Catholic Schools

##### Purpose:

To investigate access to Catholic education through a state-wide research project which explores the perception that Catholic education is primarily accessed by the middle class and that poorer students are excluded for financial and welcoming reasons. Outcomes to be discussed within the forum of QCEC to assist action by Catholic school employing authorities.

##### Progress:

A literature review in 2008 provided direction. In April 2009 QCEC approved ACU National as the research agency. The final report is expected in March 2010.

#### Operational Project

Faith Formation of Staff in Catholic Education

##### Purpose:

To formulate a policy on faith formation of staff in Catholic education.

##### Progress:

During 2008 the QCEC Catholic Ethos, Formation and Religious Education Committee mapped existing Catholic school authority policy positions and practices in this area. A policy document will be finalised in 2010.



## 2. Community Engagement

- 2.1 To strengthen relationships between local communities and politicians.

### Operational Project

Develop a workshop presentation kit

#### Purpose:

To improve political engagement at the local level by developing a workshop presentation kit suitable for delivery at Principals' conferences and P&F and School Board gatherings to help empower principals and parent leaders, mindful of the diversity within each community.

#### Progress:

Workshop kit developed and approved and currently being used by Catholic school authorities.

### Operational Project

Catholic Education Week Minister's Reception event

#### Purpose:

To enhance the capacity of the Catholic Education Week Minister's Reception event as an opportunity for local representatives to network with local political representatives.

#### Progress:

As part of the Archdiocesan Sesquicentenary celebrations in 2009, the Archdiocese hosted a Sesquicentenary Parliamentary reception during Catholic Education Week. The reception will be preserved as an ongoing government relations opportunity.



- 2.2 To maintain consistency and cohesiveness for Catholic education in Queensland in approaches to government, state and federal, on key strategic issues.

### Operational Project

Development of position statements around key issues

#### Purpose:

Through the QCEC Political Advisory Subcommittee (PASC), collaboratively develop position statements around key issues and distribute throughout the Catholic education community, especially in the period leading up to an election.

#### Progress:

This was a regular item on the PASC agenda either explicitly or implicitly. Statements were developed for distribution.

### Operational Project

Educating stakeholders regarding the funding of Catholic schools

#### Purpose:

To develop resources for stakeholders about how Catholic schools are funded.

#### Progress:

A PowerPoint presentation has been developed explaining funding of Catholic schools in Queensland for distribution to Catholic school authorities.

## Service Delivery

### 3. Educational Service Delivery To Catholic School Authorities

- 3.1 To support strategic initiatives in relation to senior secondary schooling through productive relationships with all levels of commerce and industry.

#### Operational Project

Facilitate implementation of Trade Training Centres

#### Purpose:

To facilitate the implementation of Trade Training Centres.

#### Progress:

QCEC officers supported Catholic school authorities with school applications and subsequent project developments for successful applicants.

#### Operational Project

QCEC policy and position papers

#### Purpose:

To develop and review Commission policy and position papers.

#### Progress:

The following were approved and published:

- *Inclusive Practices in Catholic Schools in Queensland Position Statement*
- *Accreditation to Teach in a Catholic School and Accreditation to Teach Religion in a Catholic School Policy Statement*
- *Qualifications for senior educational leadership positions in Catholic Schools in Queensland Policy Statement.*

The following are in consultation phase for approval at February 2010 Commission Meeting

- Policy statement: *Catholic schooling in rural and remote areas in Queensland*
- Policy statement: *Formation for staff members in Catholic schools in Queensland*
- Position statement: *Catholic education in rural and remote areas in Queensland*
- Position statement: *International education in Catholic schools in Queensland*

The Commission will also develop a policy/position statement that outlines the religious dimension for senior educational leadership positions.

- 3.2 To provide a future focus on the use of information and communication technologies as a strategic tool for teaching and learning and for knowledge management.

#### Strategic Project

Development of an Information and Communication Technologies (ICT) Position Statement

#### Purpose:

To develop a QCEC ICT Position Statement for Catholic education Queensland which is aligned with state and national ICT in education directions and may be utilised as a strategic tool to influence state and federal governments with regard to needs around ICT in Catholic education.

#### Progress:

A revised document was approved as a position statement by decision of QCEC in March 2009. Because of ongoing developments in the area of ICT and education, this statement required modifications and was published in September 2009.

### Strategic Project

Development of Queensland Catholic Education Network (QCEN)

#### Purpose:

To develop an ICT network for Catholic education in Queensland which would:

- provide Queensland-wide data network services that meet the collective, emerging needs of the Catholic sector
- enable communication and collaboration across the state including in the areas of teaching, learning, administration and professional development
- provide an ICT infrastructure with network access capabilities that provides connectivity to a range of online services and digital resources
- provide data network services that enable Catholic education to maintain a future focus on the use of ICT in contemporary teaching and learning practices.

#### Progress:

Rapidly evolving developments towards the establishment of a national Catholic ICT network resulted in adjustments to this project. The Broadband Project Officer, appointed under the Australian Government's Clever Networks program, provided support for strategic network directions at a school authority and Queensland level. The establishment of Catholic Network Australia (CNA) in 2009 provided a potential platform for state-wide inter-connectivity initially amongst participating Queensland CNA participants. The Online Religious Education Trial provided an insight into a range of broadband services such as web/video conferencing as well as shared digital resources for learning, teaching and professional development across Catholic school authorities in Queensland.

- 3.3. In collaboration with other Catholic agencies, to establish a QCEC view for the Bishops of Queensland for advice to Government and Church authorities in relation to schooling in the pre-preparatory years

### Strategic Project

Development of a QCEC position statement regarding the pre-preparatory years of schooling in Queensland

#### Purpose:

The Australian government introduced its National Early Childhood Development Strategy which introduced, in partnership with State governments, universal access for four year olds to fifteen hours per week of early childhood education. QCEC was requested to provide information to Catholic education authorities on the impact of this initiative on Catholic schooling.

#### Progress:

A Pre-prep Taskforce was established. Representatives from this taskforce are members of the State Kindergarten Implementation Reference Group and the Early Childhood Curriculum Committee. A Pre-prep Issues Paper was tabled at the Commission.

- 3.5. To improve reporting functions

### Operational Project

Reporting for Accounting Purposes

#### Purpose:

To provide support to diocesan authorities to facilitate enhanced reporting for accounting purposes.

#### Progress

The Program Information Management System (PIMS) accountability module was enhanced to report all capital projects with outstanding financial accountability so that the school/authority auditor could provide the necessary sign-offs at one point during the year.



#### 4. Representation and Advocacy

- 4.1. To be proactive in influencing NCEC in addressing the National Education agenda

##### Operational Project

NCEC Funding Policy for Catholic Schools 2013 and beyond

##### Purpose:

To provide ongoing advice to NCEC regarding the implications of key national education policy and funding issues for Catholic schools in Queensland which need to be encompassed by the NCEC Funding Policy.

##### Progress:

Regularly throughout 2009, QCEC, the QCEC Executive Committee and the QCEC Political Advisory Subcommittee considered this matter. The QCEC Executive Director conveyed advice to NCEC based on the outcomes of these discussions. The emergence of an NCEC approved set of principles to underpin the policy and the initiation of some research into possible optional models of funding Catholic schools in the future are welcome developments.

- 4.2. To be proactive in forging relationships with state politicians of all parties

##### Operational Project

Enhanced relationships between state politicians and Catholic education leaders at state, diocesan and school level

##### Purpose:

To create opportunities for state politicians and Catholic education leaders at state, diocesan and school level to come together for their mutual benefit with particular reference to Catholic education in Queensland.

##### Progress:

Prior to the state election in March 2009, QCEC mounted a concerted effort by directors of Catholic education, school principals and parent representatives to engage with candidates with a view to influencing party policies and providing a good basis for ongoing relationships after the election. Immediately following the election, QCEC arranged a reception at Parliament House for all newly elected members of the Legislative Assembly. The quality of the interaction between school principals and their local members was noticeable and productive. There are clear indications that there has been continuing contact since then.

#### 5. Financial Resourcing and Compliance

- 5.2. To achieve strategic leadership by continuing the development of the data platform Program Information Management System (PIMS) to meet current and emerging needs

##### Strategic Project

Development of Program Information Management Systems (PIMS) Financial Benchmarking

##### Purpose:

To develop a system whereby Catholic schools and authorities in Queensland are able to analyse their income and expenditure, and in particular compare it with other Catholic schools with similar characteristics such as size and socio-economic status.

##### Progress:

This is on hold pending the development of the Cognos Database.

## Organisation Capability

### 6. Secretariat Staff Capability

- 6.1. Following the Secretariat Review and changes to the staffing profile of the Secretariat, to further develop a professional development program consistent with Catholic Christian values and the ethos of Catholic education that supports the changing staff profile.

#### Operational Project

Regular review of personnel requirements with responses focussing on strategic professional development, recruitment and selection, succession planning

#### Purpose:

To enable the Secretariat to function at maximum efficiency and effectiveness.

#### Progress:

Two full days of professional development retreat was conducted for all members of staff. This is an ongoing operational project.



### 7. Secretariat Infrastructure

#### Operational Project

- revisit periodically the responsibilities of the Secretariat in relation to the Commission Mission Statement
- provide professional development on individual and group basis for Leadership Team
- continue development of the Programs Information Management System (PIMS) to meet current and emerging needs
- continue to develop PIMS to facilitate:
  - ❖ administration of emerging government programs
  - ❖ optimising the administration of existing government programs
  - ❖ storage and reporting on an agreed data set (the data set for implementation in 2008 has been established)
- continue to develop enhanced uses of ICT
- strengthen organisational structures and resources needed to meet strategic objectives.

#### Purpose:

To develop an integrated infrastructure which promotes and supports:

- shared values
- effective leadership
- the development of strategies and policies
- systems and processes in response to the changing demands of the Commission
- statistical thinking and data management.

#### Progress:

- extensive strategic planning for PIMS
- school transport program converted to on-line applications
- replacement of all IT hardware within the Secretariat
- regular analysis of Secretariat to ensure effective organisational structure and adequate resources to enable the efficient management of programs and projects and to support the implementation of strategic objectives of the Commission.

## 8. Stewardship

Review as necessary, structures within the Secretariat to ensure current needs are being met.

### Operational Project

Monitor current structures and refine practices and procedures to ensure optimum outcomes

#### Purpose:

To pursue ongoing productivity improvement within the Secretariat in the use of all Secretariat resources.

#### Progress:

The Leadership Team of the Secretariat regularly assesses structures, practices and procedures to ensure optimum utilisation of assets and to ensure future stakeholder requirements are met.

## 9. Financial Capability

To plan for the effective use of financial resources to ensure that both the strategic and operational outcomes of QCEC are supported.

### Operational Project

- Ensure that both the strategic and operational outcomes of QCEC are supported through allocations in the QCEC Budget
- Regular assessment of the effectiveness of budgetary planning and accountabilities
- Monitor costs against budget and taking corrective action where necessary
- Introduction of electronic payments to streamline financial services of the Secretariat
- Provision of quarterly reports to the Commission and monthly reports to unit leaders

#### Purpose:

To manage effectively and responsibly the financial resources of QCEC, putting in place proper processes for sound financial management, statistical thinking and data management

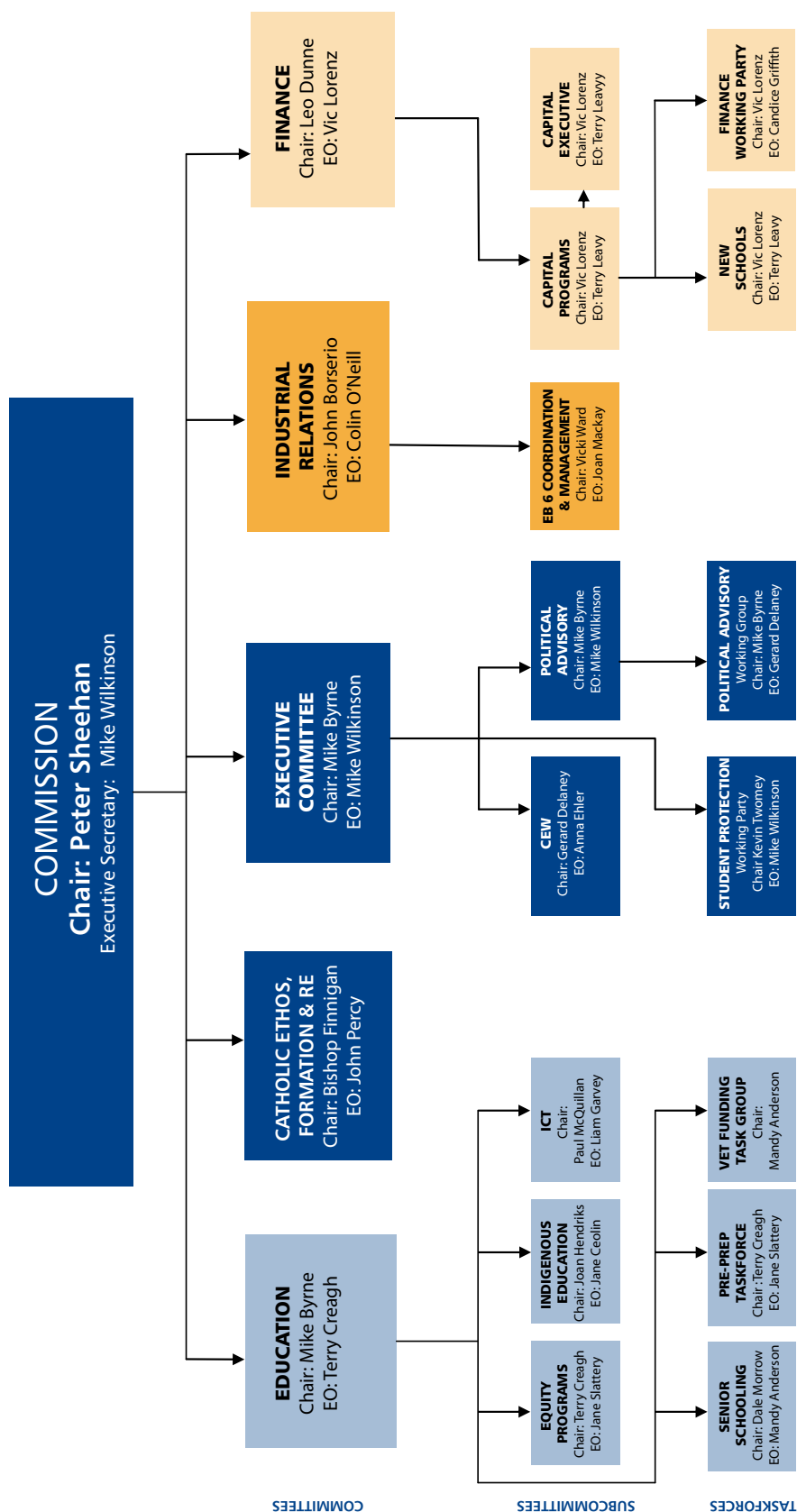
#### Progress:

All projects are being addressed efficiently and effectively.





## COMMITTEE STRUCTURE



## EXECUTIVE COMMITTEE

The Executive Committee has a pivotal role in two respects. Firstly its membership is a subset of the Commission and it undertakes to preview key issues before they go to the Queensland Catholic Education Commission (QCEC). Secondly it holds a watching brief in relation to the terms of reference of all other QCEC committees and subcommittees.

In many ways the Executive Committee is also the primary group for monitoring the building blocks and function of the Commission. In this respect the Committee spent a good deal of time considering the revision of the Delegations of Authority to the Commission and the QCEC Constitution of which the delegations are an integral component.

In particular the emergence of “ecclesiastical public juridical persons” (or PJPs) led to considerable discussion. The Executive Committee spent a good deal of time paving the way for QCEC dialogue regarding the canon law and civil law implications of PJPs for the Catholic sector as a whole, the Commission and the QCEC Secretariat.

The QCEC Catholic Education Week Subcommittee and the QCEC Student Protection Working Party now report directly to the Executive Committee. With respect to the Student Protection Working Party, the Commission has given it the status of a QCEC Subcommittee for 2010

in recognition of its need to have an ongoing role in an area in which many issues still need to be addressed. This year the Working Party conducted its annual in-service for Catholic School Authorities on the theme *Student Wellbeing for Student Protection*.

Another significant challenge for the Committee arose out of the need to reconsider the role and operation of the National Catholic Education Commission (NCEC) in the context of radical changes to national educational policy and the funding of schools by the Australian government.

The Committee’s role in managing the membership of QCEC committees and subcommittees and QCEC representatives on a range of ‘outside’ bodies was much lighter than usual. However changes to the support structures for the Queensland Studies Authority and the likely emergence of some newer reference groups following national policy changes may lead to increased Committee deliberations in this area in 2010.

The role of the Executive Committee as the first step in the Commission’s decision making process is now well refined and clearly established.

Members of the Executive Committee are listed in Appendix 1 (1.1).



## POLITICAL ADVISORY SUBCOMMITTEE



March 2009 saw the newly created Liberal National Party (LNP) contest a state election for the first time, and the polls leading up to the election predicted a close contest. In this atmosphere, the Political Advisory Subcommittee (PASC) provided sound advice to assist QCEC's task of leading political candidates to address the issues of importance to Catholic education in Queensland.

Post-election campaign reflection revealed that the relationships with political parties and leaders, designed by the PASC and forged by the Catholic school authorities in Queensland, had proven to be very beneficial during the campaign. Some QCEC requests did not succeed fully but there were some pleasantly surprising outcomes as well.

A significant achievement of the PASC in 2009 was the refinement of the strategies, processes and resources to support regular engagement with governments and political parties. QCEC is now in a position to support ongoing political advocacy at all levels of Catholic education and, at fairly short notice, be prepared for engagement with political candidates during a state election campaign.

The PASC is also the advisory body for developing resources which aim to educate and inform successive generations of principals, teachers and parents in Catholic schools about the importance and complexity of government education policy and funding. The linkage between the PASC and the communication personnel in the QCEC Secretariat has become an integral and very effective part of QCEC political advocacy.

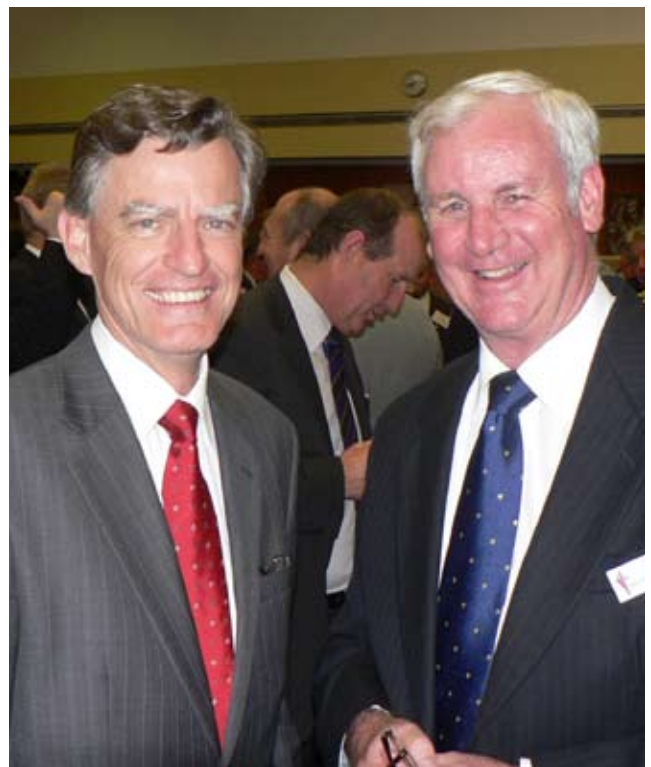
Moves to an Australian curriculum and changes to national funding mechanisms will give fewer opportunities for state and territory Catholic education Commissions to go directly to the Australian Government to influence policy and funding. The PASC has therefore sought better ways for QCEC to work in partnership with NCEC.

During 2009 QCEC conducted a series of meetings of Catholic education leaders with state parliamentarians. A highlight of the year was the QCEC reception held at Parliament House for all successful candidates in the state election. Interaction between politicians and Catholic school principals provided clear evidence of some positive well-established relationships.

The PASC and QCEC itself also recognise the need for enhancing relationships with federal parliamentarians in Queensland electorates well in advance of an election. A series of meetings of these senators and members planned by the PASC and managed by local Catholic education leaders and parent representatives have provided a beneficial platform for discussions closer to a federal election.

The PASC remains poised for action whenever an election is called any time from early 2010. The Commission is very grateful to those members of the PASC who are not full time employees of Catholic education and who provide sound advice based on years of experience in politics, government, business and political advocacy.

Members of the Political Advisory Subcommittee are listed in Appendix 1 (1.1.1).





## CATHOLIC EDUCATION WEEK SUBCOMMITTEE

In 2009, Catholic Education Week was celebrated from 26 July to 1 August.

The theme, *Proud Tradition Spirited Future*, was chosen to share in the sesquicentenary celebrations marking the 150th anniversary of the separation of Queensland from New South Wales and the formal establishment of the Archdiocese of Brisbane.

As an integral part of the mission of the Church, Catholic education has been a key partner in the stories of both Church and State over these past 150 years and beyond, and the theme clearly reflected Catholic education's longevity and its ambitions for the future.

The QCEC Catholic Education Week Subcommittee once again primarily focused its energies on providing impetus and resources to help schools celebrate Catholic Education Week and in doing so to communicate and articulate the distinctive mission of Catholic education within their local communities.

To mark the sesquicentenary and provide the Catholic education community with an important resource, a special project, *On History's Page*, compiled an online snapshot of Catholic education in Queensland from its beginning to the present time. All 287 schools throughout the state provided a one-page document highlighting important aspects of their school's history and development. The historical snapshot can be viewed on the QCEC website.

In addition, the subcommittee planned an official launch kindly hosted by one of Queensland's oldest Catholic schools, St James College, Spring Hill.

For the first year, the Australian Catholic University (ACU) joined the Catholic Superannuation and Retirement Fund (CSRFP) and Queensland Teachers' Credit Union (QTCU) as sponsors of the week's activities.

Once again, a feature of Catholic Education Week was the presentation of the annual statewide Spirit of Catholic Education Awards to recognise staff members, parents, clergy or volunteers who have made outstanding contributions to the life of a Catholic school community or other Catholic education agency.

Response to the awards was strong, with 113 nominations received from around the state. The following recipients were presented with their awards by the Queensland Governor, Ms Penelope Wensley (AO) as part of the official launch event.

**Stanley Alberts** - Volunteer, Catholic Education Office, Rockhampton

**Sr Margaret Andersen** - Project Officer, Identity and Mission, Catholic Education Office Toowoomba

**Fr Michael John Lowcock** - Parish Priest, Good Shepherd Parish, Mt Isa

**Narelle Mullins** - Principal, Lourdes Hill College, Brisbane

**Br 'Rocky' Pallidius Rochford** - Support Officer, Shalom College, Bundaberg

**Virginia O'Dea** - Teacher, St Andrew's College, Cairns

**Marlene Warnick** - Assistant Principal - Religious Education, San Sisto College, Carina.

Following Catholic Education Week 2009, a feedback and evaluation instrument was developed and distributed to all Catholic school authorities and communities. There was a high level of satisfaction with the support received, with affirmation in particular for the range of resources that was provided to assist school level activities.

Members of the Catholic Education Week Subcommittee are listed in Appendix 1 (1.1.2).



# CATHOLIC ETHOS, FORMATION AND RELIGIOUS EDUCATION COMMITTEE



## Overview

In providing advice to QCEC the Catholic Ethos, Formation and Religious Education (CEFARE) Committee:

- attends to items relating to ethos, formation and religious education referred to it by the Commission
- monitors the implementation of QCEC policies from the perspectives of Catholic ethos, formation and religious education
- identifies, monitors, discusses and makes recommendations regarding emerging issues and needs in Australia and beyond pertaining to Catholic ethos, formation and religious education and where necessary makes proposals to the Commission for relevant research
- supports and co-ordinates at a provincial level collaboration and action arising from the relevant directions that emerged from the Bishops' Research Project *Catholic Schools for the 21st Century*
- collaborates with, supports, and provides advice to other QCEC committees in all matters pertaining to Catholic ethos, formation and religious education
- considers and responds to State and Commonwealth policies and initiatives from the perspectives of Catholic ethos, formation and religious education, including matters related to the provision of Catholic religious education and chaplaincy in schools outside Catholic schools.

## Key Activities

In 2009 the CEFARE Committee met four times to discuss and action the following key items:

- develop policy for formation of staff members in Catholic schools in Queensland
- investigate and plan a formation colloquium in 2010
- engage with experts on formation
- produce an interactive version of the Catholic School Identity paper for use as a website resource
- develop a web presence for the CEFARE committee on the QCEC website
- review the policies:
  - ❖ *Accreditation to teach in a Catholic School and Accreditation to teach Religion in a Catholic School*
  - ❖ *Qualifications for senior educational leadership positions in Catholic schools in Queensland*
  - ❖ *Senior educational leadership positions in Catholic schools in Queensland – Religious Dimension.*

Members of the CEFARE Committee are listed in Appendix 1 (1.2).

## INDUSTRIAL RELATIONS COMMITTEE

### Overview

The Industrial Relations Committee (IRC) is a forum for Catholic education employing authorities which allows the Commission to fulfill its delegations in the area of industrial relations with respect to facilitating collaboration between employing authorities in Catholic education.

As well as being a forum for the above purposes, the committee may also deal with industrial relations issues referred to it by Catholic education employing authorities.

### Key Activities

In 2009 the IRC met five times to discuss and action the following key agenda items:

- QCEC *Senior Leadership Positions in Catholic Schools Queensland policy*
- QCEC *Accreditation to Teach in a Catholic School and Accreditation to Teach Religion in a Catholic School policy*
- QCEC Statement of Principles document
- Reportable Employer Superannuation Contributions
- Superannuation Choice of Funds legislation
- *Superannuation Guarantee (Administration) Amendment Regulations 2009 (No 1)*
- accruals for employees when undertaking two (or more) classes of employment
- *Long Service Leave Interstate Portability Agreement*
- *Award Modernisation (Educational Services (Teachers) Award 2010 and Educational Services (General Staff) Award 2010)*
- the impact of the *Fair Work Act* on current terms and conditions
- protected action ballots under provisions of the *Fair Work Act*
- National Catholic Education Commission (NCEC) Employment Relations Committee
- general oversight of the Collective Bargaining 2009 Project.

Members of the Industrial Relations Committee are listed in Appendix 1 (2.1).





# EDUCATION COMMITTEE

## Overview

The Education Committee's prime responsibility is to provide:

- proactive and reactive advice to QCEC in relation to government initiatives, specific funded programs, curriculum, legislation, Religious Education outside Catholic schools, and other educational matters referred by QCEC for advice
- all educational accountability reports required through QCEC
- broad educational positions for policy direction statements as requested by QCEC, or by way of advice from the committee to QCEC.

## Key Activities

In 2009 the Education Committee met four times to discuss and action the following key agenda items:

- Australian curriculum development and implementation, and progress of the Australian Curriculum Assessment and Reporting Authority (ACARA)
- National Partnership Agreements between the Australian government and the Queensland government (developed collaboratively among the three education sectors for the State), including Improving teacher quality, Low SES school communities, Literacy and Numeracy, Youth Attainment and Transitions and Early Childhood Education and Care
- Queensland education performance review (Masters review), responses and implications for Catholic education
- Australian government school reporting requirements as posed by the *Schools Assistance Act (2009 -12)*
- National assessment via NAPLAN, use of data and analysis tools provided by SMART, SUNLanda and QCEC PIMS system
- Indigenous education funding, initiatives and activities
- information and communication technologies including the Digital Education Revolution
- kindergarten implementation in Queensland.

Members of the Education Committee are listed in Appendix 1 (3.1).



# EQUITY SUBCOMMITTEE

## Overview

The Equity Subcommittee's role is to advise and respond to QCEC through the Education Committee. Its prime responsibility is to:

- use collaborative planning, partnerships and decision-making to promote and support successful outcomes for all students in Catholic schools across Queensland
- provide advice to QCEC on government policy and initiatives which relate to issues of equity
- develop and provide advice regarding mechanisms for the equitable and accountable distribution of government funds intended for educationally disadvantaged students
- engage in data collection and collaborative research relating to the three terms of reference above.

## Key Activities

In 2009 the Equity Subcommittee met three times to discuss and action the following key agenda items:

- Positive Partnerships: Supporting school aged students on the Autism Spectrum – workshops for teachers and parents
- revised Education Adjustment Program (EAP) categories
- review of the Criteria for Social and Emotional Disorder
- Dual enrolments data collection and clarification of services
- review of the *Inclusive Practices in Catholic Schools in Queensland Position Statement*
- achievement and post school destination for students with disability
- Literacy and Numeracy Special Learning Needs (LNSLN) funding review
- Australian Early Development Index (AEDI)
- NAPLAN Testing – student exemptions.

Members of the Equity Subcommittee are listed in Appendix 1 (3.1.1).



# INDIGENOUS EDUCATION SUBCOMMITTEE

## Overview

In supporting QCEC, the Indigenous Education Subcommittee:

- offers advice and facilitates the inclusion of Indigenous perspectives in education policies, protocols and curricula by contributing as appropriate at diocesan and state level forums
- plans collaboratively a Queensland wide approach to Indigenous education programs
- prepares draft agreements between the Australian Government and QCEC for consideration by QCEC
- monitors the management and accountability requirements of the Indigenous Supplementary Assistance (ISA) funding between the Australian Government and QCEC.

## Key Activities

In 2009 the Indigenous Education Subcommittee met four times to discuss and action the following key agenda items:

### Australian Government

- Indigenous Supplementary Assistance (ISA) program
- Indigenous Boarding Infrastructure Program (IBIP)
- Council of Australian Governments (COAG) initiatives
- Ministerial Council for Education, Early Childhood Development and Youth Affairs (MCEECDYA) initiatives
- National Partnerships
- Review of the Australian Directions 2009 - 2012
- Parent and Community Engagement (PaCE) program
- Indigenous Youth Leadership Program
- Indigenous Remote Service Delivery Strategy
- Personalised Learning Plans for Indigenous students
- Australian Curriculum
- Dare to Lead Project.

### Queensland Government:

- Queensland Studies Authority (QSA) Indigenous Perspectives
- NAPLAN results for Aboriginal and Torres Strait Islander students
- Queensland Health Strategic Partnership: Working With Schools on the Health of Aboriginal and Torres Strait Islander Children and Young People
- Family Responsibilities Commission
- Queensland Aboriginal and Torres Strait Islander Foundation
- Transition Support Service
- Queensland Indigenous Education Consultative Committee
- National Indigenous Reform Agreement for Queensland
- Queensland program of School Constitutional Conventions.

### QCEC

- Indigenous Education Funding Review 2010-2012
- Program Information Management System (PIMS)
- Indigenous Education Pathways Officer
- 2010 Exploring Pathways workshop
- 2010 Indigenous Education Conference
- Indigenous Education Advisory Committee of the National Catholic Education Commission
- Aboriginal and Torres Strait Islander students in Catholic education magazine

Members of the Indigenous Education Subcommittee are listed in Appendix 1 (3.1.2).





# INFORMATION AND COMMUNICATION TECHNOLOGIES SUBCOMMITTEE

## Overview

The prime responsibility of the Information and Communication Technologies (ICT) Subcommittee is to advise and respond to QCEC through the Education Committee, on significant ICT issues at state and national levels with a focus on the associated implications for Catholic education in Queensland.

The ICT Subcommittee works towards:

- establishing, maintaining and developing ICT strategic partnerships
- positioning ICT so that it enables the organisational goals of the Catholic sector in Queensland
- representing the interests of the Queensland Catholic sector at state and national levels
- facilitating engagement in ICT initiatives that support learning, teaching and administration in a digital age.

## Focus areas

In 2009 the ICT Subcommittee met on four occasions to discuss and action the following key agenda items:

- Digital Education Revolution (DER) and Working Party
- National Secondary Schools Computer Fund (NSSCF)
- Fibre Connections to Schools (FCS)
- Teaching for the Digital Age (TDA)
- Catholic Network Australia (CNA)
- state-wide shared services network strategy
- Clever Networks Program Broadband Project Officer (BPO)
- Online Religious Education trial
- digital resources
- software agreements
- contemporary learning
- web and video conferencing
- QCEC ICT Position Statement.

Members of the ICT Subcommittee are listed in Appendix 1 (3.1.3).



# FINANCE COMMITTEE

### Overview

The Finance Committee is the principal source of advice to the Commission on finance and resourcing issues including:

- matters related to negotiation, distribution and accountability concerning the funding of Catholic schools in Queensland by Commonwealth and State Governments
- broad funding and financial accountability positions for policy direction statements
- compliance requirements of relevant tax and other legislation with financial implications.

### Key Activities

In 2009, changes and developments in the overall funding environment for Catholic schools continued at a rapid pace. The Committee monitored and provided advice to the Commission on a broad range of new government funding initiatives and alterations to existing data and accountability frameworks.



### Australian Government Arrangements

As well as implementing funding initiatives, the Australian Government has made a number of changes to the overarching framework under which funding is provided to schools. These include:

- Reporting of school level income – as of 2010 all schools must report income disaggregated by funding source. Extensive negotiation has been undertaken to attempt to ensure that data reported by Catholic schools can be compared in a meaningful manner to that reported by government schools.
- Review Financial Questionnaire – a review is being undertaken of the Financial Questionnaire (FQ), which is the primary source of school financial data. FQ data is used in determining how Australian Government recurrent grants are disbursed under the Group Funding arrangements.
- Financial Health Assessment Framework – this is a new requirement placed upon schools where their financial data is subject to scrutiny by the Department of Education, Employment and Workplace Relations (DEEWR) and obligations imposed if the data does not meet predetermined benchmarks. The Committee considered this and supported the position of the Commission in providing a guarantee of government funding so that schools do not have to participate in the process.
- ICSEA scores - Index of Community Socio-Educational Advantage (ICSEA) scores are to be used by ACARA to rank and group schools for reporting purposes and may also have implications for a future funding arrangement.

## Digital Education Revolution

The Committee monitored the financial arrangements for the ongoing implementation of the Australian Government's Digital Education Revolution, particularly the National Secondary School Computer Fund (NSSCF) program. Funding was disbursed under Rounds 1, 2 and 2.1 of the NSSCF program, as well as the accompanying on-cost funding component. Input was provided into what funding arrangements should be in place to enable schools to meet the key goal of the program of achieving a one-to-one computer-to-student ratio by 2011.

## Review of Targeted Programs

Two of the major targeted government funding programs were reviewed; the Literacy, Numeracy and Special Learning Needs (LNSLN) program and the Indigenous Supplementary Assistance (ISA) program. The reviews focused on the methodologies used to determine distribution of funding to school authorities and the validity and appropriateness of the data sets employed.

## State Government Funding

Developments in State Government funding were assessed including:

- the outcomes of the State Basket/Nexus calculation which sets the quantum of State Government recurrent funding available to non-government schools
- provision of additional capital assistance for education services for disengaged young people
- proposed funding arrangements for the provision of kindergartens located on school sites.

## Strategic Issues

To assist the Commission in achieving its strategic goal of developing a comprehensive understanding of the funding needs of Catholic schools, the Committee is conducting extensive analysis of schools' resourcing levels. This includes examining total school and per capita income and expenditure, as well as how these measures are influenced by school size, location and socio-economic profile.

In addition to developing greater comprehension of school resource needs and levels, this information will also be utilised in two important strategic tasks:

- participation in the Australian Government review of school funding arrangements
- establishment of financial contribution levels when schools apply for capital assistance.

## General Oversight

The Finance Committee has a watching brief over all programs of government assistance. In 2009, 9,575 payments were made under 67 different programs as set out below. Further details of program funding can be accessed via the QCEC website in Table 1.

Members of the Finance Committee are listed in Appendix 1 (4.1).

**Table 1: Program Payments**

Government Programs	No. of Payments	Amount \$
Australian Government	3,779	\$845.8m
Queensland Government*	5,796	\$307.7m
<b>Total</b>	<b>9,575</b>	<b>\$1,153.5m</b>

\*Includes 4,732 payments totaling \$5.1m for School Transport Assistance



# CAPITAL PROGRAMS SUBCOMMITTEE

## Overview

The Capital Programs Subcommittee's prime responsibility is to provide advice to the Commission on matters pertaining to Capital development and to oversee the administration of all aspects of the State and Commonwealth capital assistance programs. The Subcommittee operates with advice from several subsidiary working parties.

## Key Activities

In 2009 the Capital Subcommittee made funding recommendations under particular programs and provided oversight on the administration and delivery of assistance for the following programs:

### Australian Government

- Capital Grants Program (CGP)
- Building the Education Revolution
- Trade Training Centres
- Local Schools Working Together
- National Secondary Schools Computer Program
- Investing in our Schools Program (residual)

### State Government

- Capital Assistance Scheme
- External Infrastructure Subsidy
- Tomorrow's Schools
- Preparatory Program (residual)

The outcome of the 2009 round is summarised in Table 2.

Table 2: Summary of 2009 Capital Round

2009 Capital round				
Summary of Funding Arrangements				
Applications	Number	Estimated cost of works	Government assistance	Community
Received	46	\$65.222m*		
Recommended for funding	37	\$49.407m		\$8.417m
Australian Government CGP**			\$17.418m	
State Government			\$30.099m	
State Government External infrastructure			\$1.890m	
*Cost at date of application. Final costs are not established until tenders are finalised which can be between 1 and 2 years later				
**Some schools were in receipt of both Australian and State government grants				

## Building the Education Revolution (BER)

In February 2009 the Australian Government announced a \$42 billion Nation Building - Economic Stimulus Plan, which aims to provide economic stimulus by supporting employment through local infrastructure projects. \$16.2 billion was allocated to the Building the Education Revolution (BER) to provide world-class educational facilities, through new infrastructure and refurbishments, to all eligible Australian schools.

BER funding was allocated under three elements of the BER, which has seen:

- the *Primary Schools for the 21st Century* (P21) element delivering funding to 228 school projects including new libraries, multipurpose halls, classrooms and the refurbishment of existing facilities. The allocation for each eligible school varied from \$250,000 to \$3,000,000
- the *Science and Language Centres for 21st Secondary Schools* (SLC) element delivering funding to 21 schools for the construction of new or refurbishment of existing science laboratories or language learning centres
- the *National School Pride* (NSP) program delivering funding to 288 schools or projects including the refurbishment of buildings, construction or upgrade of fixed shade structures, covered outdoor learning areas, sporting grounds and facilities and green upgrades. The allocation for each eligible school varied from \$50,000 to \$200,000.

The above funding included a 1.5% administration allowance to education authorities.

In support of this program, the Commission endorsed the implementation strategy. Staffing levels in the Secretariat were increased to assist all eligible schools to maximise the potential benefits from this program and to deliver the assistance and discharge prescribed reporting and accountability obligations to the Government. In conjunction with this support the Commission also supported the implementation of diocesan staffing increases to assist individual Catholic schools to effectively deliver their projects.

Members of the Capital Programs Subcommittee are listed in Appendix 1 (4.1.1).



# SCHOOL TRANSPORT REFERENCE COMMITTEE

The Non Government School Transport Assistance Scheme has been in operation since 1997 and is a joint project between the Independent Schools Queensland (ISQ) and the Queensland Catholic Education Commission (QCEC).

This scheme covers two programs, the Bus Fare Assistance and Student with Disabilities Programs. Under the Bus Fare Assistance component, parents whose children attend non-government schools outside the Brisbane City boundary and who meet set criteria have been assisted with the cost of fares to and from school. This assistance has been central in some schools in maintaining their viability.

All applications are received electronically and uploaded into QCEC's data management program. Following a rigorous checking procedure, eligible applicants are paid by electronic funds transfers through the Archdiocesan Development Fund. In 2009 over 4,000 students' fares were subsidised under the Bus Fare Assistance Program and over 900 students were assisted with the cost of transport to and from school under the Student with Disabilities Program.

The grants received from the State Government in support of this scheme no longer cover the demand for assistance from parents and the associated operational costs. The State Minister for Education has been apprised of this situation.

In addition, the scheme is currently being reviewed by the School Transport Reference Committee whose members consist of representatives from both the Independent and Catholic sectors.

In reviewing the criteria for eligibility the Committee is mindful of the effect any changes will have on parents, while at the same time being aware of their fiduciary responsibilities.

The value and the necessity for this scheme are apparent and are reflected in the demand for assistance from parents.

Members of the School Transport Reference Committee are listed in Appendix 1 (4.2).







## Income And Expenditure Statement

For The Year Ended 31 December 2009

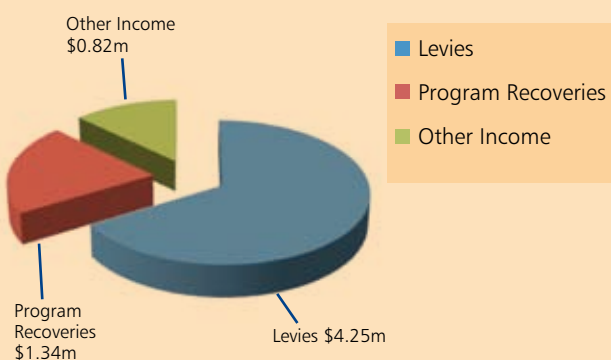
<b>Income</b>	<b>2009 \$</b>	<b>2008 \$</b>
• Levies	4,253,670	3,983,222
<b>Recoveries for Program Administration:</b>		
• Capital Grants Program (Commonwealth & State)	796,745	479,127
• Even Start	13,280	406,840
• Student Transport Assistance (State)	273,500	394,622
• Other Programs	255,430	200,753
	<b>1,338,955</b>	<b>1,481,342</b>
<b>Sundry Income:</b>		
• Other Recoveries	172,474	37,736
• Interest Received	649,892	944,002
• Sundry Income	2,434	6,570
	<b>824,800</b>	<b>988,308</b>
<b>Gross Income for Year</b>	<b>6,417,425</b>	<b>6,452,872</b>
<b>Expenditure</b>		
• Salaries & Related Expenses	4,366,970	3,668,878
• Travel & Conference Expenses	379,260	306,705
• Motor Vehicles	52,671	74,128
• Projects & Initiatives	287,354	54,042
• Administration Expenses	913,668	717,076
<b>Total Expenditure for Year</b>	<b>5,999,923</b>	<b>4,820,829</b>
<b>Surplus (Deficit) for Year</b>	<b>417,502</b>	<b>1,632,043</b>

## Balance Sheet

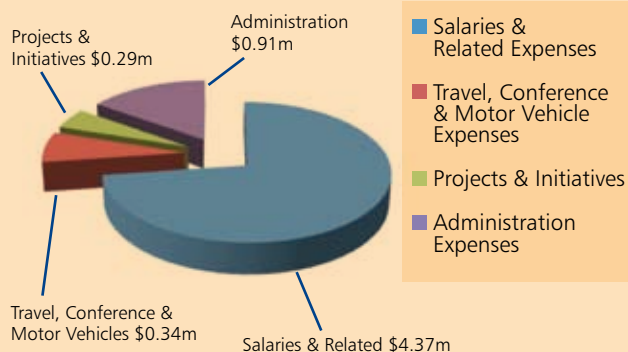
As At 31 December 2009

<b>Accumulated funds</b>	<b>2009</b>	<b>2008</b>
	<b>\$</b>	<b>\$</b>
• Opening Balance	4,020,857	2,388,814
add: Surplus/ (Deficit) for Year	417,502	1,632,043
<b>Total Accumulated Funds as at 31.12. 2009</b>	<b>4,438,359</b>	<b>4,020,857</b>
<b>Represented By:</b>		
• Current Assets	236,744,454	109,726,040
• Less: Current Liabilities	233,741,060	107,200,237
<b>Working Capital Surplus / (Deficit)</b>	<b>3,003,394</b>	<b>2,525,803</b>
<b>Non Current Assets</b>		
• Property, Plant and Equipment	1,951,446	1,956,504
<b>Less: Non current Liabilities</b>		
• Provision for Long Service Leave	516,481	461,450
<b>Net Assets</b>	<b>4,438,359</b>	<b>4,020,857</b>

## 2009 Income



## 2009 Expenses



## APPENDICES





# 1. COMMITTEE MEMBERS

## 1.COMMISSION

### 1.1 EXECUTIVE COMMITTEE

Mike Byrne	Executive Director QCEC (Chair)
Peter Sheehan	Independent Chair, QCEC
David Hutton	Queensland Directors' Forum
Catherine Day	Queensland Directors' Forum
Pauline Robinson	Catholic Religious Australia (Queensland)
Paul Dickie	Federation of Parents and Friends Associations of Catholic Schools Queensland
Mike Wilkinson	QCEC Secretariat (Executive Secretary)

### 1.1.1 POLITICAL ADVISORY SUBCOMMITTEE

Mike Byrne	Executive Director QCEC (Chair)
Peter Sheehan	Independent Chair, QCEC
David Hutton	Queensland Directors' Forum
Catherine Day	Queensland Directors' Forum
Pauline Robinson	Catholic Religious Australia (Queensland)
Paul Dickie	Federation of Parents and Friends Associations of Catholic Schools Queensland
Leo Dunne	Representative of the Bishops of Queensland
Pat Nolan	Representative of the Bishops of Queensland
Gabrielle Power West	Assistant Director Administration, Communications and Employee Services QCEC Secretariat
Henry Palaszczuk	Representative of the Bishops of Queensland
Michael Caltabiano	Co-opted
Mike Wilkinson	QCEC Secretariat (Executive Secretary)

### 1.1.2 CATHOLIC EDUCATION WEEK SUBCOMMITTEE

Gerard Delaney	QCEC Secretariat (Chair)
Jane Connolly	Catholic Education, Archdiocese of Brisbane
John Phelan	Catholic Education, Archdiocese of Brisbane
Pauleen Tibble	Catholic Education Office, Diocese of Toowoomba
Julie Plath	Catholic Education Office, Diocese of Townsville
Maria Greene	Catholic Education, Diocese of Rockhampton
Andrea Gregory	Catholic Education Services, Diocese of Cairns
Stephen Byrne	Catholic Religious Australia (Queensland)
Michael Downey	Catholic Religious Australia (Queensland)
Carmel Nash	Federation of Parents & Friends Associations of Catholic Schools Queensland
Liz Fisher	Australian Catholic University
Mike Wilkinson	QCEC Secretariat
Margaret Knox	QCEC Secretariat
Anna Ehler	QCEC Secretariat (Executive Officer)
Cindy Palmer	QCEC Secretariat (Secretary)

### 1.2 CATHOLIC ETHOS, FORMATION AND RELIGIOUS EDUCATION COMMITTEE

Most Rev Brian V Finnigan	Bishops of Queensland (Chair)
Mike Byrne	Executive Director, QCEC
Mark Elliott	Brisbane Catholic Education Office, Archdiocese of Brisbane
Des Fitz-Gerald	Catholic Education Services, Diocese of Cairns
Di-Anne Rowan	Catholic Education Office, Diocese of Rockhampton
Joe McCorley	Catholic Education Office, Rockhampton
Philip Fitzgerald	Catholic Education Office, Diocese of Toowoomba
Ernie Christie	Catholic Education Office, Diocese of Townsville
Kieran Donnelly	Conference of Leaders of Religious Institutes of Queensland
Russ Nelson	Federation of Parents & Friends Associations of Catholic Schools Queensland
Peta Goldberg	Australian Catholic University
John Percy	QCEC Secretariat (Executive Officer)

## 2.ADMINISTRATION, COMMUNICATIONS AND EMPLOYEE SERVICES

### 2.1 INDUSTRIAL RELATIONS COMMITTEE

John Borserio	Catholic Education Office, Toowoomba (Chair)
Kevin Twomey	Catholic Education, Archdiocese of Brisbane
Jim King	Catholic Education, Diocese of Rockhampton
John O'Brien	Catholic Education Office, Townsville
Vicki Bell	Catholic Education Services, Diocese of Cairns
Carmel Dunne	Catholic Religious Australia (Queensland)
Robert Out	Catholic Religious Australia (Queensland)
Jennifer Elvery	Catholic Religious Australia (Queensland)
Ann Marie Pawsey	Catholic Religious Australia (Queensland)
Vicki Ward	Chair Coordination and Management Committee
Brian Flaherty	Provincial of the Trustees of the Christian Brothers
John O'Dwyer	Employee Relations Officer Catholic Education, Archdiocese of Brisbane
Gabrielle Power West	Assiatant Director, Administration, Communications and Employee Services QCEC
Colin O'Neill	QCEC Secretariat (Executive Officer)

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## 3. EDUCATION

### 3.1 EDUCATION COMMITTEE

Mike Byrne	Executive Director QCEC (Chair)
Damien Brennan	Catholic Education, Archdiocese of Brisbane
John Mula	Catholic Education Services, Diocese of Cairns
Gayle Cunningham	Catholic Education Office, Diocese of Rockhampton
Philip Fitzgerald	Catholic Education Office, Diocese of Toowoomba
Ernie Christie	Catholic Education Office, Diocese of Townsville
Pat Elsworth	Catholic Religious Australia (Queensland)
Alison Terrey	Catholic Religious Australia (Queensland)
Kevin Eastment	Indigenous Education Subcommittee representative
Carmel Nash	Parents & Friends Federation of Catholic Schools Queensland
Terry Creagh	Assistant Director, Education QCEC
Mandy Anderson	QCEC Secretariat (Secretary)

#### 3.1.1 EQUITY SUBCOMMITTEE

Terry Creagh	QCEC Secretariat (Chair)
Rita Cleveland	Catholic Education, Archdiocese of Brisbane
Jennifer Rockley	Catholic Education Services, Diocese of Cairns
Kaylene Adams	Catholic Education, Diocese of Rockhampton
Dot Shea	Catholic Education Office, Diocese of Toowoomba
Mary-Ellen Pattison	Catholic Education Office, Diocese of Townsville
Dianne McRoberts	Catholic Religious Australia (Queensland)
Kaylene Campbell	Federation of Parents & Friends Associations (to February)
Julie Hintz	Federation of Parents & Friends Associations (from July)
Jane Slattery	QCEC Secretariat (Executive Officer)

#### 3.1.2 INDIGENOUS EDUCATION SUBCOMMITTEE

Joan Hendriks	Independent Chair
Kevin Eastment	Catholic Education, Archdiocese of Brisbane
Patricia Galea	Catholic Education, Archdiocese of Brisbane (to March)
David Greig	Catholic Education, Archdiocese of Brisbane (from May)
Phillip Dreise	Catholic Education Office, Diocese of Toowoomba
Nicole Booth	Catholic Education Office, Diocese of Toowoomba
Coral Way	Catholic Education Office, Diocese of Rockhampton
Phillippa Johnson	Catholic Education Office, Diocese of Rockhampton
Thelma Gertz	Catholic Education Office, Diocese of Townsville
Stephanie Giorcelli	Catholic Education Office, Diocese of Townsville (from May)
Antoinette Cole	Catholic Education Services, Diocese of Cairns
Jennifer Rockley	Catholic Education Services, Diocese of Cairns
Kathleen Park	Catholic Religious Australia (Queensland) (from March)
Jane Ceolin	QCEC Secretariat (Executive Officer)

#### 3.1.3 ICT SUBCOMMITTEE

Paul McQuillan	Catholic Education, Archdiocese of Brisbane (Chair)
John Mula	QCEC Education Committee
Warren Armitage	Catholic Education, Archdiocese of Brisbane
Paul Watkins	Catholic Education Office, Diocese of Toowoomba
Jason Ramm	Catholic Education Office, Diocese of Rockhampton
Ron Hamilton	Catholic Education Office, Diocese of Rockhampton (from May)
Robie Jayawardhana	Catholic Education Office, Diocese of Townsville
Michael Norman	Catholic Education Services, Diocese of Cairns
Troy Bates	Catholic Religious Australia (Queensland)
Evan Harris	Australian Catholic University McAuley at Banyo
Roy James	Federation of Parents & Friends Associations of Catholic Schools Queensland
Liam Garvey	QCEC Secretariat (Executive Officer and Secretary)

## 4. FINANCE

### 4.1 FINANCE COMMITTEE

Leo Dunne	Independent Chair
Rudi Wolbers	Catholic Education, Archdiocese of Brisbane
Joanne Segond von Banchet	Catholic Education Office, Diocese of Toowoomba
Danny Lynch	Catholic Education Office, Diocese of Rockhampton
Patricia Scholes	Catholic Education Office, Diocese of Townsville
Paul McArthur	Catholic Education Services, Diocese of Cairns
Lee-Anne Perry	Catholic Religious Australia (Queensland)
Geoff Doyle	Catholic Religious Australia (Queensland)
Greg Myers	Co-opted (Principal)
Steve Burchill	Federation of Parents & Friends Associations of Catholic Schools Queensland
Greg Rogers	QCEC Secretariat
Vic Lorenz	Assistant Director, Finance and Resourcing QCEC (Executive Officer)
Patrick MacDermott	QCEC Secretariat (Secretary)

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#### 4.1.1 CAPITAL PROGRAMS SUBCOMMITTEE

Bob McHugh	Independent Chair
Gerry Conway	Catholic Education, Archdiocese of Brisbane
Mark Allen	Catholic Education, Archdiocese of Brisbane
Kelvin Brooks	Catholic Education Office, Diocese of Toowoomba
Jim King	Catholic Education Office, Diocese of Rockhampton
Ross Horner	Catholic Education Office, Diocese of Townsville
Bill Dixon	Catholic Education Services, Diocese of Cairns
Anne Beulah	Catholic Religious Australia (Queensland)
Brian Shannon	Catholic Religious Australia (Queensland)
Paul Dickie	Federation of Parents & Friends Associations of Catholic Schools Queensland
Tim Young	Edmund Rice Education Directorate
Justine Ebzery	Co-opted Member
Vic Lorenz	Assistant Director, Finance and Resourcing QCEC
Terry Leavy	QCEC Secretariat (Executive Officer)

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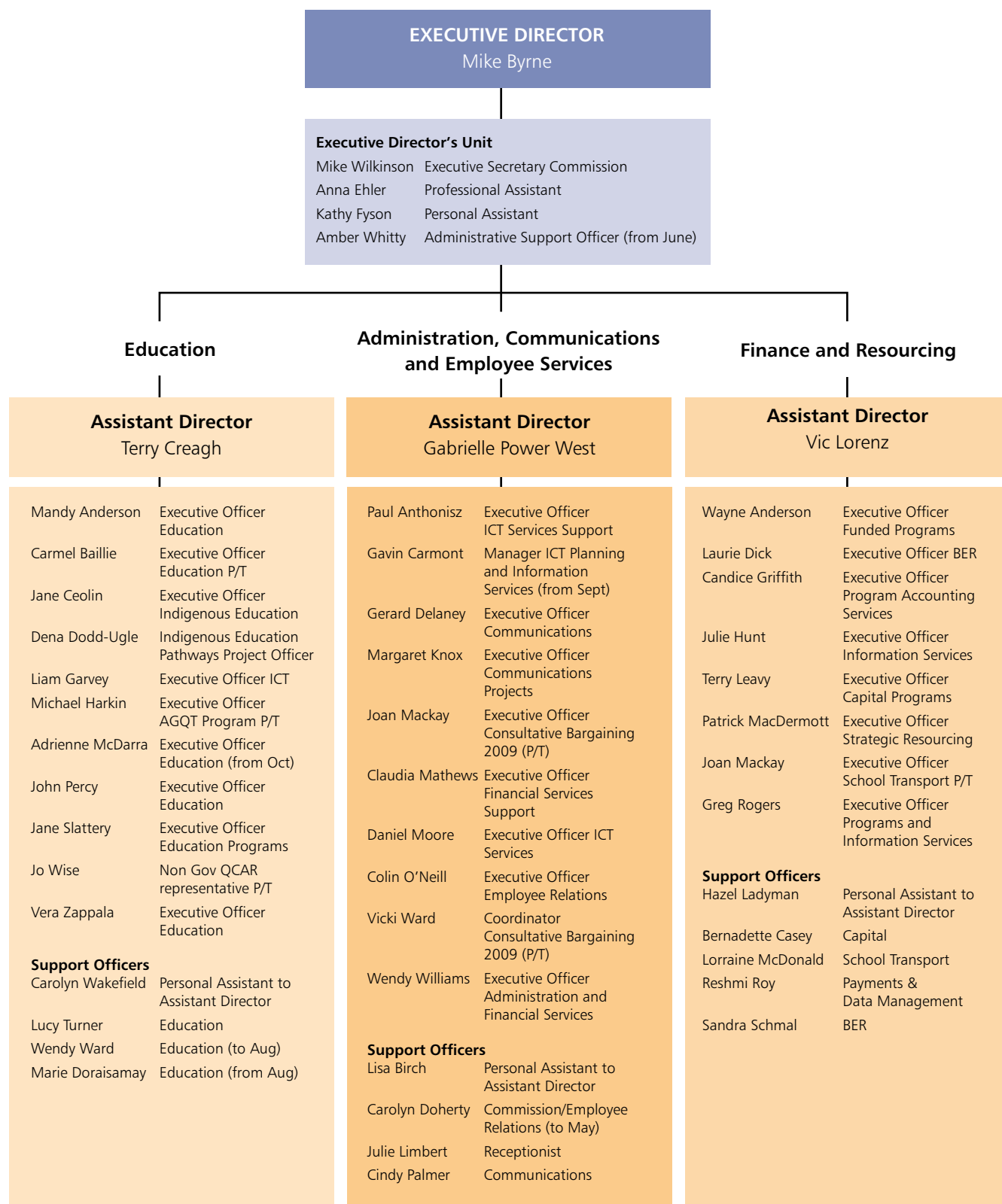
### 4.2 SCHOOL TRANSPORT REFERENCE COMMITTEE

Allan Todd	Independent school sector representative (Chair)
John Dalton	Catholic school sector representative
Scott Harrison	Catholic school sector representative
David Robertson	Independent school sector representative
Alan Williams	Independent school sector representative
Vic Lorenz	QCEC representative
Joan McKay	QCEC Secretariat (Secretary)

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## 2. QCEC SECRETARIAT STRUCTURE AND STAFF





## 3. QUEENSLAND CATHOLIC SCHOOLS STATISTICS 2009

Table 1: Number of Queensland Catholic Schools and Campuses in 2009 by Diocese and Type

School Sector/Diocese	QLD	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	195	103	24	29	20	19
Secondary Only	66	36	6	10	8	6
Combined (Primary & Secondary)	26	18	4	0	3	1
<b>Total Schools</b>	<b>287</b>	<b>157</b>	<b>34</b>	<b>39</b>	<b>31</b>	<b>26</b>
<b>Total Campuses</b>	<b>298</b>	<b>163</b>	<b>35</b>	<b>40</b>	<b>33</b>	<b>27</b>

Table 2: Number of Teaching Staff in Queensland Catholic Education 2005 - 2009 by Year, Campus Type and Employment Status (Headcount)

		PRIMARY	SECONDARY	COMBINED	Total
2005	FullTime	2,875	3,299	60	6,234
	PartTime	1,227	369	21	1,617
	<b>Total</b>	<b>4,102</b>	<b>3,668</b>	<b>81</b>	<b>7,851</b>
2006	FullTime	3,013	3,422	88	6,523
	PartTime	1,305	390	33	1,728
	<b>Total</b>	<b>4,318</b>	<b>3,812</b>	<b>121</b>	<b>8,251</b>
2007	FullTime	3,097	3,540	98	6,735
	PartTime	1,302	379	72	1,753
	<b>Total</b>	<b>4,399</b>	<b>3,919</b>	<b>170</b>	<b>8,488</b>
2008	FullTime	3,180	3,624	135	6,939
	PartTime	1,345	401	62	1,808
	<b>Total</b>	<b>4,525</b>	<b>4,025</b>	<b>197</b>	<b>8,747</b>
2009	FullTime	3,204	3,710	138	7,052
	PartTime	1,411	481	73	1,965
	<b>Total</b>	<b>4,615</b>	<b>4,191</b>	<b>211</b>	<b>9,017</b>

Table 3: Number of Teaching Staff in Queensland Catholic Education in 2009 by Diocese, Staff Level and Employment Status (Headcount)

		QLD	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	FullTime	3,204	1,989	261	377	317	260
	PartTime	1,411	918	124	147	108	114
	<b>Total</b>	<b>4,615</b>	<b>2,907</b>	<b>385</b>	<b>524</b>	<b>425</b>	<b>374</b>
Secondary Only	Full Time	3,710	2,287	308	479	372	264
	PartTime	481	307	25	59	50	40
	<b>Total</b>	<b>4,191</b>	<b>2,594</b>	<b>333</b>	<b>538</b>	<b>422</b>	<b>304</b>
Combined (Primary & Secondary)	Full Time	138	106	8		3	21
	PartTime	73	67	3		2	1
	<b>Total</b>	<b>211</b>	<b>173</b>	<b>11</b>		<b>5</b>	<b>22</b>
<b>Total 2009</b>		<b>9,017</b>	<b>5,674</b>	<b>729</b>	<b>1,062</b>	<b>852</b>	<b>700</b>

**Table 4: Number of Teaching Staff in Queensland Catholic Education 2009  
by Diocese, Staff Level and Gender (Headcount)**

		<b>QLD</b>	<b>Brisbane</b>	<b>Toowoomba</b>	<b>Rockhampton</b>	<b>Townsville</b>	<b>Cairns</b>
<b>Primary Only</b>	<b>Male</b>	719	512	50	65	50	42
	<b>Female</b>	3,896	2,395	335	459	375	332
	<b>Total</b>	<b>4,615</b>	<b>2,907</b>	<b>385</b>	<b>524</b>	<b>425</b>	<b>374</b>
<b>Secondary Only</b>	<b>Male</b>	1,746	1,109	130	213	167	127
	<b>Female</b>	2,445	1,485	203	325	255	177
	<b>Total</b>	<b>4,191</b>	<b>2,594</b>	<b>333</b>	<b>538</b>	<b>422</b>	<b>304</b>
<b>Combined (Primary &amp; Secondary)</b>	<b>Male</b>	84	74	3		1	6
	<b>Female</b>	127	99	8		4	16
	<b>Total</b>	<b>211</b>	<b>173</b>	<b>11</b>		<b>5</b>	<b>22</b>
<b>Total</b>		<b>9,017</b>	<b>5,674</b>	<b>729</b>	<b>1,062</b>	<b>852</b>	<b>700</b>

**Table 5: Number of Principals in Queensland Catholic Education 2009  
by Diocese, Staff Level and Gender (Headcount)**

		<b>QLD</b>	<b>Brisbane</b>	<b>Toowoomba</b>	<b>Rockhampton</b>	<b>Townsville</b>	<b>Cairns</b>
<b>Primary Only</b>	<b>Male</b>	126	71	13	17	14	11
	<b>Female</b>	76	37	12	12	7	8
	<b>Total</b>	<b>202</b>	<b>108</b>	<b>25</b>	<b>29</b>	<b>21</b>	<b>19</b>
<b>Secondary Only</b>	<b>Male</b>	45	21	4	9	7	4
	<b>Female</b>	56	48	2	2	2	2
	<b>Total</b>	<b>101</b>	<b>69</b>	<b>6</b>	<b>11</b>	<b>9</b>	<b>6</b>
<b>Combined (Primary &amp; Secondary)</b>	<b>Male</b>	20	15	4		1	
	<b>Female</b>	4	2			1	1
	<b>Total</b>	<b>24</b>	<b>17</b>	<b>4</b>		<b>2</b>	<b>1</b>
<b>Total</b>		<b>327</b>	<b>194</b>	<b>35</b>	<b>40</b>	<b>32</b>	<b>26</b>



**Table 6: Number of Students (FTE) in Queensland Catholic Schools by Year and Level of Schooling**

Year	Primary	Secondary	Total
1998	57,234	42,959	100,194
1999	57,942	43,806	101,748
2000	59,269	43,930	103,199
2001	60,281	44,181	104,462
2002	61,722	44,549	106,271
2003	63,175	45,348	108,523
2004	65,060	46,127	111,187
2005	67,360	47,270	114,631
2006	70,378	48,752	119,131
2007	71,301	50,245	121,546
2008	73,170	51,447	124,617
2009	75,492	52,914	128,406

**Table 7: Number of Students in 2009 (FTE) by Diocese, Level of Schooling and Gender**

		QLD	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary	Male	38,745	24,502	3,159	4,470	3,554	3,060
	Female	36,747	23,381	2,897	4,051	3,419	3,000
	<b>TOTAL</b>	<b>75,492</b>	<b>47,883</b>	<b>6,055</b>	<b>8,521</b>	<b>6,973</b>	<b>6,060</b>
Secondary	Male	26,255	16,858	1,780	3,470	2,429	1,719
	Female	26,658	16,832	2,187	3,519	2,296	1,825
	<b>TOTAL</b>	<b>52,914</b>	<b>33,690</b>	<b>3,967</b>	<b>6,989</b>	<b>4,725</b>	<b>3,544</b>
<b>Total Students</b>		<b>128,406</b>	<b>81,573</b>	<b>10,022</b>	<b>15,510</b>	<b>11,697</b>	<b>9,604</b>

**Table 8: Number of Students in Edmund Rice Education and Religious Institute Schools in 2009 by Diocese and Level of Schooling (FTE)**

Religious Institute					Edmund Rice Education			
	Number of Schools	Primary Enrolments	Secondary Enrolments	Total Enrolments	Number of Schools	Primary Enrolments	Secondary Enrolments	Total Enrolments
Brisbane	13	1,543	10,633	12,176	11	1,460	5,944	7,404
Toowoomba	2		1,526	1,526				
Rockhampton	1		495	495	1		632	632
Townsville	1		304	304	2		932	932
<b>Total</b>	<b>17</b>	<b>1,543</b>	<b>12,958</b>	<b>14,501</b>	<b>14</b>	<b>1,460</b>	<b>7,508</b>	<b>8,968</b>

**Table 9 Number of Aboriginal & Torres Strait Islander Students 2009 by Diocese and Level of Schooling (FTE)**

	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
<b>Primary</b>	2,039	679	246	267	443	404
<b>Secondary</b>	1,830	570	139	299	616	206
<b>Total</b>	3,869	1,249	385	566	1,059	610

**Table 10 Number of Full Fee Payment Overseas Students in 2009 by Diocese and Level of Schooling (FTE)**

	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
<b>Primary</b>	74	59	0	1	0	14
<b>Secondary</b>	432	375	36	3	13	5
<b>Total</b>	506	434	36	4	13	19

**Table 11 Number of Students with Disabilities 2009 by Diocese and Level of Schooling (FTE)**

	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
<b>Primary</b>	2,213	1,468	198	245	205	97
<b>Secondary</b>	1,258	881	80	157	86	53
<b>Total</b>	3,470	2,350	278	402	292	150

**Table 12 Number of Boarding Students in 2009 by Diocese and Level of Schooling (FTE)**

	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
<b>Primary</b>	23	15	0	0	8	0
<b>Secondary</b>	2,241	647	390	564	433	207
<b>Total</b>	2,264	662	390	564	441	207



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