

Queensland Catholic Education Commission

Annual Report 2015



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MESSAGE FROM THE CHAIR



As I said last year, as each year passes, the world of education and its management seem to grow more complicated and more time-consuming to those who dedicate themselves personally and professionally to serving in the sector. 2015 was no exception. The year was a very busy and productive one for the Commission and for those who serve it. The scope and depth

of the issues the Commission considered during 2015 were enormous.

The Gonski Report has now all but disappeared in the wake of a new Prime Minister, and significant demand and the infrastructure to support that demand continue to be pressing issues for the Commission. Growth in the number of our students and teachers was particularly encouraging, and the Catholic education sector flourished. Adequate infrastructure and equitable funding are still needed.

A special occasion during this year was the moving tribute the Commission and others gave to its outgoing Executive Director, Mike Byrne, who left the Commission after nine years of outstanding 'Servant Leadership'. Mike lived the ideals of the Commission and Catholic education with personal resolve and dedicated professional commitment. I offer my personal thanks to him for what he did, and all that he achieved over such a significant period of time.

2015 was a time of great political relevance and importance to the Commission in the State of Queensland. A new Government was formed, and the Commission pledged its cooperation and enthusiasm to work well with it, as it had done with the Government that preceded it. The Commission's efforts to further the quality of Catholic education in the State of Queensland were appreciated, and the Commission communicated that it will work with the Premier, The Honourable Anastacia Palaszczuk, and the Minister for Education, The Honourable Kate Jones, in every way it can.

Among the broad range of matters referenced in this report are multiple issues that reflect the conscientious efforts of the Commission to respond to requests that it received regularly for informed comment. Speedy, constructive, and detailed response to calls for the Commission's opinion on significant education issues has always been a priority for it.

During 2015, the Commission pressed conscientiously for external recognition of the need for adequate funding for its schools, and it brokered external discussion on a range of complex issues. It reacted thoughtfully to a wide range of

professional concerns, formulated policies and position statements on major issues, and disseminated its activities in a professional way. The Commission, for example, paid careful attention to the findings of the *Royal Commission into Institutional Responses to Child Sexual Abuse*, and helped the Truth, Justice and Healing Council in the important work it does. The Commission considered the protection of the students in its schools carefully, cooperatively, and professionally and as a matter of the highest priority.

I offer particular thanks to Archbishop Mark Coleridge for his continued, valued support for the work of the Commission. I thank especially the Queensland Bishops, the National Catholic Education Commission, our Diocesan Directors of Catholic Education, the Commission's Religious Institute/PJP and Queensland Parents and Friends Federation representatives, and especially our students, teachers, and school principals for all that they did to further the quality of Catholic education that the Commission is pledged earnestly to provide.

This is my last report as Chair of the Commission. I must finish it by thanking all who have served with me these last eight years, and especially the members of the Commission itself, past and present, and members of the Commission's Secretariat for the outstanding work they have done, and keep on doing. The Commission's committees and subcommittees continue to work long and hard, and our Diocesan Directors of Catholic education in rural and urban Queensland continue to give their time unsparingly to further the objectives of the Commission. I am especially grateful to the Queensland Parents and Friends Federation, the Commission's Indigenous Education Subcommittee and Student Protection Subcommittee for the important work that they do in demanding and sensitive areas.

In 2015, Archbishop Coleridge appointed a new Executive Director of the Commission. I offer our new Executive Director, Dr Lee-Anne Perry AM, who joined us mid-year, a heartfelt welcome, and wish her every blessing for the future prosperity of the Commission. Lee-Anne came to the Commission with a wonderful background of outstanding service to Catholic education in Queensland, and I am certain the Commission is in good hands.

In conclusion, I wish to express my personal, deeply-felt gratitude to the many 'Labourers in the Vineyard' - all honoured workers in His kingdom - for their valued and generous assistance to the Commission, helping it in so many ways to fulfil the promise of its very important work.

Emeritus Professor Peter W Sheehan AO

REPORT FROM THE EXECUTIVE DIRECTOR



The commencement of the 2015 school year marked an historic change in the way education in Queensland is delivered. Ninety-three Catholic secondary schools and colleges around Queensland welcomed 12,000 Year 7 students into secondary school for the first time, and more than 500 additional teachers commenced in Catholic secondary schools as a result of the move.

The total number of children being educated in Queensland Catholic Schools in 2015 increased by 1.9% to 145,986. Students were welcomed into four new Catholic schools at St Brendan's Catholic School, Mackay; Holy Spirit College, Manoora (Cairns); the Rockhampton Flexible Learning Centre; and Ambrose Treacy College, Indooroopilly. This brought the total number of Catholic schools in Queensland to 298.



The Queensland Catholic Education Commission (QCEC) hosted its *Welcome to 2015* function for key stakeholders and partners in education and government in February. This function once again provided a wonderful opportunity to strengthen partnerships and professional relationships at the commencement of the new school year.

In early June, the Commission and representatives from education sectors within and beyond the State, gathered to farewell Mr Mike Byrne on the occasion of his retirement as QCEC Executive Director, after nine years in the role. Mike was recognised for his outstanding leadership and his long standing contribution to Catholic education in Queensland. As Mike's successor I have valued the strong and positive relationships Mike and his predecessors Dr Alan Druery OAM and Dr Joe McCorley OAM have established and sustained with the Australian and State Governments, other education sectors and the Commission's key stakeholders.



This year, three new members joined the Commission. Professor Bobby Harreveld replaced Mrs Coral Way as the Rockhampton Diocesan Education Council representative, Dr Joan Conway replaced Mr Michael Cash as the Toowoomba Catholic Education Board representative, and Dr Kerrie Tuite was my replacement as a Catholic Religious Australia (Queensland) representative. I am most grateful to Coral and Michael for their generous and significant contributions to the work of the Commission. Mrs Carmel Nash was appointed Deputy Chair of the Commission from April.

At the end of the year the Commission farewelled Mr John Borserio who retired as Executive Director of the Toowoomba Catholic Education Office. During his twelve years in this role, John has been a dedicated and valued Commission member,

with a special concern for the needs of students in our rural and remote school communities. I also acknowledge John's leadership in the industrial relations forum as Chair of the QCEC Industrial Relations Committee.

The earlier than anticipated State election in January saw the formation of the Palaszczuk Government and a new Minister for Education, The Honorable Kate Jones MP. The Commission was pleased to welcome Minister Jones to its meeting on 24 February 2015 in her second week in the role.



At this time, the Commission also acknowledged and thanked outgoing Premier Campbell Newman and Minister John-Paul Langbroek for their support of Catholic education and achievements in education in Queensland.

QCEC engaged with a broad range of Australian and State Government issues throughout the year, many of which are detailed in this report. Among the Australian Government issues were the Reform of the Federation White Paper, the Australian Curriculum, NAPLAN Online, the Review of the Disability Standards for Education, the *Parliamentary inquiry into educational opportunities for Aboriginal and Torres Strait Islander students* and the National Vocational Education and Training Reform agenda. QCEC also made a strong contribution to the development of a National Catholic Education Commission (NCEC) Funding Policy for Federal funding and will continue to be actively engaged in this funding policy discussion as we approach a Federal election in 2016.

State level matters included the Queensland Review of Senior Assessment and Tertiary Entrance conducted by the Australian Council for Educational Research (ACER), the *Teacher Capability Program* and the *Queensland Professional Experience Reporting Framework*. In September, the Commission welcomed the inclusion of Catholic sector

representatives on the newly established Ministerial Senior Assessment and Tertiary Entrance Taskforce, to oversee the changes to the senior assessment and tertiary entrance systems in Queensland.



As part of its governance responsibilities, the Commission commenced a review of its Constitution and committee structure in consultation with Catholic School Authorities. Recommendations for any changes to the Constitution will be provided to the Bishops of Queensland for their consideration and determination. The Commission determined that some changes would be made to the committee structure to ensure close alignment with the Commission's delegations and to ensure appropriate flexibility and responsiveness to emergent issues and increasingly rapid response times. New approaches to consultation and collaboration will be explored in 2016.

The next round of enterprise bargaining (EB8) commenced on 31 March. A comprehensive strategy was developed and implemented by Catholic School Employing Authorities and EB8 negotiations for Queensland Catholic schools continued throughout the year.

The Commission sustained its commitment to ensuring the safety and wellbeing of children and young people in Catholic schools in Queensland, by supporting compliance with legislative requirements and the delivery of best practice in student care and protection. This included consideration of the findings from the *Royal Commission into Institutional Responses to Child Sexual Abuse*; contributing to the Truth, Justice and Healing Council's response to the Royal Commission; providing input into the Non-State Schools Accreditation Board's draft *Guidelines for Good*

Practice in relation to student protection and the consultation process for the review of the Queensland *Child Protection Act*. Additionally, the Commission through the Student Protection Subcommittee conducted a Student Protection In-Service Day for Catholic School Authorities to build on existing policies and procedures and develop proactive approaches to student protection. The Commission continued to actively advocate with the State Government in relation to harmonisation of student protection legislation and information sharing procedures to ensure clear and consistent procedures both within and across sectors in this most critical area.

Domestic Violence and Radicalisation were two emergent issues addressed by the Commission in 2015. QCEC worked with Government in their multi-dimensional approach to addressing domestic violence, and provided a report to the Department of Education and Training (DET) and the National Catholic Education Commission (NCEC) on current initiatives that support young people at risk of radicalisation.

This year's Catholic Education Week (CEW) celebrations centred on the theme *Engaging Minds. Igniting Hearts. Serving Others*. A vibrant three-day *Festival of Catholic Education*, the presentation of the 10th Annual Spirit of Catholic Education Awards, the inspiration of the 2015 CEW Ambassadors, and the countless celebrations in Catholic school communities across the State, brought to life this year's theme, highlighting the distinctive mission and ethos of Catholic education.



In my first five months as Executive Director, I have appreciated the warm welcome and support from the Commission, the QCEC Secretariat staff, Catholic School Authorities, NCEC and other bodies within the education sector.

I am most grateful to those who have supported and contributed to the work of the Commission throughout the year. The broad range of issues with which the Commission engaged, often required widespread consultation and collaboration with the Queensland Bishops, Catholic School Authorities, the National Catholic Education Commission, Government, and the State and Independent education sectors. To these individuals and groups, I am most grateful for the good will and openness with which these negotiations were conducted.

In particular, I take this opportunity to thank Archbishop Mark Coleridge and the Bishops of Queensland; Leaders of Religious Institutes and other incorporated bodies with schools in Queensland; Diocesan Directors of Catholic education in Queensland; Hon Greg Crafter AO, Chair and members of the National Catholic Education Commission; Hon Anastacia Palaszczuk MP, Premier of Queensland; Hon Kate Jones MP, Minister for Education and Minister for Tourism and Major Events; Dr Jim Watterston, Director-General Department of Education and Training; Mr David Robertson, Executive Director Independent Schools Queensland and Mrs Carmel Nash, Executive Director Queensland Federation of Parents and Friends.

In closing, I wish to especially acknowledge Emeritus Professor Peter Sheehan AO, who completes his term as Chair of the Commission in February 2016. Peter has provided outstanding leadership in this role over eight years, and I am deeply grateful for his commitment and loyal service to the Commission during this time.



I also acknowledge the wonderful support and contribution of my fellow Commission members, the QCEC Secretariat staff and all those who serve on our committees, subcommittees, working parties and taskforces. Your wisdom, commitment and generosity are integral to the work of the Commission, and greatly valued.

Dr Lee-Anne Perry AM

ABOUT THE COMMISSION

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 17 Religious Institutes or incorporated bodies with schools in Queensland.

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 and other incorporated bodies with schools in 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 Penola Place in Edward Street, Brisbane.



KEY FUNCTIONS

The Bishops of Queensland and the Leaders of Religious Institutes and incorporated bodies with schools in Queensland have delegated a number of functions to QCEC including:

- negotiating and distributing 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 in which other educational authorities have prime responsibility such as review, curriculum, education for ministry and social justice matters
- researching, collecting and managing relevant statistical data.

VISION, MISSION AND VALUES

VISION

Shaping the future through prophetic leadership in Catholic education.

MISSION

Serving the Catholic Church through Catholic education in Queensland by leading, collaborating and advocating for the common good.

VALUES

- **Integrity** *we value discernment and faithful stewardship of our responsibilities.*
- **Justice** *we value the dignity of all people and the courage to challenge injustice.*
- **Hope** *we value a sustained sense of optimism in the future.*
- **Collegiality** *we value subsidiarity and working together for the common good.*
- **Service** *we value and seek to model Jesus' servant leadership to our communities.*



MEMBERS OF THE QUEENSLAND CATHOLIC EDUCATION COMMISSION



**Emeritus Professor
Peter Sheehan AO**

Independent Chair



Mr Mike Byrne

*Executive Director
Queensland Catholic
Education Commission
(to June)*



Dr Lee-Anne Perry AM

*Executive Director
Queensland Catholic Education
Commission (from July)
Catholic Religious Australia
(Queensland) and Deputy Chair
(to April)*



Mrs Carmel Nash

*Queensland Parents and
Friends Federation
Deputy Chair (from April)*



**Most Rev Joseph
Oudeman OFMCap DD**

Bishops of Queensland



Br Neville Solomon FMS

*Catholic Religious Australia
(Queensland)*



Dr Kerrie Tuite

*Catholic Religious Australia
(Queensland) (from May)*



Ms Pam Betts

*Executive Director
Catholic Education,
Archdiocese of Brisbane*



Dr Judith Mulholland

*Catholic Education Council,
Archdiocese of Brisbane*



Mr John Borserio

*Executive Director
Catholic Education Office,
Diocese of Toowoomba*



**Professor Bobby
Harreveld**

*Diocesan Education Council,
Diocese of Rockhampton*



Ms Leesa Jeffcoat AM

*Director
Catholic Education, Diocese of
Rockhampton*



Dr Joan Conway

*Catholic Education Board,
Diocese of Toowoomba*



Dr Catherine Day

*Executive Director
Catholic Education Office,
Diocese of Townsville*



Ms Marie Radford OAM

*Diocesan Education Council,
Diocese of Townsville*



Mr Bill Dixon

*Executive Director
Catholic Education Services,
Diocese of Cairns*



**Ms Elaine
Jesurasingham**

*Diocesan Education
Board of Governance –
Diocese of Cairns*

REPORT ON STRATEGIC PRIORITIES 2015-2017

STRATEGIC PRIORITY

1. Supporting and Coordinating the Provision of Quality Catholic Education by School Authorities

Strategic Objectives	Action	Progress
1.1 To implement and respond to the developments in curriculum at National and State level including assessment and reporting.	1.1.1 At National level, advocate and represent Queensland Catholic education in responding to the report and recommendations from the review of Australian Curriculum.	Australian Curriculum (Version 8) has been endorsed by the Education Council.
	1.1.2 At State level, represent and advocate in determining arrangements and support for ongoing Australian Curriculum implementation.	There is no agreed State implementation schedule for Australian Curriculum beyond Phase 1.
	1.1.3 At State level, provide strategic advice and input on implementation of the recommendations from the Australian Council for Educational Research (ACER) Report on the Review of Senior Assessment and Tertiary Entrance Processes.	Implementation date announced as Year 12 2019. Work is progressing through Ministerial Working Group, with QCEC represented by the Executive Director.
1.2 To support the development of a National Religious Education (RE) Framework and the integration of RE, faith formation and a Catholic perspective across the general curriculum.	1.2.1 Contribute to the development of the National Religious Education (RE) Framework through the QCEC Catholic Ethos, Formation and Religious Education (CEFARE) Committee, Catholic School Authorities and the National Catholic Education Commission (NCEC) Religious Education and Formation Committee.	The NCEC Senior Education Officer engaged with CEFARE to progress this.
	1.2.2 Leverage from the development of the Australian Curriculum to provide opportunity to further develop a Catholic perspective in the explicit curriculum and support and enhance the formation of staff and <i>Enhancing the Catholic School Identity Project</i> .	There is no one common focus across Catholic School Authorities (CSAs). The Leuven project is being pursued by several CSAs at this point.

Strategic Objectives

Action

Progress

		1.2.3	Utilise a taskforce of representatives with curriculum and religious education experience to guide the development of resources to demonstrate Catholic perspectives in the curriculum.	Resources have been developed by Brisbane Catholic Education, and consideration is being given to sharing these.
1.3	To support the implementation of best practice in student protection and wellbeing (e.g. monitoring and responding to the outcomes of the <i>Royal Commission into Institutional Responses into Child Sexual Abuse</i>).	1.3.1	Through the QCEC Student Protection Subcommittee (SPSC), the National Catholic Education Commission (NCEC) and the Truth Justice and Healing Council: <ul style="list-style-type: none"> (a) monitor the outcomes of the Royal Commission (b) respond to relevant recommendations of the Royal Commission. 	<p>Directly and through the SPSC, QCEC:</p> <ul style="list-style-type: none"> ■ developed a paper on the findings of <i>Report of Case Study No. 6</i> ■ responded to the Truth, Justice and Healing Council's request to contribute to the Council's response on behalf of the Catholic Church to the <i>Royal Commission into Institutional Responses into Child Sexual Abuse Issues Paper 9, Risk of child sexual abuse in schools</i>.
		1.3.2	Collaborate with the State government priorities emerging from the Carmody Report recommendations.	<p>Directly and through the QCEC Student Protection Subcommittee, QCEC:</p> <ul style="list-style-type: none"> ■ developed a paper responding to the Non-State Schools Accreditation Board's draft <i>Guidelines for Good Practice</i> ■ provided a submission to the Queensland Law Reform Commission's <i>Review of Child Protection Mandatory Reporting Laws for the Early Childhood Education and Care Sector</i> ■ supported and promoted Queensland Child Protection Week in September ■ as part of the consultation process for the review of the <i>Queensland Child Protection Act 1999</i>, provided a response to the discussion paper <i>Supporting families and protecting children in Queensland: a new legislative framework</i> ■ advocated with members of the Queensland Parliament for improved harmonisation of the four pieces of legislation which impact on child protection requirements in Queensland non-state schools.
		1.3.3	Develop and publish a policy/position statement on creating and maintaining safe school communities.	This has been deferred until the outcomes of the Royal Commission are clearer.

Strategic Objectives

Action

Progress

		1.3.4	Support Catholic School Authorities (CSAs) with advice and resources on compliance responsibilities and training.	<p>QCEC supported CSAs with advice and resources on compliance responsibilities and training through:</p> <ul style="list-style-type: none"> ■ the QCEC Student Protection In-Service Day in May ■ the annual networking day for Student Protection Subcommittee members to share best practice and discuss a wide range of current topics ■ building on existing policies and procedures, and developing proactive approaches to student protection.
1.4	To facilitate appropriate access to data and analytical tools for the purposes of accountability and the support of Catholic School Authorities.	1.4.1	Develop a data collection and management plan in collaboration with Catholic School Authorities (CSAs) that provides for the identification of data type and form to be collected, guidelines for data gathering and provision, security management protocols, and management software for provision of quality reports.	<ul style="list-style-type: none"> ■ QCEC has established an ICT Governance group to guide data management functions within the QCEC Secretariat. ■ A broader project is being pursued through the QCEC Secretariat ICT Governance Group.
		1.4.2	Build on existing data collection, distribution and reporting capabilities and explore new capabilities to suit the ongoing data needs of the Catholic School Authorities and meet future accountability requirements.	New datasets and new analytics measures have expanded reporting capabilities in the Data Warehouse and Cognos.
		1.4.3	Establish Business Intelligence (BI) and data governance practices with a focus on quality, consistency, effectiveness and efficiencies.	Data Analysis and Business Intelligence strategies have been developed by the Secretariat's ICT Governance Group.
		1.4.4	Engage with CEnet to explore the use of their national data warehouse for data sharing.	QCEC engaged with CEnet on issues of data exchange and protocols.
		1.4.5	Contribute through the National Catholic Education Commission (NCEC) to the development of a national framework for data sharing.	QCEC has worked collaboratively with NCEC to increase data analysis and modelling capacity for all Catholic education commissions.

Strategic Objectives

1.5 To work for and promote equitable access, development and utilisation of technologies to support learning, teaching and collaboration (e.g. broadband access).

Action

- 1.5.1 Facilitate processes to support the effective implementation of Federal and State initiatives such as the implementation of a national online assessment platform in order to support the National Assessment Program (NAP) and more personalised learning.
- 1.5.2 Provide support to Catholic School Authorities to develop student, teacher, parent, school community and technical readiness for the introduction of NAPLAN Online.
- 1.5.3 Facilitate interoperability initiatives that support more equitable, role-based access to digital resources as well as data exchange and collaboration opportunities.
- 1.5.4 Support and coordinate with partners where possible, equitable access to technologies and resources for all Catholic School Authorities including ICT procurement.
- 1.5.5 Advocate at State and Federal government levels for equitable access to broadband, particularly for schools in regional areas through leveraging upon initiatives such as the National Broadband Network as it becomes more widely available.
- 1.5.6 Facilitate opportunities for Catholic School Authorities to highlight models of practice that support the effective utilisation of technologies to support learning, teaching and collaboration.

Progress

QCEC has:

- progressed NAPLAN Online developments
- engaged with NBN Co Limited for the establishment of Fibre To The Premises (FTTP) connections to 29 Catholic schools
- facilitated briefings to Religious Institute Schools for Catholic Network Australia (CNA) and QCEC Consortia Microsoft arrangements
- requested access to the Queensland Curriculum and Assessment Authority (QCAA) school portal for Catholic School Authorities
- awaiting advice from the Office of the eSafety Commissioner following the review of *Enhancing Online Safety for Children* draft program agreement.

QCEC has provided regular updates to Catholic School Authorities.

QCEC has facilitated interoperability initiatives that support more equitable, role-based access to digital resources, such as through Scootle, as well as data exchange in relation to online assessment data systems readiness.

QCEC has maintained an effective relationship with the Department of Education and Training Queensland in relation to ICT procurement.

QCEC has continued to raise issues around broadband access and affordability in particular in regional areas.

Sharing effective models in practice occurred through a variety of mediums.

STRATEGIC PRIORITY

2. Community Engagement, Representation and Advocacy

Strategic Objectives	Action	Progress
2.1 To articulate and communicate the evangelising mission of the Catholic school in an ever changing societal, governmental and Church context.	2.1.1 Proactively engage the new Executive Director in progressing this strategic item.	<ul style="list-style-type: none"> A number of media opportunities were utilised for the new Executive Director to represent the position of Catholic education on a number of issues. The Executive Director appeared before the Parliamentary Committee for the <i>Public Hearing - Inquiry into the Public Health (Childcare Vaccination) and Other Legislation Amendment Bill 2015</i>. The Executive Director provided a Briefing to the <i>Parliamentary Education, Tourism and Small Business Committee</i>.
	2.1.2 Research and develop an information/position paper on the nature, purpose and operation of Catholic education in Queensland (what defines what we do, how we operate/collaborate).	A paper is under development but Commission has not yet had an opportunity to consider it.
	2.1.3 Consider previous document <i>Defining features of the Catholic school</i> as a possible basis for further forward work.	This work is yet to be progressed.
	2.1.4 Undertake an initial scoping study to create a business case for comprehensive market research project on current perceptions of Catholic education in Queensland.	It was determined that this was not a priority at this time.
2.2 To engage with stakeholders to provide strategic leadership, research and advocacy to enhance educational provision and explore new models of schooling for young people especially those in emerging or at risk educational contexts (e.g. Students With Disabilities, Indigenous, early childhood including kindergarten, rural, Vocational Education and Training, Flexible Learning Centres, full service, new partnerships).	2.2.1 Work across education stakeholders, other Church entities, government and community groups to investigate alternate education provisions suitable to specific contexts.	Support was provided to Catholic School Authorities as requested, with respect to capital and recurrent funding and other resourcing issues.
	2.2.2 Proactively engage in discussions to create new visions and models of education provision and policy.	QCEC has continued to work with NCEC to ensure that future funding models meet the needs of all Catholic education systems.
	2.2.3 Research and plan strategies to promote teaching as a career choice for Aboriginal and Torres Strait Islander students under the NCEC/More Aboriginal and Torres Strait Islander Teachers Initiative (MATSI) project plan.	Video titled <i>Teaching is a deadly career</i> was released on the QCEC website.

Strategic Objectives	Action	Progress
2.3 To facilitate ongoing dialogue between QCEC and school authorities to support and respond to the emergence of new governance and advisory structures for schools.	<p>2.3.1 Coordinate ongoing formation opportunities in the area of governance, especially in respect to emerging PJP structures such as:</p> <p>2.3.1.1 QCEC Formation Day for Commission members</p> <p>2.3.1.2 Professional development for Secretariat staff to facilitate understanding of governance structures.</p> <p>2.3.2 Clarify and develop a consistent set of terminology and definitions used in relation to new governance structures.</p> <p>2.3.3 Review the Model Constitution for School Boards.</p>	<p>The Commission's Formation Day in March focussed on the recent and continuing emergence of new governance structures for school authorities and their relationship with QCEC.</p> <p>The Secretariat has reviewed its documentation to ensure a consistent terminology is used in relevant documents.</p> <p>A review of the <i>Model Constitution and Commentary for Catholic Education Boards in Queensland - A Resource for Board Formation and Function</i> was completed in September.</p>
2.4 To develop a position on the place of kindergarten and childcare within the Queensland Catholic educational environment.	<p>2.4.1 Facilitate opportunities for key Catholic agencies providing Early Childhood Education and Care (ECEC) services to discuss, develop and implement:</p> <p>2.4.1.1 a governance model for Catholic ECEC services across Queensland</p> <p>2.4.1.2 initiatives that highlight the role of Church and Catholic identity and culture in ECEC services</p> <p>2.4.1.3 practices to embed early childhood spirituality and faith formation in ECEC centres</p> <p>2.4.1.4 strategies to support effective transition to school.</p> <p>2.4.2 Review the QCEC Position Statement <i>Early Childhood Education and Care</i> (2010), and the Terms of Reference and name of the QCEC Pre-prep Taskforce.</p>	<p>Support was provided to Catholic School Authorities as requested, with respect to capital and recurrent funding and other resourcing issues.</p> <p>■ The QCEC Position Statement <i>Early Childhood Education and Care</i> (2010) was updated.</p> <p>■ A QCEC Kindergarten Subcommittee was formed.</p>

STRATEGIC PRIORITY

3. Resourcing and Stewardship

Strategic Objectives	Action	Progress
3.1 To identify the resourcing needs of stakeholders to promote the equitable and just distribution of funds.	3.1.1 Provide strategic advice and advocacy to the National Catholic Education Commission (NCEC) and Queensland Federal parliamentarians with respect to schools funding and unresolved outcomes of Gonski Review.	QCEC has worked with NCEC to develop and model a Catholic sector funding position that consolidates enhanced funding outcomes resulting from the Gonski Review and sets out a basis for realistic funding increases into the future.
	3.1.2 Monitor implications of the Queensland Government's action to develop:	<ul style="list-style-type: none"> ■ QCEC engaged with Advancing Education forums.
	3.1.2.1 public – private partnerships	<ul style="list-style-type: none"> ■ QCEC worked to maintain a focus on timely delivery of quality school infrastructure and ensure that the changes to legislation as suggested by the Queensland Schools Planning Commission are enacted.
	3.1.2.2 the schools planning commission	
	3.1.2.3 the Queensland Plan especially with reference to the Education Accord.	
	3.1.3 Monitor the implementation of QCEC group funding arrangements 2014 - 2017 and consider issues for the next round of group funding negotiations.	QCEC has continued to provide leadership in the school authority funding model, known as Group Funding, according to the endorsed model.
	3.1.4 Provide support to Catholic School Authorities to deliver Vocational Education and Training (VET) options within the new State and Commonwealth frameworks.	The QCEC Position Statement <i>VET and vocational learning in Catholic Schools in Queensland</i> was developed and approved by the Commission.
3.1.5 Facilitate opportunities for Catholic School Authorities to highlight models of practice that support the effective delivery of VET to school students.		QCEC hosted a two day VET and vocational learning symposium which explored a number of VET and vocational learning issues including models of VET delivery in a secondary school.
	3.1.6 Advocate at State and Federal government levels to improve the access to, and quality of, VET options for students in Catholic schools.	<ul style="list-style-type: none"> ■ Ongoing negotiations have taken place with the Minister for Training and Skills. ■ The QCEC Executive Officer-Education is the NCEC representative on the National Vocational Learning and Training Working Group.

Strategic Objectives	Action	Progress
3.2 To work strategically with government to maximise resourcing for current and future needs including new school provision.	3.2.1 Continue to update and engage in political advocacy strategy in the lead up to the State election.	In conjunction with the Queensland Federation of Parents and Friends, QCEC developed a suite of campaign materials in the lead up to the State election in January 2015.
	3.2.2 Monitor, update and refine documents such as:	■ Following the State election in January, meetings were arranged with the new Minister for Education, Shadow Minister for Education and key staff.
	3.2.2.1 <i>Working in partnership with State Government</i>	■ The 2014/15 State election campaign was reviewed.
	3.2.2.2 <i>Catholic Schools: Delivering Quality Education</i>	■ A Parliamentary Reception was planned for 2016.
	3.2.2.3 follow up to the State election 2015	■ An Advocacy Plan to help develop a new strategic agenda for future engagement with the Parliament is currently under development.
3.3 To collaborate in the formation and development of a workforce for Catholic education.	3.2.2.4 preparation for the State election 2018.	
	3.3.1 Monitor and review policies related to:	■ The QCEC Position Statements <i>Accreditation to teach in a Catholic school</i> and <i>Accreditation to teach religion in a Catholic school</i> were updated.
	3.3.1.1 <i>Formation for staff members in Catholic schools in Queensland</i>	■ A Formation document was prepared for the consideration of the Commission.
	3.3.1.2 <i>Accreditation to teach in a Catholic school</i>	
	3.3.1.3 <i>Accreditation to teach religion in a Catholic school.</i>	
	3.3.2 Monitor outcomes of the Catholic Ethos, Formation and Religious Education (CEFARE) Committee hosted formation colloquiums to determine continuation on a biennial basis.	These continued to be monitored through the CEFARE Committee.
	3.3.3 Utilise advice of a small working group with expertise in curriculum and Catholic ethos and perspectives to guide the development of resources appropriate to enhancing the workforce capabilities.	Ongoing in 2015 through the QCEC Education and CEFARE Committees.
	3.3.4 Gather data appropriate to analysing current workforce qualifications and needs in areas specific to Catholic education requirements.	Ongoing through QCEC Secretariat ICT and Data Governance Group.

Strategic Objectives

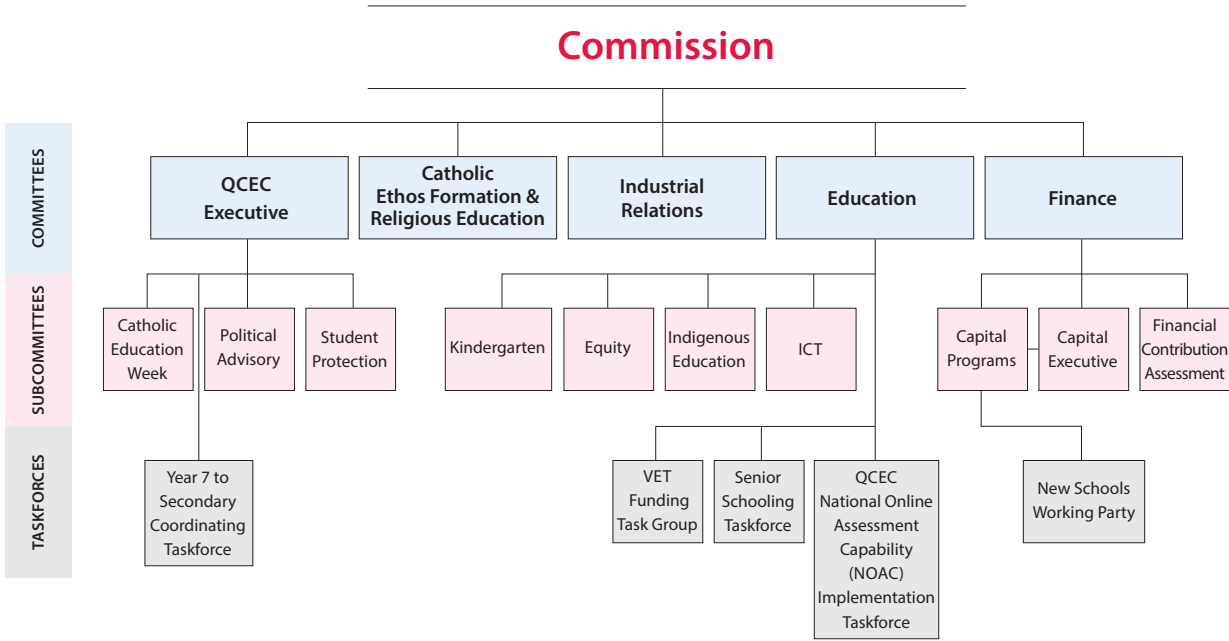
Action

Progress

- | | | |
|-------|--|---|
| 3.3.5 | Use the State funding for the <i>Great Teachers = Great Results: A Catholic response</i> to promote excellence in teaching and develop a high achieving workforce. | Program retained (but re-named <i>Teacher Capability</i> by the new Government); progress ongoing. |
| 3.3.6 | Provide strategic advice and representation on contemporary industrial relations, employee relations and human resources to Queensland Catholic school employing authorities. | The interests of employing authorities relating to employment matters were actively serviced by the Workplace Relations team during 2015. This service has assisted employing authorities, in some instances, to avoid dispute. In all cases, strategic advice and representation has enabled employers to provide a balanced and fair response to employment issues within their jurisdiction. |
| 3.3.7 | Lead negotiations on behalf of Queensland Catholic school employing authorities to assist with the enhancement of working conditions and the maintenance of workplace democracy within Catholic schools. | The priority negotiations during 2015 were related to Enterprise Bargaining 8 (EB8) for all Queensland Catholic schools. A comprehensive strategy, developed and implemented during 2014/2015, placed employing authorities in an appropriate negotiating position. The negotiations outcome, now delayed until 2016, will provide for enhanced employee working conditions. |



QCEC COMMITTEE STRUCTURE



EXECUTIVE COMMITTEE

Overview

The prime responsibility of the Executive Committee is to act and make decisions on behalf of the Commission, subject to any direction or restriction that may be resolved by the Commission from time to time.

The Executive Committee has responsibility for three subcommittees; the Political Advisory Subcommittee, the Student Protection Subcommittee and the Catholic Education Week Subcommittee. These groups provide valuable advice to inform the Executive Committee's work on behalf of the Commission. Separate reports from these Subcommittees are provided on the following pages.

Key Activities

In 2015, the Executive Committee met four times with the main item of discussion being the State and Federal Elections as well as the planning of policy and advocacy processes.

Other key items included:

- QCEC Committee Reviews
- QCEC Terms of Reference
- Representation on external committees
- Capital Funding and Review of the Capital Financial Contributions Guidelines
- QCEC Policy, Maintenance of facilities in Queensland Catholic schools
- Catholic Education Week 2015
- Student Protection Subcommittee matters.

Dr Lee-Anne Perry AM was welcomed to the Committee in July, in her new role as QCEC Executive Director.

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

Key Activities of the Year 7 to Secondary Coordinating Taskforce

The role of the Year 7 to Secondary Coordinating Taskforce is to advise and assist with collaboration on matters pertaining to the move of Year 7 to secondary in 2015. Taskforce members worked in partnership with the QCEC Secretariat to ensure the move of Year 7 to secondary in 2015 was smooth and efficient.

In 2015 the Year 7 to Secondary Coordinating Taskforce met on one occasion by video conference. The purpose of the meeting was primarily to gather feedback on the move, and to consider the necessity for further action. Members reported that the move of Year 7 to secondary had progressed seamlessly, and that the success of the move provided important learnings for policy implementation and planning change-management of future initiatives.

The move of Year 7 represented a high level of complexity. There were a number of elements in the implementation of the move that were identified as essential, and key aspects of the successful outcome.

These elements included:

- adequate lead-in time
- detailed planning and risk assessment activities
- appropriate level of financial resourcing to support both capital and non-capital expenditure
- strong cross-sector communications, sharing and collaboration
- appropriate structures in place in the Department of Education and Training (DET), QCEC and Catholic School Authorities to support the move
- learnings from a similar previous move in Western Australia.



POLITICAL ADVISORY SUBCOMMITTEE

Overview

The prime responsibility of the Queensland Catholic Education Commission Political Advisory Subcommittee (PASC) is advocacy and negotiation with respect to political issues related to the work of the Commission.

Key Activities

2015 commenced with the Queensland State Election on 31 January. Through the work of the Subcommittee in the previous year, the Commission was prepared in advance of the election announcement.

With the change of Government, the Commission met with new members of Parliament, as well as establishing relationships with each of the political parties.

Later in the year, PASC provided advice in relation to school and capital funding, as the new State Government settled into implementing its election commitments. Throughout 2015, PASC also reviewed its processes to assess ways of improving Queensland Government advocacy strategies. The Subcommittee also commenced the development of resources and activities to assist with political advocacy processes over the next three years.

Through its past experience in developing advocacy strategies, the Subcommittee commenced the planning process towards the QCEC advocacy strategy for the 2016 Federal Election. PASC's agenda was closely aligned to the National Catholic Education Commission's advocacy plans.



PASC also contributed to:

- a public statement of commitment to work with new government
- the development of a 3-5 year QCEC Advocacy Plan including key policy objectives, strategies, tactics, timelines and resourcing
- National Catholic Education Commission Pre-Budget Submission.

The Subcommittee farewelled QCEC Executive Director, Mike Byrne who retired in May. John Borserio, Diocesan Directors' representative, and Bishops' Nominees Mike Horan and John Mickel also retired from the Subcommittee in 2015. In farewelling these members, the Subcommittee acknowledged the significant contribution and considerable expertise in the area of political advocacy and government relations they had brought to its meetings.

Dr Lee-Anne Perry AM was welcomed to the Subcommittee in July, in her new role as QCEC Executive Director.

Once again the Subcommittee acknowledges the time and commitment of all past and current PASC members.

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



CATHOLIC EDUCATION WEEK SUBCOMMITTEE

Catholic Education Week (CEW) 2015 was held from 26 July to 1 August with the theme *Engaging Minds. Igniting Hearts. Serving Others.*

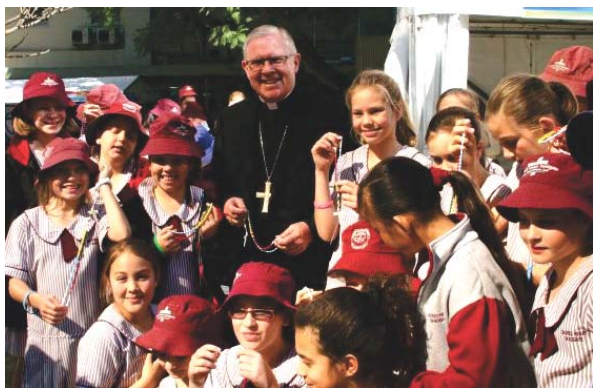
The week was officially launched by the Archbishop of Brisbane, the Most Rev Mark Coleridge, on Wednesday 29 July as part of a *Festival of Catholic Education*, co-ordinated by Brisbane Catholic Education in the grounds of St Stephen's Cathedral.

As part of the Festival, five students joined the Hon Kate Jones MP, Minister for Education for a very informative and entertaining Q&A discussion panel, facilitated by former ABC radio host Madonna King. The students provided thoughtful, insightful and mature responses to the topic *Social Media - More harm than good? How would Jesus use social media?*

A wide range of other activities were held across the five dioceses including Masses and liturgies, youth leadership activities, a lantern parade, school sleep outs, community picnics, art shows, award presentations and numerous community outreach activities.

A highlight of the launch was the presentation of the 2015 Spirit of Catholic Education Awards. This year 110 nominations were received from across the State representing all spheres of Catholic education communities – clergy, staff, parents and volunteers. The 2015 awards were presented to the following eight outstanding contributors to Catholic education by His Excellency the Honourable Paul de Jersey AC, Governor of Queensland.

- **Richard Bassano**
St Augustine's College, Cairns
- **Sr Rita Carroll rscj**
Stuartholme School, Toowong
- **Dora Luxton**
Assisi Catholic College, Upper Coomera



- **Jim Midgley**
St Eugene College, Burpengary
- **Stephen Parle**
The Cathedral College, Rockhampton
- **Suzy Sheriff**
St Margaret Mary's College, Townsville
- **Judy Smith**
St Saviour's Primary School, Toowoomba
- **Tammi Webber**
St Kieran's Catholic Primary School, Mt Isa
Aunty Joan Hendriks Spirit of Catholic Education Reconciliation Award

The Official Ambassadors for 2015 were Lucas Patchett and Nicholas Marchesi, founders of Orange Sky Laundry, a world-first mobile laundry service for the homeless. Throughout the week, the former St Joseph's College, Gregory Terrace school friends, shared their message of social justice and community service with various groups of students, staff, parents and parishioners, using their clothesline presentations and school visits with the Orange Sky Laundry van. They met with school groups in the dioceses of Toowoomba and Townsville and the Archdiocese of Brisbane. The Orange Sky Laundry Van was also positioned in the St Stephen's Cathedral Precinct during the *Festival of Catholic Education*, providing opportunities for small groups of students to engage with Lucas and Nicholas.

The Commission is grateful to the QT Mutual Bank, Australian Superannuation and Retirement Fund and the Australian Catholic University for their generous sponsorship of the Catholic Education Week 2015 celebrations.

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

STUDENT PROTECTION SUBCOMMITTEE

Overview

The prime responsibility of the QCEC Student Protection Subcommittee (SPSC) is to provide advice to the QCEC Executive Committee on matters pertaining to:

- continuing and emerging issues of student protection in the context of student wellbeing in Catholic schools
- legislation and regulation governing student protection in the context of student wellbeing
- the development of other resources for Catholic School Authorities upon request
- the development and delivery of in-service training materials for Catholic School Authorities and peak parent bodies
- other issues as identified by QCEC Executive Committee.

Key Activities

Throughout 2015 the SPSC carefully monitored current and emerging issues pertaining to legislation and regulation, resources for educating staff, students and their families, and matters arising from a number of government inquiries and legislation reviews. The unique and diverse expertise of the members of the SPSC ensured that sound advice was available to guide QCEC deliberations and decisions.

The SPSC began the year by carefully monitoring the way in which schools were managing the changes flowing from the recommendations of the Carmody Inquiry into Child Protection in Queensland, and particularly the amendments to the *Child Protection Act 1999* around the distinctions between harm which demands a mandatory report and harm which needs to be referred to *Family Child Connect Service*.



The SPSC sought feedback on the use of the recommended training resource which school authorities introduced to schools during the January 2015 staff professional development days to ensure compliance with the new legislation. An issue of importance was the need for staff to be trained to report harm correctly when required. The SPSC was pleased to note the introduction of some very effective online training systems for staff which not only built staff capacity, but provided Catholic School Authorities with a process for ensuring that staff training was completed and current.

The SPSC closely monitored the developments of the *Royal Commission into Institutional Responses to Child Sexual Abuse* (Royal Commission), provided ongoing advice to QCEC and contributed to submissions made to the Royal Commission by the Australian Catholic Bishops' Truth Justice and Healing Council (TJHC). This included significant input to:

- Royal Commission Issues Paper 8: *Experiences of Police and Prosecution Responses*
- Royal Commission Issues Paper 9: *Risk of child sexual abuse in schools*
- Royal Commission Research Project: *Audit of Primary School-Based Sexual Abuse Prevention Policy and Curriculum*.

The annual QCEC Student Protection In-service for Catholic School Authorities was conducted on 15 May and explored significant issues including the priorities of the Queensland Family and Child Commission, Child Safety Family and Child Connect Service, domestic violence and the work of the TJHC in relation to the Royal Commission.

The presenters included:

- Steve Armitage, Interim Principal Commissioner, Queensland Family and Child Commission
- Erica Russ, Regional Director, Child Safety, South West region, Department of Communities Child Safety and Disability Services (DCCSDS)
- Steven Lock, Quality Practice Officer, Quality Practice Team, Practice Leadership Unit, DCCSDS
- Francis Sullivan, Chief Executive Officer, TJHC.

In September, the State Government announced a major review of the *Child Protection Act 1999*. The SPSC developed a detailed draft response for the approval of QCEC for submission to the State Government by 29 February 2016.



Other Key Issues

- Child Protection Reforms:
 - Child Protection Reform Implementation Committee
 - gradual establishment of the Community Based Intake and Referral Service (CBIRS) - Family and Child Connect (FaCC) Service
 - ongoing staff training for *Reporting of Harm Procedures*
 - proposal by a university academic regarding *Queensland Legislation Inconsistencies for Student Protection*
 - DCCSDS *Child Protection Guide*.
- Cybersafety: Office of the Children's eSafety Commissioner – *Enhancing Online Safety for Children Act 2015*.
- Amendments to the *Education (Accreditation of Non-State Schools) Regulation 2001*.
- Induction training in student protection policy and practice in Catholic schools for tertiary students engaged in practicum in Catholic schools.
- Queensland Law Reform Commission *Review of Child Protection Mandatory Reporting Laws for the Early Childhood Education and Care Sector*.

Members of the Student Protection Subcommittee are listed in Appendix 1 (1.1.3).

CATHOLIC ETHOS, FORMATION AND RELIGIOUS EDUCATION COMMITTEE

Overview

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

- attends to items relating to ethos, formation and religious education referred 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 2015 the Catholic Ethos, Formation and Religious Education Committee met four times to discuss and action the following key agenda items:

- Catholic perspectives and the Australian Curriculum
- development of the reflection document: *The nature, purpose and operation of Catholic schools in Queensland*
- alignment with the NCEC Faith Formation and Religious Education Committee's work plan
- early years spiritual development



- sacramental program for families
- Year of Mercy panel discussion
- domestic and family violence panel discussion
- rewriting of QCEC *position statements: Qualifications for Senior Leadership; Accreditation to teach in a Catholic school; Accreditation to teach religion in a Catholic school; Formation for staff members in Catholic schools in Queensland*
- planning for *A Day with Thomas Groome, 2016*
- school and class Masses – attendance of communicants.

Members of the Catholic Ethos, Formation and Religious Education Committee are listed in Appendix 1 (1.2).

INDUSTRIAL RELATIONS COMMITTEE



Overview

The Industrial Relations Committee is a forum for Catholic education employing authorities which allows the Commission to fulfil 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.

A key focus of the Committee in 2015 was the process of enterprise bargaining negotiations for both the Diocesan schools Agreement and the Religious Institute schools Agreement. These negotiations commenced in late March 2015 and continue into 2016. While at times the negotiations were robust, all parties maintained a good faith bargaining approach. The negotiated outcomes will provide a fair and responsible enhancement to the working conditions of Queensland Catholic school employees.



Key Activities

In 2015 the Industrial Relations Committee met five times to discuss and develop strategy for the implementation of key agenda items including:

- Enterprise Bargaining 8 – updates on the progress of negotiations, outcomes of protected industrial action and discussion on disputes arising in the Fair Work Commission
- Principals' salary review implementation – joint working party established and agreed outcomes finalised
- Professional development for committee members on Human Resources, Industrial Relations and Employee Relations topics
- Workplace Relations:
 - review of information on changes to the *Fair Work Act*
 - wage market trends
 - contemporary industrial relations practices and developments
 - study of relevant industrial cases and decisions from the Fair Work Commission to inform and assist employers
- Nomination and confirmation of new incoming chairperson for the 2016 Industrial Relations Committee.

Members of the Industrial Relations Committee are listed in Appendix 1 (2).

EDUCATION COMMITTEE

Overview

The Education Committee's prime responsibility is to provide:

- proactive and reactive advice to the Queensland Catholic Education Commission (QCEC) in relation to government initiatives, specific funded programs, curriculum, legislation 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 2015 the Education Committee met four times including a joint meeting with the Pre-Prep Taskforce, to discuss and action the following key agenda items:

- online assessment and issues associated with NAPLAN Online implementation
- senior assessment, reporting and tertiary entrance processes
- considering responses to social issues including the radicalisation of youth, and domestic and family violence
- Australian curriculum development and implementation, including responses to the Queensland Curriculum and Assessment Authority (QCAA) and Australian Curriculum Assessment and Reporting Authority (ACARA) on curriculum documents, transition issues impacting on schools and implementation timelines



- Indigenous education including the *More Aboriginal and Torres Strait Islander Teacher Initiative* (MATSIIT)
- Chaplaincy program funding arrangements
- teacher pre-service training including the Fresh Start Initiative and the Teacher Education Ministerial Advisory Group (TEMAG)
- Advisory Visiting Teacher (AVT) Services, Nationally Consistent Collection of Data, More Support for Students with Disability and the National Disability Insurance Scheme
- Senate Inquiry into Access and Support for Students with Disability in the School System
- Early Childhood Education including changes to the prep entry age, Australian Early Development Census (AEDC) and early years spirituality
- QCEC Position Statements - *Senior leadership positions in Catholic schools in Queensland; Early Childhood Education; VET and vocational learning in Catholic schools in Queensland; International Education in Queensland Catholic schools and Catholic schooling in rural and remote areas in Queensland.*

Key Activities of the Kindergarten Subcommittee (Formerly Pre-Prep Taskforce)

The role of the Kindergarten Subcommittee is to assist the Queensland Catholic Education Commission (QCEC) in providing appropriate advice and service to Catholic School Authorities and delegated Catholic agencies in Queensland with regard to the provision of kindergarten programs and facilities.

In 2015 the Kindergarten Subcommittee met four times, including a joint meeting with the QCEC Education Committee, to discuss and action the following key agenda items:

- strategic intents in the provision of Catholic kindergarten services, with QCEC engaging an external consultant to facilitate a meeting of key early childhood education stakeholders
- review of Pre-Prep Taskforce Terms of Reference, which resulted in the Taskforce being renamed as the Kindergarten Subcommittee
- review of the QCEC *Early Childhood Education and Care Position Statement*
- professional learning day for kindergarten teachers with a focus on nurturing children's spiritual development, and enhancement of Catholic culture and identity
- early entry to Prep, support for children with a disability, and transition to school
- responses to proposed legislation amendments: *Public Health (Childcare Vaccination) and Other Legislation Amendment Bill 2015*; *Review of Child Protection Mandatory Reporting Laws for the Early Childhood Education and Care Sector*; *Tobacco and Other Smoking Products (Smoke-free) Amendment Bill 2105*.



Key Activities of the Vocational Education and Training (VET) Funding Taskforce

The role of the Vocational Education and Training (VET) Funding Taskforce is to advise the Queensland Catholic Education Commission (QCEC), through the QCEC Education Committee, on matters associated with the delivery of Vocational Education and Training to school students.

In 2015 the VET Funding Taskforce met four times including three by video-conference, to discuss and action the following key agenda items:

- VET Funding Budget 2015
- VET funding allocations to school authorities
- State and National VET reform agendas
- VET Unique Student Identifier
- VET Annual Reporting
- Registered Training Organisations management and compliance
- Queensland Government VET Investment Plan
- post school destinations studies
- professional learning opportunities.

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

EQUITY SUBCOMMITTEE

Overview

The prime responsibility of the Equity Subcommittee is to:

- use collaborative planning, partnerships and decision-making to promote conditions for successful outcomes for all students in Catholic schools across Queensland
- provide advice to the Queensland Catholic Education Commission (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 for students who are educationally disadvantaged
- engage in data collection and collaborative research relating to the responsibilities above.



Key Activities

In 2015 the Equity Subcommittee met three times to discuss and action the following key agenda items:

- Australian Government – *Nationally Consistent Collection of Data (NCCD) on school students with disability and National Disability Insurance Scheme (NDIS)*
- Queensland Government *Deed of Variation of the Memorandum of Agreement concerning Dual Enrolment Agreement and Special Education Services*
- strategic planning directions in disability resourcing and capacity
- State level verification requirements for students with disability
- Senate Inquiry into Access and Support for Students with Disability in the School System
- 2015 Review of the Disability Standards for Education 2005.

Members of the Equity Subcommittee are listed in Appendix 3 (3.1.1).

INDIGENOUS EDUCATION SUBCOMMITTEE

Overview

The prime responsibility of the Indigenous Education Subcommittee, in partnership with the Education Committee is to:

- offer advice and facilitate the inclusion of Indigenous perspectives in education policies, protocols and curricula by contributing as appropriate at diocesan and state level forums
- plan collaboratively a Queensland-wide approach to Indigenous education programs
- prepare draft agreements between the Australian and Queensland Governments and the Queensland Catholic Education Commission (QCEC) for consideration by the Commission
- manage accountability requirements of funding arrangements between the Australian Government and QCEC.



Key Activities

In 2015 the Indigenous Education Subcommittee met four times to discuss and action the following key agenda items:

- *National Aboriginal and Torres Strait Islander Education Strategy 2015-2018*
- Indigenous Advancement Strategy (IAS) funding
- *Parliamentary Inquiry into educational opportunities for Aboriginal and Torres Strait Islander students*
- *Deadly Kids, Solid Futures* program
- 7th Queensland Indigenous Catholic Education Conference 2016 to be hosted by the Rockhampton Diocese
- *More Aboriginal and Torres Strait Islander Teachers Initiative (MATSITI) Project* - successful release of *Teaching is a Deadly Career* video
- Department of Education Employment Portal
- Input and advice from the following external bodies;
 - Reconciliation Australia – Narragunnawali
 - InspireU – University of Queensland
 - Queensland Police Recruitment
 - CSIRO Indigenous Science, Technology, Engineering and Mathematics (STEM) Project.

Members of the Indigenous Education Subcommittee are listed in Appendix 3 (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 the Queensland Catholic Education Commission (QCEC), through the Education Committee, on significant ICT issues at state and national levels with a focus on the associated implications for Catholic education, 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.

Key areas of advice/response

In 2015 the ICT Subcommittee met on four occasions to discuss and action items associated with the following key areas.

Federal Government related initiatives

- Online assessment:
 - NAPLAN Online transition planning
 - Online Assessment Working Group (OAWG)
 - *Data Systems Readiness* including identity management
- National Broadband Network (NBN) Fibre To The Premises (FTTP) rollout to Catholic schools
- Vocational Education and Training (VET) Unique Student Identifier (USI)
- Science, Technology, Engineering and Mathematics (STEM)
- National Assessment Program (NAP) ICT Literacy
- National Interoperability Schools Program (NISP)
- Enhancing Online Safety for Children
- Scootle and National Online Learning Services
- Australian Curriculum: Technologies F-10
- Coding Across the Curriculum

- edu.au Domain Name
- Digital Careers
- Digital copyright

State initiatives

- Queensland cross-sectoral ICT Reference Committee developments
- Science, Technology, Engineering and Mathematics (STEM)
- Queensland Online Assessment Working Group (Q-OAWG)
- Curriculum into the Classroom (C2C) online resources
- Queensland Curriculum and Assessment Authority (QCAA) *Enrolment and Achievements for Senior Learners* (EASeL) system developments (formerly Student Data Capture System)
- Queensland Certificate of Education (QCE) software certifications
- ICT procurement agreements
- #codingcounts

Catholic sector initiatives

- National Catholic Education Commission (NCEC) Online Assessment Working Group
- Bring Your Own Device (BYOD) strategies
- Interoperability support
- Shared ICT services
- Student identifiers
- Video conferencing
- Catholic Network Australia (CNA)
- Catholic Education Network (CENet)
- QCEC ICT Symposium
- Social Media
- Strategic technology vendor partnerships
- Aggregated ICT hardware and software procurement
- Mobile digital devices and apps in education
- Developments in online learning environments

Members of the ICT Subcommittee are listed in Appendix 3 (3.1.3).

FINANCE COMMITTEE

The Finance Committee is the principal source of advice to the Queensland Catholic Education Commission (QCEC) on financial and school resourcing issues, including:

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

Key Activities

In 2015 the Finance Committee continued to perform the central role of overseeing the distribution of all government funding for Queensland Catholic schools. Calculation and distribution methodologies for each funding program are endorsed by the Finance Committee on an annual basis, before being forwarded to the Commission for approval. Additionally, the Finance Committee monitors the implementation of accountability and compliance procedures to ensure that prescribed requirements are met in a timely and accurate manner.

Financing Capital Projects

A key achievement of the Finance Committee in 2015 was the development and approval of a revised methodology for determining how much each school is required to contribute from its own financial resources when applying for government capital assistance.

Government assistance for undertaking capital projects is of central importance in helping schools keep their infrastructure up-to-date, as well as supporting the establishment of new schools. There is strong demand for access to the limited funds available, and to ensure that funding is utilised to the full, schools are required to contribute the maximum amount financially that they are able to manage.

The new methodology for determining capital financial contributions aims to use objective data and benchmarks to improve the transparency and equity of the assessment process. A loan and cash component is determined for each school, with debit serving levels calculated according to schools' Socio Economic Status (SES) scores, as well as taking into account existing loans.

A significant feature of the new methodology is that schools will be able to calculate their own likely financial contribution, and will therefore be in a much more informed position in relation to planning for proposed capital projects. Implementation of the methodology will commence in 2016 and be followed by an evaluation of its outcomes and effectiveness.

Queensland Government Funding

Following extensive advocacy by QCEC, the Queensland Government agreed in 2015 to provide additional capital assistance funding to help schools meet increasing enrolment demand. The Capital Assistance Supplementary Scheme will provide an extra \$25 million per annum from 2016 to 2018 to the Queensland Catholic school sector. When these amounts are added to existing government capital assistance allocations, the increased funding available over the next three years presents a valuable opportunity for the upgrading and extension of school infrastructure.

Queensland Government general recurrent funding also plays an important role in supporting the operation of schools. Recurrent funding is distributed according to a set base per capita component and a needs-based formula which takes into account factors such as school location, the socio-economic profile of a school community and student need.

Since 2008, growth in per capita recurrent funding has been directed towards the needs component, resulting in the allocation of additional funds to those schools with the highest need. Yet, under these arrangements, any decrease in the overall funding amount results in a reduction of funding to these same schools. Given changes to the operation of the funding formula over time, a comprehensive review of the existing arrangements is anticipated in 2016. To prepare for this, the Finance Committee has commenced detailed analysis of the operation of the calculation methodology and how any changes would likely impact upon school funding outcomes.

Australian Government Funding

The distribution mechanism for payment of Australian Government recurrent funding to school authorities has been established under the 2015-2017 Group Funding Guidelines. The Group Funding arrangements ensure that funding is directed foremost to those schools and students with the highest need. Given data changes and modifications being made by the Australian Government, the Finance Committee has overseen consequential adjustments to funding allocations within the overall Group Funding framework.

As the current Australian Government funding period will conclude at the end of 2017, work has commenced to inform negotiations prior to the next funding period. QCEC has taken a lead role in this work, under the auspices of the National Catholic Education Commission. Following extensive analysis and modelling, a select number of policy positions will be shortlisted as the basis for discussions on future funding arrangements with the Australian Government.

Payment System Replacement

On an annual basis, QCEC processes individual payments to schools and school authorities, involving the transfer of some \$1.6 billion. These payments, and accompanying accountability and reconciliation functions, are managed through the Payment Information Management System (PIMS) digital database. PIMS was developed in-house by QCEC and has been continuously enhanced and refined as the complexity of government funding for schools has grown over the last few decades.

Taking into account the age of the PIMS database and the continuing demands and complexity of accurate and timely financial administration, it was decided that PIMS will be replaced by an updated database capable of effectively managing future funding requirements. This is a major undertaking, given that it encompasses the central QCEC function of administering all government funding for schooling. The replacement project has commenced in its planning and design phase and will proceed throughout 2016.

Other Issues

The Finance Committee has continued to deal with a broad range of financial and compliance issues throughout 2015, including:

- ongoing and in-depth analysis of State and Federal student census data to identify developing trends and inform strategic consideration and strategy
- reviewing the allocation of, and accountability for, government capital funding assistance, particularly in respect of guidelines, compliance documentation and post-construction audits
- coordinating government data collections and promoting consistency and accuracy of financial accountability reporting
- responding to developments in relation to the Australian Charities and Not-For-Profits Commission (ACNC) and keeping school authorities up-to-date concerning their ACNC reporting obligations
- facilitating copyright and other licencing arrangements purchased and coordinated centrally on behalf of all Queensland Catholic schools
- considering broader issues potentially impacting upon school funding, including the *Reform of Federation: White Paper*, proposed changes to GST exemption for education and not-for-profit operating requirements for non-government schools.

Funding Oversight

The Finance Committee has a watching brief over all programs of government assistance. In 2015, \$1.62 billion in payments were made under government programs as set out below in Table 1.

Table 1: Program Payments

Government Programs	Number of Payments	Amount \$
Australian Government	672	1.17b
Queensland Government	4,129	0.45b
Total	4,801	1.62b

Please note:

- The number of payments made under Australian Government funding programs was lower in 2015 compared to 2014 due to Australian Government Targeted Programs finishing at the end of 2014.
- The total amount of payments made under Queensland Government funding programs declined due to less State capital funding paid in 2015.

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

CAPITAL PROGRAMS SUBCOMMITTEE

Overview

The Capital Programs Subcommittee's prime responsibility is to provide advice to the Queensland Catholic Education Commission (QCEC) on matters pertaining to school capital development and the administration of all aspects of Australian and Queensland Government capital assistance programs. The Subcommittee operates with additional input from several subsidiary working parties.

Key Activities

In 2015 the Capital Programs Subcommittee made funding recommendations and provided advice on the administration and delivery of assistance under the following funding programs.

Australian Government

- Capital Grants Program

Queensland Government

- Capital Assistance Scheme
- External Infrastructure Subsidy
- Building Our Future Schools Fund
- Special Assistance Schools



The outcomes of the 2015 capital round are summarised in Table 2.

Of total funding available, 46.8% was recommended to fund new schools, and 30.2% to fund student growth in existing schools. This represents 77% of available funds being recommended to fund growth in student numbers across the State. Additionally, funding was devoted to replacement, refurbishment and improvement of current school infrastructure to ensure the high quality and contemporary nature of Queensland Catholic school facilities.

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

Table 2: Summary of 2015 Capital Round

SUMMARY OF FUNDING ARRANGEMENTS				
Applications	Number	Estimated cost of works	Government assistance	Community
Received	46	\$73.37m*		
Recommended for funding	36	\$67.06m		\$12.17m
Australian Government CGP**			\$16.80m	
State Government CAS			\$28.18m	
State Government BOFS			\$5.77m	
State Government External infrastructure			\$3.27m	
State Government Special Assistance Schools			\$0.87m	

* 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.

SCHOOL TRANSPORT REFERENCE COMMITTEE

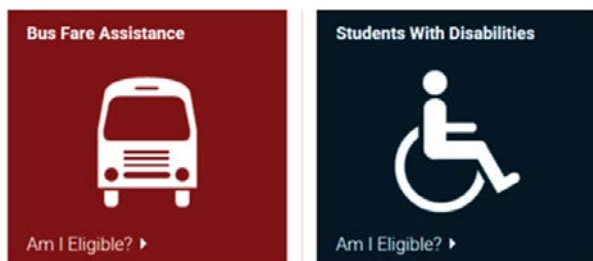
The Non State School Transport Assistance Scheme (NSSTAS) is a joint initiative of the Queensland Catholic Education Commission (QCEC) and Independent Schools Queensland (ISQ). This Scheme consists of two programs, the Bus Fare Assistance and Students with Disabilities Programs.

Bus Fare Assistance Program

Parents whose children attend schools outside the Brisbane City Council boundary and meet set criteria, are assisted with the cost of fares to and from school for their children under the Bus Fare Assistance component of this Scheme. This assistance has been important for many schools in managing their viability.

Students with Disabilities

Parents whose children are verified with a disability and meet set criteria, are assisted with the cost of transporting their child/children to and from school under the Student with Disabilities component of this Scheme.



All applications are received electronically and uploaded into QCEC's data management program following a rigorous checking procedure. In 2015 the online application process and website were redesigned and further upgrades to this system are planned for 2016. Payments are made electronically through the Archdiocesan Development Fund.



In 2015, over 4,100 students were assisted with bus fares or the cost of transport to and from school.

The significance of this Scheme is reflected in the demand from parents for assistance and the continued support received from those schools involved in the Scheme, particularly in the context of the ever increasing cost of school transport.

Members of the School Transport Reference Committee are listed in Appendix 1 (5.1).

FINANCIAL STATEMENT

Statement of Profit or Loss and other Comprehensive Income for the Year Ended 31 December 2015

Revenue	2015	2014
	\$	\$
Revenue - Levies	6,304,032	5,775,992
Other Income	2,825,970	2,793,701
Gross Income for the Year	9,130,002	8,569,693
Expenditure		
Salaries and Related Expenses	5,821,491	5,670,902
Travel and Meeting Costs	331,375	286,647
Motor Vehicles Expenses	10,566	14,527
Sponsorships	21,532	20,454
Projects and Initiatives Expenses	275,022	245,586
Administration Expenses	2,505,007	1,451,404
Total Expenditure for the Year	8,964,993	7,689,520
Surplus before Income Tax Expense	165,009	880,173
Income Tax Expense	-	-
Surplus after Income Tax Expense for the Year Attributable to the Members of Queensland Catholic Education Commission	165,009	880,173
Other Comprehensive Income, Net of Tax	-	-
Total Other Comprehensive Income for the Year Attributable to the Members of Queensland Catholic Education Commission	165,009	880,173

Statement of Financial Position as at 31 December 2015

Current Assets	2015	2014
	\$	\$
Cash and Cash Equivalents	10,158,127	9,785,398
Program Funds	61,781,652	64,532,386
Other Assets	1,020,857	441,498
Total Current Assets	72,960,636	74,759,282
Non-Current Assets		
Property, Plant and Equipment	1,133,299	1,354,046
Intangible Assets	123,551	219,576
Total Non-Current Assets	1,256,850	1,573,622
Total Assets	74,217,486	76,332,904
Current Liabilities		
Payables and Accruals	1,504,862	974,862
Program Funds	61,781,652	64,532,386
Provisions	1,276,814	1,253,750
Total Current Liabilities	64,563,328	66,760,998
Non-Current Liabilities		
Provisions	121,660	204,417
Total Non-Current Liabilities	121,660	204,417
Total Liabilities	64,684,988	66,965,415
Net Assets	9,532,498	9,367,489
Equity		
Accumulated Funds	1,069,015	8,487,316
Reserve	8,298,474	-
Surplus for Year	165,009	880,173
Total Accumulated Funds	9,532,498	9,367,489

APPENDIX I

Committee Members

1. Commission

1.1 Executive Committee

Peter Sheehan	Independent Chair QCEC (Chair)
Mike Byrne	Executive Director QCEC (to June)
Lee-Anne Perry	Executive Director QCEC (from July)
Br Neville Solomon	Catholic Religious Australia (Queensland)
Pam Betts	Queensland Directors' Forum
John Borserio	Queensland Directors' Forum
Carmel Nash	Queensland Parents and Friends Federation

1.1.1 Political Advisory Subcommittee

Mike Byrne	Executive Director QCEC (Chair) (to June)
Lee-Anne Perry	Executive Director QCEC (Chair) (from July)
	Catholic Religious Australia (Queensland) (to April)
Peter Sheehan	Independent Chair QCEC
Pam Betts	Queensland Directors' Forum
John Borserio	Queensland Directors' Forum
Br Neville Solomon	Catholic Religious Australia (Queensland) (from April)
Carmel Nash	Queensland Parents and Friends Federation
Mike Horan	Representative of the Bishops of Queensland (to March)
John Mickel	Representative of the Bishops of Queensland (to September)
Michael Crutcher	Representative of the Bishops of Queensland (from April)
Robert Cavallucci	Representative of the Bishops of Queensland (from April)
Geoff Gowdie	Director Corporate Services, QCEC (co-opted)
John Beaton	Queensland Parents and Friends Federation (co-opted)
Gerard Delaney	QCEC Secretariat (co-opted)

1.1.2 Catholic Education Week Subcommittee

Gerard Delaney	Executive Officer, Communications and Public Affairs QCEC (Chair)
John Phelan	Catholic Education, Archdiocese of Brisbane
Karen McIntosh	Catholic Education, Archdiocese of Brisbane
Catherine Shipton	Catholic Education, Archdiocese of Brisbane
Andrea Gregory	Catholic Education, Diocese of Cairns
Christina Pery	Catholic Education Office, Diocese of Townsville
Neil McDonald	Catholic Education, Diocese of Rockhampton
Kirsty Hogarth	Catholic Education Office, Diocese of Toowoomba
Debbie Ryan	Catholic Religious Australia (Queensland)
Tara Shipperley	Catholic Religious Australia (Queensland) (from March)
Carmel Nash	Queensland Parents and Friends Federation
Bernadette Kreutzer	Queensland Parents and Friends Federation (co-opted)
Elizabeth Fisher	Australian Catholic University
Mike Wilkinson	QCEC Secretariat
Margaret Knox	QCEC Secretariat (co-opted)
Amber Smith	QCEC (Executive Officer) to June
Kate O'Connor	QCEC (Executive Officer) from June

1.1.3 Student Protection Subcommittee

Nominated Members

Peter Hill	Catholic Education, Archdiocese of Brisbane (Chair)
Carolyn De Witt-Ryall	Catholic Education, Archdiocese of Brisbane
Ann Barr	Catholic Education, Diocese of Cairns
Jennifer Blackshaw	Catholic Education Office, Diocese of Townsville
Anne Czekanski	Catholic Education, Diocese of Rockhampton
Peter Simpson	Catholic Education Office, Diocese of Toowoomba
Laura McKenzie	Edmund Rice Education Australia
Wendy Florey	Catholic Religious Australia (Queensland)
Matthew Campbell	Queensland Parents and Friends Federation
Alison Jeffries	Catholic Education, Archdiocese of Brisbane (co-opted)
Justine Garvin	Catholic Education, Archdiocese of Brisbane (co-opted)
Caron Reid	QCEC Secretariat (Executive Secretary)
Mike Wilkinson	QCEC Secretariat (Executive Officer)

Alternate Members*

Brett Halter	Catholic Education, Diocese of Rockhampton
Margaret Hendriks	Catholic Education Office, Diocese of Toowoomba
Catherine Abercrombie	Catholic Education, Archdiocese of Brisbane

** These nominees attend alternate meetings.*

1.2 Catholic Ethos, Formation and Religious Education Committee

Most Rev Brian V Finnigan DD	Bishops of Queensland (Chair)
Mike Byrne	Executive Director, QCEC (to June)
Lee-Anne Perry	Executive Director, QCEC (from July)
Mark Elliott	Catholic Education, Archdiocese of Brisbane
Kerry Rush	Catholic Education, Archdiocese of Brisbane (Observer)
Colin Harvey	Catholic Education, Diocese of Cairns
Ernie Christie	Catholic Education Office, Diocese of Townsville
Di-Anne Rowan	Catholic Education, Diocese of Rockhampton
Gerard Hore	Catholic Education Office, Diocese of Toowoomba
Kieran Donnelly	Catholic Religious Australia (Queensland)
Rev Deacon Russ Nelson	Queensland Parents and Friends Federation
Peta Goldburg	Australian Catholic University
Carole Danby	Religious Education beyond the Catholic school context
Jill Gowdie	Catholic Education, Archdiocese of Brisbane (co-opted)
John Percy	QCEC Secretariat (Executive Officer)

2. Industrial Relations Committee

John Borserio	Catholic Education Office, Diocese of Toowoomba (Chair)
Peter Hill	Catholic Education, Archdiocese of Brisbane
Colin O'Neill	Catholic Education, Archdiocese of Brisbane
Diarmuid O'Riordan	Catholic Education, Diocese of Cairns
Jacqui Francis	Catholic Education Office, Diocese of Townsville
Gary Cooper	Catholic Education, Diocese of Rockhampton
Steve Tate	Catholic Education Office, Diocese of Toowoomba
Peter Chapman	Edmund Rice Education Australia
Ann Marie Pawsey	Catholic Religious Australia (Queensland)
Helen Sinclair	Catholic Religious Australia (Queensland)
Jennifer Elvery	Catholic Religious Australia (Queensland)
Robert Out	Catholic Religious Australia (Queensland)
Geoff Gowdie	Director Corporate Services, QCEC
Ian Naylor	QCEC Secretariat
Phillip Whitehouse	QCEC Secretariat (Executive Officer)

3. Education

3.1 Education Committee

Carmel Deizmann	Australian Catholic University (Chair)
Kevin Twomey	Catholic Education, Archdiocese of Brisbane (to September)
Ursula Elms	Catholic Education, Diocese of Cairns
Ernie Christie	Catholic Education Office, Diocese of Townsville
Gayle Cunningham	Catholic Education, Diocese of Rockhampton
Gerard Hore	Catholic Education Office, Diocese of Toowoomba
Michael Carroll	Catholic Religious Australia (Queensland)
Dale Morrow	Catholic Religious Australia (Queensland)
Antoinette Cole	Indigenous Education Subcommittee representative
Carmel Nash	Queensland Parents and Friends Federation
Mandy Anderson	Director Education, QCEC
Bob Knight	QCEC Secretariat (Executive Officer)

3.1.1 Equity Subcommittee

Mandy Anderson	Director Education, QCEC (Chair)
Annette Macan	Catholic Education, Archdiocese of Brisbane (to February)
Mark McKechnie	Catholic Education, Archdiocese of Brisbane (from May)
Jennifer Rockley	Catholic Education Services, Diocese of Cairns
Annette McCarthy	Catholic Education Office, Diocese of Townsville
Kaylene Adams	Catholic Education, Diocese of Rockhampton
Loretta McGill	Catholic Education Office, Diocese of Toowoomba
Gerry Crooks	Catholic Religious Australia (Queensland)
Vacant	Queensland Parents and Friends Federation
Vera Zappala	QCEC Secretariat (Executive Officer)

3.1.2 Indigenous Education Subcommittee

Eric Law	Cherbourg Elder (Independent Chair)
Kevin Eastment	Catholic Education, Archdiocese of Brisbane (to Sept)
Mary McMurtrie	Catholic Education, Archdiocese of Brisbane
Patricia Galea	Catholic Education, Archdiocese of Brisbane
Antoinette Cole	Catholic Education, Diocese of Cairns
Jennifer Rockley	Catholic Education, Diocese of Cairns
Megan Harrison	Catholic Education Office, Diocese of Townsville
Janelle Knack	Catholic Education Office, Diocese of Townsville
Coral Way	Catholic Education, Diocese of Rockhampton
Phillipa Johnson	Catholic Education, Diocese of Rockhampton
Loretta McGill	Catholic Education Office, Diocese of Toowoomba
Kellie Maddock	Catholic Education Office, Diocese of Toowoomba (to August)
Jennifer Wills	Catholic Education Office, Diocese of Toowoomba (from Oct)
Robyn Anderson	Catholic Religious Australia (Queensland)
Karl McKenzie	Queensland Parents and Friends Federation
Mandy Anderson	Director Education, QCEC
Yve Rutch	QCEC Secretariat (Executive Officer)

3.1.3 Information and Communication Technologies Subcommittee

Bede Ritchie	Catholic Education, Diocese of Wollongong (Chair)
Gayle Cunningham	QCEC Education Committee
Warren Armitage	Catholic Education, Archdiocese of Brisbane
Andrea Merrett	Catholic Education, Archdiocese of Brisbane (co-opted)
Michael Norman	Catholic Education Services, Diocese of Cairns
Robie Jayawardhana	Catholic Education Office, Diocese of Townsville
Jason Ramm	Catholic Education, Diocese of Rockhampton
Ron Hamilton	Catholic Education, Diocese of Rockhampton (co-opted)
Paul Watkins	Catholic Education Office, Diocese of Toowoomba
Terry Niebling	Catholic Religious Australia (Queensland)
Jodie Miller	Australian Catholic University, McAuley at Banyo Campus
Ian Braithwaite	Queensland Parents and Friends Federation
Liam Garvey	QCEC Secretariat (Executive Officer)

4. Finance

4.1 Finance Committee

Brian Rout	Independent Chair
Rudolf Wolbers	Catholic Education, Archdiocese of Brisbane
Paul McArthur	Catholic Education, Diocese of Cairns
John McDevitt	Catholic Education, Diocese of Rockhampton
Patricia Scholes	Catholic Education Office, Diocese of Townsville
Joanne Segond von Banchet	Catholic Education Office, Diocese of Toowoomba
Brendan Cahill	Catholic Religious Australia (Queensland)
Danny Lynch	Catholic Religious Australia (Queensland)
Steve Burchill	Queensland Parents and Friends Federation
Greg Myers	Co-opted
Steven Jeffery	Chief Financial Officer, QCEC
Malcolm McDougall	QCEC Secretariat (co-opted)
Cyrus Li	QCEC Secretariat (co-opted)
Patrick MacDermott	QCEC Secretariat (Executive Officer)

4.1.1 Capital Programs Subcommittee

Bob McHugh	Independent Chair
Mark Allen	Catholic Education, Archdiocese of Brisbane
Gerry Conway	Catholic Education, Archdiocese of Brisbane
Mark Stallman	Catholic Education, Diocese of Cairns
Tom Eldridge	Catholic Education Office, Diocese of Townsville
Michael McLaughlin	Catholic Education, Diocese of Rockhampton
Kelvin Brooks	Catholic Education Office, Diocese of Toowoomba
Joan Mackay	Catholic Religious Australia (Queensland)
John Browning	Edmund Rice Education Australia
Neil Lowry	Queensland Parents and Friends Federation
John Beaton	Queensland Parents and Friends Federation
Steven Jeffery	Chief Financial Officer, QCEC
Terry Leavy	QCEC Secretariat (Executive Officer)

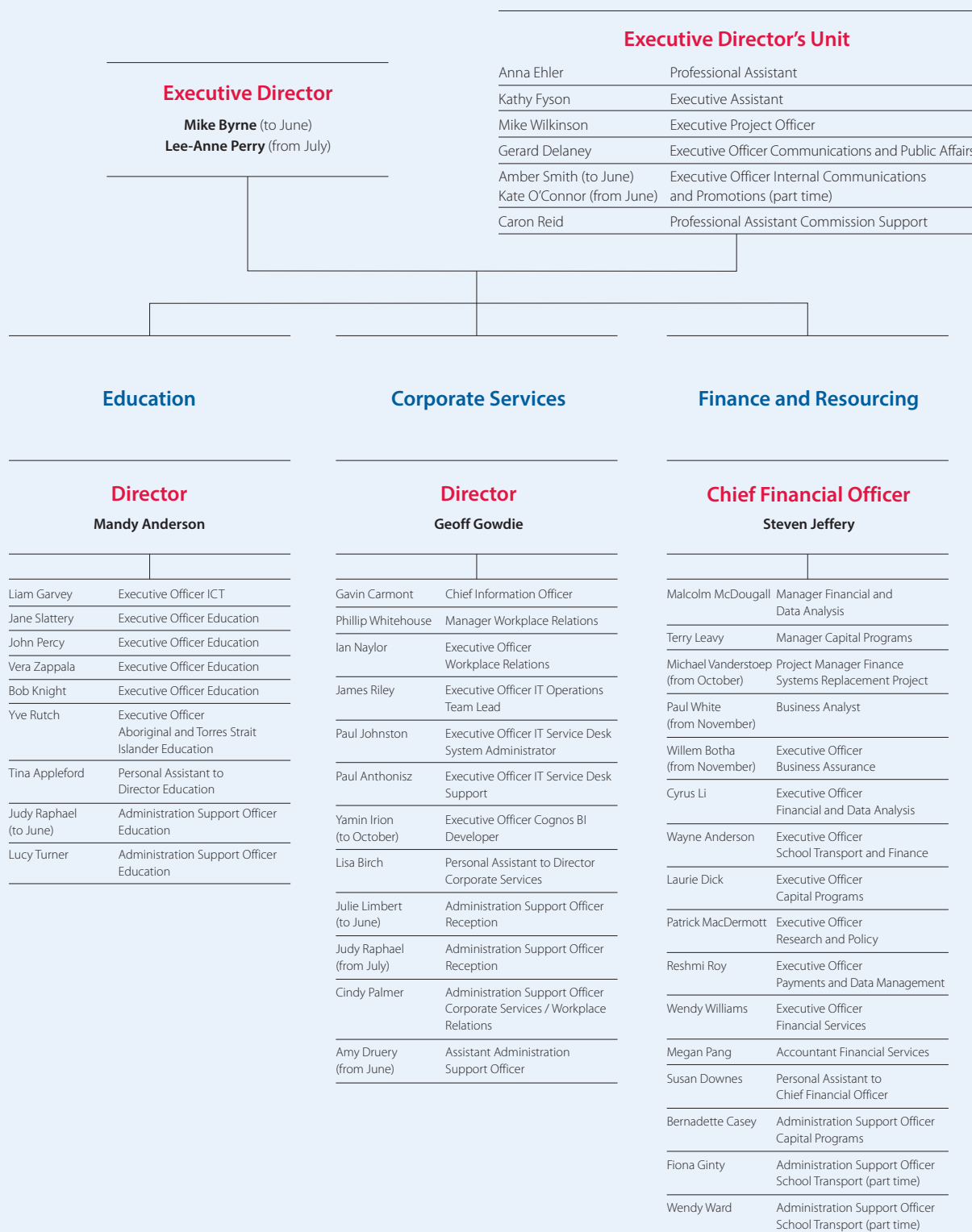
5. Other

5.1 School Transport Reference Committee

John Dalton	Catholic school sector representative (Chair) (to November)
Mike Curtis	Independent school sector representative (Chair) (from November)
Scott Harrison	Catholic school sector representative
Darren Watt	Independent school sector representative
Judy Young	Independent Schools Queensland representative (to November)
Alison McRae	Independent Schools Queensland representative (from November)
Steven Jeffery	QCEC representative
Malcolm McDougall	QCEC Secretariat
Wayne Anderson	QCEC Secretariat (Executive Officer)

APPENDIX II

QCEC Secretariat Structure and Staff





APPENDIX III

Queensland Catholic Schools Statistics 2015

Table 1: Number of Queensland Catholic Schools and Campuses in 2015 by Diocese and Type

School Sector/Diocese	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	192	104	21	31	17	19
Secondary Only	74	41	6	11	9	7
Combined (Primary & Secondary)	32	19	6	0	6	1
Total Schools	298	164	33	42	32	27
Total Campuses	309	168	34	43	35	29

Number of Staff in Queensland Catholic Education 2011-2015 by Year, Staff Level and Employment Status (Headcount)

Year		Primary	Secondary	Combined	Totals
2011	Full Time	3,858	4,908	1,116	9,882
	Part Time	4,238	2,037	600	6,875
	Total	8,096	6,945	1,716	16,757
2012	Full Time	3,944	4,930	1,222	10,096
	Part Time	4,458	2,015	567	7,040
	Total	8,402	6,945	1,789	17,136
2013	Full Time	3,992	4,998	1,293	10,283
	Part Time	4,630	2,067	609	7,306
	Total	8,622	7,065	1,902	17,589
2014	Full Time	4,014	5,130	680	9,824
	Part Time	4,764	2,231	443	7,438
	Total	8,778	7,361	1,123	17,262
2015	Full Time	3,846	5,803	1,395	11,044
	Part Time	4,814	2,445	635	7,894
	Total	8,660	8,248	2,030	18,938

* Note: Table 2 shows a drop in staff numbers from 2013 to 2014 because Diocesan and System office staff were excluded from the 2014 Census. They were included again in 2015.

Table 3: Number of Teaching Staff in Queensland Catholic Education in 2015 by Diocese, Staff Level and Employment Status (Headcount)

School Sector/Diocese		Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	Full Time	3,403	2,147	265	396	325	270
	Part Time	1,713	1,106	126	198	154	129
	Total	5,116	3,253	391	594	479	399
Secondary Only	Full Time	4,666	2,995	345	551	472	303
	Part Time	620	379	34	85	88	34
	Total	5,286	3,374	379	636	560	337
Combined (Primary & Secondary)	Full Time	238	156	16		8	58
	Part Time	44	35	3	1		5
	Total	282	191	19	1	8	63
Total 2015		10,684	6,818	789	1,231	1,047	799

Table 4: Number of Teaching Staff in Queensland Catholic Education in 2015 by Diocese, Staff Level and Gender (Headcount)

School Sector/Diocese		Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	Male	669	501	44	46	37	41
	Female	4,447	2,752	347	548	442	358
	Total	5,116	3,253	391	594	479	399
Secondary Only	Male	2,080	1,349	160	241	198	132
	Female	3,206	2,025	219	395	362	205
	Total	5,286	3,374	379	636	560	337
Combined (Primary & Secondary)	Male	110	72	5	1	3	29
	Female	172	119	14		5	34
	Total	282	191	19	1	8	63
Total 2015		10,684	6,818	789	1,231	1,047	799

Table 5: Number of Principals in Queensland Catholic Education in 2015 by Diocese, Staff Level and Gender (Headcount)

School Sector/Diocese		Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	Male	119	69	11	18	11	10
	Female	81	37	12	13	9	10
	Total	200	106	23	31	20	20
Secondary Only	Male	53	26	5	8	10	4
	Female	30	19	2	3	2	4
	Total	83	45	7	11	12	8
Combined (Primary & Secondary)	Male	23	15	5		2	1
	Female	4	3			1	
	Total	27	18	5		3	1
Total 2015		310	169	35	42	35	29

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

Year	Primary	Secondary	Total
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
2010	77,451	54,269	131,720
2011	79,724	55,240	134,965
2012	81,836	56,318	138,154
2013	83,413	57,525	140,938
2014	84,346	58,454	142,800
2015	78,067	67,224	145,291

Table 7: Number of Students in 2015 by Diocese, Level of Schooling and Gender (FTE)

School Sector/Diocese		Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	Male	39,240.9	25,144.2	2,899.0	4,524.8	3,592.0	3,080.9
	Female	38,826.0	24,866.0	2,812.0	4,366.0	3,646.0	3,136.0
	Total	78,066.9	50,010.2	5,711.0	8,890.8	7,238.0	6,216.9
Secondary Only	Male	34,561.5	22,482.5	2,248.0	4,335.0	3,135.0	2,361.0
	Female	32,662.3	21,269.6	2,237.0	4,083.0	2,916.5	2,156.2
	Total	67,223.8	43,752.1	4,485.0	8,418.0	6,051.5	4,517.2
Total Students		145,290.7	93,762.3	10,196.0	17,308.8	13,289.5	10,734.1

Table 8: Number of Students in Edmund Rice Education and Religious Institute Schools in 2015 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	12	1,296	12,156	13,452	15	1,317	7,598	8,915
Toowoomba	2		1,453	1,453	0			
Rockhampton	1		455	455	2		723	723
Townsville	1		278	278	3		1,318	1,318
Cairns	0				0			
Total	16	1,296	14,342	15,638	20	1,317	9,639	10,956

Table 9: Number of Aboriginal & Torres Strait Islander Students 2015 by Diocese and Level of Schooling (FTE)

Student FTE	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	2,748	1,071	301	408	481	487
Secondary Only	3,156	1,144	229	486	798	499
Total Students	5,904	2,215	530	894	1,279	986

Table 10: Number of Full Fee Payment Overseas Students 2015 by Diocese and Level of Schooling (FTE)

Student FTE	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	32	26	0	3	3	0
Secondary Only	248	159	41	4	35	9
Total Students	280	185	41	7	38	9

Table 11: Number of Students with Disabilities 2015 by Diocese and Level of Schooling (FTE)

Student FTE	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	2,866	1,891	194	346	317	119
Secondary Only	2,715	1,904	187	328	208	88
Total Students	5,581	3,795	381	674	525	207

Table 12: Number of Boarding Students 2015 by Diocese and Level of Schooling (FTE)

Student FTE	Queensland	Brisbane	Toowoomba	Rockhampton	Townsville	Cairns
Primary Only	3	2	0	0	1	0
Secondary Only	2,145	599	339	480	376	351
Total Students	2,148	601	339	480	377	351



with
vision
and
spirit

Queensland Catholic Education Commission

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