

ANNUAL REPORT 2022

ATTITUDES
AND ACTIONS



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Cover

Concept designed by the 2022 Arts Ambassadors and Urban Metal

Acknowledgement of Traditional Owners and Elders

The College acknowledges the Traditional Owners of the land on which our College sits – the Jagera and Turrbal people, and we pay respect to the Elders – past and present – for they hold the memories, traditions, the culture, and hopes of Aboriginal and Torres Strait Islander peoples.



Introduction

The 34th Cannon Hill Anglican College Pty Ltd Annual Report completes the suite of publications made available to the College community and reports on the performance of the College during 2022.

The College's fortnightly newsletter, community Facebook group, Parent Lounge, Student Café, Pax et Bonum, CHAChq, and the CHAC Parent App provided the College community with ongoing updates on school activity throughout the year. Parents received individual student interim and semester reports and were provided with access to the College's continuous reporting platform, Learning Analytics. These were complemented by Parent-Teacher interviews for Primary and Secondary families.

Context

The College opened as Cannon Hill College in 1989, and 2022 is the 34th year of operation of the College.

After affiliation with the Anglican Diocese of Brisbane in 1994, the College was renamed Cannon Hill Anglican College. CHAC is governed by the Board of Directors of Cannon Hill Anglican College Pty Ltd, and is led and managed by the Principal as CEO, with the assistance of the Senior Leadership Team. Staff are deployed in five service teams comprising Education, Business and Administration, Information and Communication Technologies, Property Services and the Campus Ministry. Additional community support services are provided by the Parents and Friends' Association, the Past Students' Association and the CHAC Foundation.



Members of College Board and Committees 2022

CURRENT MEMBERS OF COLLEGE BOARD

Mr Bruce Moy *Chair*
Mrs Kerry Campbell *Business Manager and Company Secretary*
Ms Renee Coffey
Mr Andre Duvenage (resigned 29/03/2022)
Dr Natalie Elms
Mr Peter Gardiner
Fr. Daniel Hobbs
Ms Dawn Lang
Mr Robert Nettleton
Mr Gary O'Brien *Principal*
Mr Graham Rawlings

FINANCE COMMITTEE

Mr Robert Nettleton *Convenor*
Mrs Kerry Campbell
Mr Andre Duvenage (resigned 29/03/2022)
Dr Natalie Elms (commenced 4/08/2022)
Mr Bruce Moy
Mr Gary O'Brien
Mr Graham Rawlings
Mrs K'Lissa Reardon *Director of Finance and Business Systems* (resigned 28/10/2022)

BUILDINGS AND GROUNDS COMMITTEE

Mr Peter Gardiner *Convenor*
Mrs Kerry Campbell
Ms Dawn Lang
Mrs Jennifer Middleton *Assistant Principal – Teaching and Learning*
Mr Gary O'Brien
Mr Justin Philip *Facilities Manager*
Invitees – Mr Jason Walters and Mr Paul Worroll *Architects*

AUDIT AND RISK COMMITTEE

Dr Natalie Elms *Convenor*
Mrs Kerry Campbell
Mr Andre Duvenage (resigned 29/03/2022)
Mrs Jennifer Middleton
Mr Robert Nettleton (commenced 4/08/2022)
Mr Gary O'Brien

NOMINATIONS COMMITTEE

Mrs Kerry Campbell
Mr Peter Gardiner *Convenor*
Ms Dawn Lang
Mr Bruce Moy
Mr Gary O'Brien

REMUNERATION COMMITTEE

Mr Andre Duvenage (resigned 29/03/2022)
Mrs Kerry Campbell
Mr Bruce Moy
Mr Robert Nettleton

Chair of Board Address

During this year, I have been able to visit the school and interact with students, staff and the school executive. It has been an interesting year with the late start but the staff and students at the school managed remarkably. I have been through a deep dive into how our school functions, lifted the engine cover so to speak to find the cogs and gears that mesh to produce the outstanding results this school produces.

Surprise! It doesn't happen by accident. I am amazed at the planning that the staff do to develop the programs that are offered to students. This planning originates in the College strategic plan. This guide, along with the staff's awareness of the individual needs of the students, funnels into the planning process to produce the programs we find on offer today. Be assured that revision and evolution in this area is continuing to ensure a better fit to the client. The written educational program has the following intent in its design:

- inspire, engage, and challenge students,
- meet individual student needs and passions,
- provide skills relevant to emerging needs,
- and facilitate a successful transition to life beyond school.

To me, that means that if an individual student has a passion in an educational area, this College and this staff will move mountains to ensure that those needs for learning are met.

Not every student is academically gifted to the exclusion of all else. So the school, in the same way that the written education program is developed, has developed a co-curricular program. In this program, we will find music, art, photography, sport and a plethora of competitions for students to get involved with such as the TAS sport competition, the Performance Music program, the school musical, the Anglican Schools Music Festival, Opti-MINDS, the da Vinci Decathlon, the Ethics Olympiad, extension science activities, and the list goes on.

I was having a coffee in Morningside not so long ago when I struck up a conversation with a fellow at the next table. I said I was in the area for a meeting at CHAC and his response was "they have a wonderful music program there, but the sport program leaves a little to be desired." I was proud to be able to concur with him that the Performance Music program is indeed wonderful, but that CHAC has been the best school in the TAS sport competition for the past few years. He was stunned but that improvement comes directly from the CHAC heart and the CHAC desire to always give ones best, as well as from strategically planned and delivered actions.

With all this on offer in the College, it is reasonable to think that

students will find an area that they love and can, with hard work – always with hard work – excel.

All this wouldn't be possible without an engaged staff and an exceptional pastoral care program. This program is the bowl that all the other offerings of the school lie comfortably in. This caring program is based on the philosophy and teachings of our patron Saints, Francis and Clare.

I have been so encouraged to see many of the senior school students working in the lower secondary and junior school, meeting those students where they are at and modelling the CHAC Franciscan charism of teaching the values of CHAC and leading them to a learning of sacrificial leadership that is built on during their journey through the school. The Homeroom system promotes communication and support for the group, and the House system is where this support building is expanded to the many. Again, the older students meet and befriend those more junior and mentor them in the values we project here at CHAC.

The addition of our Counselling Services Team has increased the level of support available to our students and is already being embraced by the student body. Their capacity to support students, families and staff has contributed positively to wellbeing in the College.

During this past year, I have often heard the expression, "There is something special about CHAC". I didn't pay too much attention to it at the time of hearing but put it in that box that is titled, "this must be a good place to be". This year I went to North Queensland to attend my 50th, yes 50th class reunion (that's the class of '72 and that's 1972) where I heard that same opinion expressed about my old school. I hope that the individual, group, and school wide experiences you have had during your time here at Cannon Hill Anglican College will motivate you to still be in contact with your school in 2072 when you can triumphantly return for your 50th reunion.

There is a whole lot wrapped up in what you have been given here at CHAC; so take it and use it wisely to inform the direction and decisions in your life ahead.

Graduands of Cannon Hill Anglican College, with the blessing of all those who you have had contact with inside this school, go out into the world, take with you all your memories and live your life "With Courage and Compassion".

Mr Bruce Moy
Chair of Board

"...If an individual student has a passion in an educational area, this College and this staff will move mountains to ensure that those needs for learning are met."

College Board Report

Cannon Hill Anglican College Pty Ltd is a Company Limited by Shares where the Directors of the Company are the Members of the College Board. Our Constitution specifically states that we are a non-profit company where any surpluses generated are to ensure the College's ongoing sustainability. The shares in the company are held beneficially for the Corporation of the Synod of the Diocese of Brisbane. The Directors are also the Members of Cannon Hill Anglican College Foundation Limited which is a Company Limited by Guarantee.

The role of the College Board is to:

- ensure the College continues to sustainably fulfil its objectives and mission by:
 1. formulating policies and setting a strategic direction designed to achieve the College's objectives
 2. systematically monitoring the implementation of these strategic directions and policies
 3. enhancing and protecting the educational benefits for all students
 4. being accountable for the College's obligations to the College and broader community
- ensure the College has both the financial and human resources it needs to sustainably achieve its objectives
- develop and nurture an appropriate ethical culture within the College
- undertake effective oversight of the College.

The year saw the College strengthen its reputation as one of Queensland's leading independent schools, along with an invigorated commitment to Developing World and Work Ready Individuals.

Highlights

- The new Primary Administration and Library Hub were completed and operational. This development provides new teaching and learning spaces, an innovative library, and purpose-built facilities for our Primary educators and administration teams.
- Strategic financial modelling and analysis in relation to the effect of Australian Government Funding changes, including a detailed review of demographics.
- Continued development of risk and compliance systems including the automation of compliance monitoring systems and improved reporting.
- Ensuring alignment between the College direction and Anglican Diocesan Vision Statement.
- Monitoring of the educational landscape to ensure the College continues to strive to provide an innovative and progressive educational environment to maximise the opportunities for students.
- The College successfully navigated through the two-week delayed start to the 2022 school year by moving to CHAC@Home, our online, home learning program for all year levels other than Prep and Year 7.
- Review and approve the 2023 operational budget.

The Board farewelled long-serving Director Mr Andre Duvenage after 16 years of service to the College. During his tenure, Mr Duvenage served on the College's Finance Committee, Audit and Risk Committee, and Remuneration Committee. The College extends its deepest thanks to Mr Duvenage for his immeasurable contribution to the governance of the school.

All Members of College Board work in a voluntary capacity and the College Board Nominations Committee has continued in its efforts to identify nominees with the requisite skills and commitment required to serve the College.

Principal's Report

The 2022 theme 'Attitudes and Actions' was a guiding principle throughout the year, encouraging the College community to cultivate attitudes that reflected our mission and resulted in value-driven actions.



Performance Music students working alongside Australian entertainer Mr James Morrison.

The College was steadfast in its commitment to preparing young people for a dynamic, evolving world, and delivered a distinctive and innovative education while focusing on community engagement and student wellbeing.

Despite a short delay to the start of the 2022 school year, the College launched into a calendar brimming with opportunities for students and the College community. With the removal of government restrictions, the year saw a sense of normality return to school activities – and long-held CHAC traditions were enjoyed by the community and delayed events were conducted.

The year would not have been as successful without the dedication and commitment of the College Board. As a governing body, they ensure the governance practices of the College are exemplary, conducting themselves as models, with great honesty and integrity at all times. These directors commit innumerable hours of personal time because of their dedication to and belief in the power of education to influence and change individuals' lives.

Their genuine interest in the wellbeing and experience of CHAC staff, students, families, and the broader community is evident to all and is a living example of the College motto 'With Courage and Compassion'.

I would like to thank them for their ongoing support and encouragement, and I hope they take pride in the efforts and achievements of our community in 2022.

The College was steadfast in its commitment to preparing young people for a dynamic, evolving world, and delivered a distinctive and innovative education while focusing on community engagement and student wellbeing.

Strategic Direction

Teaching and Learning

A teaching and learning program focused on high expectations of learning behaviours, founded on brain research and solid data that is designed to be challenging, rigorous and engaging. One that encourages learning by not being afraid to fail and allows students to discover and follow their passions through curricular, co-curricular and extra-curricular opportunities.



Highlights

- Six members of staff were honoured in recognition of 10, 15, 20, 30 years of service to the College.
- There was a continued focus on cross-disciplinary staff collaboration.
- Enterprise Learning programs for Years 5 to 10 included teaching staff from across faculties.
- The Curriculum Leadership Team continued to: articulate a shared vision; manage change; establish participative decision-making processes; devise mechanisms for the development of an innovative, relevant and engaging curriculum; enhance teaching and learning through productive pedagogy derived from current brain-based learning research; and create and maintain a supportive and challenging learning environment across the College.
- CHAC Community Sessions, under the guidance of the Director of Junior Secondary and the Director of Senior Secondary, continued to provide opportunities to target age-specific topics to secondary College cohorts.
- Instructional Rounds for teachers ensured continual Professional Development focus for educators.
- The use of Learning Analytics facilitated continuous reporting and data placements as means of sharing information regarding student progress to be shared and tracked effectively.

A teaching and learning program focused on high expectations of learning behaviours, founded on brain research and solid data that is designed to be challenging, rigorous and engaging.

Wellbeing and Personal Growth

A community that is committed to the development of the principles and practices of personal and community wellbeing and is providing opportunities for personal and professional reflection, growth and development. A culture rich in Christian tradition that encourages empathy, compassion and explicit character development to form a strong moral and ethical compass to inform attitudes and actions and to develop a positive sense of self in relationship with God and others.

Highlights

- The continuation of the Wellbeing Framework implemented based on the PERMA+ wellbeing model.
- The Staff Wellbeing Committee continued to operate as a consultative mechanism to provide input into the ongoing development of wellbeing initiatives for staff.
- A Staff Wellbeing Coordinator commenced in 2022.
- 13 staff from across five service teams completed The 15 Disciplines Leadership Program conducted by Laurus Consulting.
- CHAC continued to support the progression of staff in the acquisition of Highly Accomplished and Lead Teacher (HALT) national and state accreditation amongst staff. CHAC now has 18 (7 Lead, 11 Highly Accomplished) teachers on staff.
- College staff continued to model lifelong learning through study, completing master's degrees, bachelor's degrees, postgraduate programs, diplomas, certificates, and other specialist courses.
- Staff were encouraged and supported to focus on their personal learning journeys (through Professional Development opportunities such as conferences, readings, courses) and to use this in their continual development in their areas of responsibility.
- The College established the Counselling Support Team (CST), consisting of two psychologists, a registered nurse, and the Director of Mission and Chaplain. The CST oversees and delivers counselling to students from Prep to Year 12, as well as the wider College community.
- Performance Music participation rates were high, with the Performance Music Department able to present several flagship annual events to live audiences, including the Gala Concert Series, Spring Sonata, and Live at the Boardwalk.
- The College secured the number one spot for overall sports results in The Associated Schools sporting competition – the coveted 2022 TAS Champion School. CHAC achieved champion school in Trimester 1 and Trimester 3, along with Boys' Football Champion, Girls' Football Champion, Boys' Volleyball Champion, and Boys' Tennis Champion, as well as placing 2nd or 3rd in a number of other sports.

Sustainability – Facilities, Structures and Resources

To be future focused, continually reviewing actions and practices with a clear eye on educational developments to ensure the College always provides resources and facilities that enable it to fulfill its educational goals.

Highlights

- Construction of the new Primary Precinct was completed – which includes the Primary Library and Administration Centre.
- The College's Environment Committee hosted the first Environmental Carnival Games, which raised money for sustainable in-school initiatives.
- CHAC Primary introduced a new waste system, worm farms, and compost gardens.
- Progression of the Ministerial Infrastructure Designation process to clearly articulate the potential development of the College site over the next 15 years.
- Restructuring of College executive in light of new appointments and impending retirements.

Governance

Ensure the College is proactive in enacting good governance and compliance practices are inherent in the business of the College.

Highlights

- Continued development of our risk and compliance program including improved governance reporting for child safeguarding and strategic risks.
- The College submitted a Ministerial Infrastructure Designation (MID) application that outlined the complete CHAC Masterplan from 2023 until 2027.
- The composition and renewal of the College Board and committees was prioritised with the recruitment, appointment and induction of Ms Renee Coffey and Fr. Daniel Hobbs, new members bringing diverse skills, experience, and perspectives.
- NSSAB review commenced and submitted at the end of the school year.
- The College completed all government compliance requirements.



Mr O'Brien with the College Captains at R U OK? Day.

Community Connectedness

A community and culture that is rich in the College's Christian tradition, one that encourages empathy, compassion, care and concern for others. One that encourages personal engagement and genuine relationships founded on a mutual desire for a strong sense of belonging for the purpose of creating a flourishing community in a complex and everchanging world.

Highlights

- The College continued to focus on strengthening its culture of service and compassion. Students were provided with a host of opportunities to engage in social justice initiatives such as:
 - o raising funds to support Tonga after a tsunami struck there in January, as well flood-affected communities in southeast Queensland following the February floods
 - o awareness raising activities through involvement with the Boys' and Girls' Committee's guest speaker program
 - o a stationery drive that saw 96 pencil cases full of school supplies donated to Anglicare for children in their out of home care in southwest Queensland
 - o practical support for projects such as assisting Zonta with birth kit and breast care cushion assembly events
 - o a successful Christmas Appeal to support those in need through Pete's Pantry in Wynnum
- Development and initiation of creative avenues to maintain and strengthen community connection – such as the CHAC Talk series – Celebrating Women in Leadership panel discussion and the much-anticipated James Morrison concert.
- Coffee with the Principal initiative continued throughout the year, welcoming parents from all year levels.
- The College's Parents and Friends' Association ran several successful events designed to strengthen the sense of community within CHAC. These included the annual trivia night and Primary Disco.
- The Past Students' Association held three reunions and supported a bursary that continued to build community among CHAC graduates and foster a lifelong connection to the College.
- Through various events such as the Day of Giving, CHAC Talk events, and the annual golf day, the College Foundation continued to build connections with the wider business community for the benefit of students.

Conclusion

I acknowledge CHAC's committed Senior Leadership Team and collaborative staff – in particular, my CHAC Executive: Mrs Kerry Campbell, Mrs Jennifer Middleton, Mr David Pavish, and Mr Scott Warfield – and a big thank you to our wonderful CHAC students, and their families, who inspire us constantly with their energy, creativity, and demonstration of CHAC's unique culture.

In conclusion, I am pleased to present the 34th Annual Report of Cannon Hill Anglican College.

Pax et Bonum

Mr Gary O'Brien

MAppSc BSC DipED GCELead FACELQ MAICD
Principal

Teaching and Learning



CHAC strives to deliver a relevant, future-focused curriculum, linked to the real world, with opportunities for students to not only engage in the classroom, but to direct their own learning.

CHAC teachers are dedicated to providing the best possible learning experiences for their students and use a combination of College directed and supported opportunities in order to engage in professional development that will enhance their pedagogy and improve their knowledge and skills. The Professional Learning Communities Program delivered in 2022 provided staff with opportunities to support each other in their classrooms, which developed new resources and pedagogy for the benefit of students.

Readiness for learning and assessment is an important part of CHAC's curriculum, with specific learning outcomes and skills necessary for student success identified and formally taught in every subject across the College.

CHAC's enterprise and entrepreneurial education programs specifically deals with the skills required for the 21st century. The College partners with organisations such as BOP Industries to provide enriching experiences for students. CHAC's engagement with the broader community enhances students' opportunities and reinforces the College's leadership in entrepreneurial and innovative education.

In 2022, Secondary students engaged in a variety of internal and external opportunities including:

- The CHAC Enterprise Education Program – for students across Years 5 to 10
- External selective excellence programs such as – The Ethics Olympiad, the National Youth Science Forum, Opti-MINDS, and the da Vinci Decathlon

CHAC Primary students engage in high-quality learning opportunities through the expert delivery of the Australian Curriculum. In 2022, teachers and students focused on embedding the General Capabilities into their teaching and learning experiences. This was of particular focus in Years 5 and 6, where teachers and students worked together on a number of integrated units that highlighted the importance of 'soft skills' such as collaboration, critical and creative thinking, and ethical understanding. Assessment was also a focus, giving teachers and students the opportunity to demonstrate their understanding in different ways. Differentiated learning is a priority for Primary students, and they are provided with support through the Learning Enrichment and Gifted Education programs. Each student's needs are met through small group and individual intervention strategies.

Pastoral Care

Pastoral care at CHAC is based on the principle that every member of staff (teaching and non-teaching) is responsible and accountable for the pastoral care of students. The well-being and care of students is the core of the College's teaching and learning program, and effective pastoral care is built on a partnership between the College and parents.

The aim of the CHAC pastoral care program is to instil in our students a sense of security and connectedness. Pastoral care structures have been developed to provide our students with a safe and caring learning environment where they are encouraged to communicate and discuss ideas, feelings and actions in a way that enhances communication and develops an understanding of the emotional and physical changes that occur within adolescence.

The House system is the College's fundamental pastoral structure. It monitors the welfare, behaviour and appearance of students and is responsible for inter-House competition and for fostering the further development of school spirit, pride in the College and a sense of community.

The vertical Homeroom structure is an important part of House organisation as it provides an encouraging, supportive, yet challenging environment in which students, staff and parents work collaboratively together.

The Student Leadership Program at CHAC seeks to develop the values and ethos of strong servant leadership to promote courage and compassion in all facets of life.

Student leadership development

The Student Leadership Program at CHAC seeks to develop the values and ethos of strong servant leadership to promote courage and compassion in all facets of life.

In 2022, students participated in a variety of programs, including:

- The Year 11 Leadership Day
- The Year 12 Senior Leaders' Conference in January
- Specific Years 5 and 6 leadership training to develop leadership skills and provide an insight into future leadership involvement in the Secondary school
- Leadership and character development days for multiple year levels

Camps and Outdoor Education

Camps are a valuable part of the overall pastoral care of students and contribute to the holistic education experience on offer at CHAC. Primary students in Years 5 and 6 and Secondary students in Years 7, 9 and 11 attend an annual camp designed to challenge them, build confidence, and develop leadership skills.

Student Protection

The safety, welfare and best interests of our students continued to be our primary consideration. The College has in place a comprehensive Student Protection Policy that is regularly articulated to staff and students. This policy covers the actions to be taken if a student, member of staff or parent becomes aware or reasonably suspects that harm or likely harm has been done to a student of the College by other staff, people outside the school or by other students. The policy also includes what action students can take if they are not feeling safe.

The Protecting Children and Young People in Anglican Education Policy and Procedures came into effect in January 2022. Along with the Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour, these documents can be found on the College website and hard copies are held at all Student Reception locations. Parents are welcome to access these at any time. The Anglican Schools Commission has also prepared resources to assist

parents and staff to understand these documents and the implications for families and the College. These resources have been made available to families through the College website and CHACHq.

Another important student protection policy document is the Child and Youth Risk Management Strategy. The purpose of the Strategy is to help to identify potential risks of harm to children and young people and to implement strategies to minimise these risks. A well-developed strategy will assist the College to achieve its objectives by providing a clear and consistent framework to guide and support all members of the College community. The Strategy is available on the College website and Parent Lounge.

The College has ten Student Protection Officers who are appointed by the Principal as contact persons to whom students may refer or report if they have concerns about their or other students' safety.

Ministry

CHAC's culture is shaped by its Anglican Christian foundations, and the Franciscan spirit guides and influences the way the College approaches spirituality. In 2022, the College continued to embrace and practically apply the teachings of Jesus.

Throughout the year, the CHAC@4 Community Worship Services were once again held, and returned to offering a time of hospitality and social connection prior to the service. The College came together to commemorate Anzac Day, Foundation Day, the St Francis and St Clare Celebration, and the Year 12 community joined together for the preeminent event – the Valedictory Service held in St John's Cathedral, Brisbane.

The CHAC community continued to demonstrate a heightened sense of social justice and a number of community service initiatives were developed.

Highlights

- A primary bake sale raised \$1200 for Hummingbird House.
- Reverend Donna Petersen spoke about homelessness in the local community at the Social Justice Breakfast.
- The College held a Christmas Appeal to collect food, gifts and personal items for local charity St Pete's Pantry, Wynnum.
- The Outback Tour saw 35 students plus staff travel to outback Queensland for a week of service learning and cultural experiences. The group visited Roma's Anglicare, where they donated 10 boxes full of stationery collected by the College community. Students learnt about the history of the Anglican Church and listened to how the donations would contribute to the lives of children in care. The tour group also visited the Royal Flying Doctor Service, where they presented a donation.
- The Boys' and Girls' Committees helped Zonta pack birthing kits and assemble breast care cushions.



Anzac Day commemorations.

Finance and Administration

The College year commenced with the Queensland Government deferring the start of the school year by two weeks due to the high level of COVID-19 infections in the community. This was a challenging period for teaching and learning as staff and students grappled with absences and a mixture of face-to-face, online and hybrid learning offerings. College staff were provided with Paid Pandemic Leave to support them if they fell ill with the virus during the year.

In February 2022, Brisbane suffered a major flood event causing additional disruption to education and the closure of schools. The flood directly impacted staff, students and our wider community. Fortunately, our College buildings were not impacted by floodwaters. In July 2022, the Property Services Building suffered a fire and this caused disruption to the Property Services Team with their equipment and workshop requiring replacement. Despite the numerous disruptions, the College was well prepared to meet the challenges under the continued leadership of the Business Continuity Team.

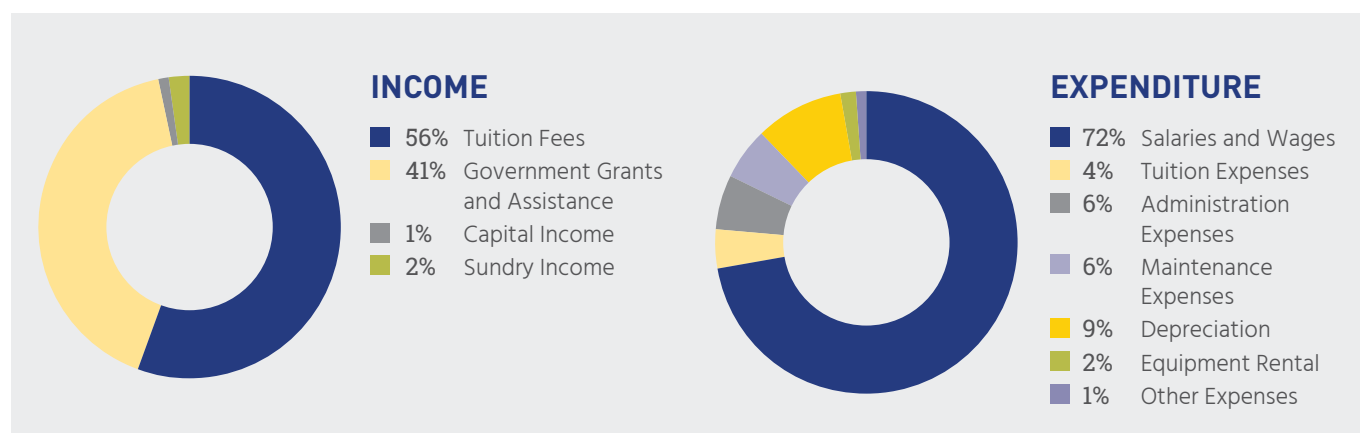
Student enrolments remained stable with 1,342 students at Commonwealth Census date, a 1 per cent increase from 2021. During the year, the College Census data was audited by both the State and Commonwealth Government. Key enrolment intake years are Prep and Year 7, and enrolments for future years remained strong.

The Commonwealth Government's model for funding independent schools changed in 2022. The new model links parent address data to personal income tax data to determine the median income of our parent body. The median income is then converted to an annual DMI score, which is used to determine the total funding on a per student basis. As a result of this change in government policy, the Commonwealth funding the College receives will drop every year through to 2029. This

is because the Government has assessed that our parents have increased capacity to contribute towards tuition fees. The long term strategic financial projections were revised and College management and the Board will continue to monitor the impact of the reduction in funding to ensure continued financial viability.

The College generated an operating surplus for the year to ensure ongoing sustainability and the continued delivery of education services to the community. As a not-for-profit entity, the surplus will be used to fund future capital projects that support the educational outcomes of students as well as ensuring the College is prepared for future unforeseen circumstances that may arise.

During 2022, the new Primary Administration Centre was completed, and renovations commenced on the Primary Library. In December 2022, the Ministerial Infrastructure Designation (MID) approval was received from the Minister for State Development, Infrastructure, Local Government and Planning. The MID provides the College with planning approval to proceed with development of the campus in accordance with our Master Plan. During 2022, planning progressed for the construction of six multi-purpose sports courts, an additional carpark, a modular building for Outside School Hours Care, an Indoor Sports Centre and Student Wellness and Administration Centre. It is hoped that construction for these developments will commence in 2023.



2022 tuition fees

\$8,800

Prep to Year 2

\$10,480

Years 3 to 6

\$15,660

Years 7 to 10

\$15,980

Years 11 and 12



Major achievements

- Two teams represented CHAC and Australia at the online International Ethics Olympiad after winning gold in the state competition.
- CHAC emerged as the highest achieving Queensland school in Australia's most challenging and multi-faceted academic competition, the da Vinci Decathlon. CHAC's Year 8 team won gold, Year 7 won silver and Years 9 and 6 won bronze, with every team placing in at least one discipline.
- For the sixth successive year, CHAC went on to represent Queensland in the da Vinci Decathlon National Finals, where the Year 8 team placed in four out of ten disciplines.
- CHAC also achieved extraordinary results in the creative collaborative problem-solving challenge, Opti-MINDS. At the State Final, four College secondary school teams were crowned State Champions, demonstrating outstanding teamwork, acting and critical and creative thinking skills in the Language & Literature and Social Science categories. A primary team also won Regionals to qualify for the State Final for the first time. At Regionals, our teams won every category entered, in some cases taking out both 1st and 2nd place.
- A student in Year 8 won the final of the English Speaking Union's Public Speaking competition for the second year in a row.
- A Year 11 student was selected to attend the National Youth Science Forum in Canberra.
- Two Year 10 students participated in the finals of the Australian Brain Bee Challenge.
- A student was selected to participate in the UQ Future Experiences in Agriculture, Science and Technology (FEAST) program at The University of Queensland's Gatton campus.
- A Year 10 student was selected to attend The University of Queensland's Junior Physics Odyssey.
- A Year 10 team came second in their division of the Science and Engineering Challenge at QUT.
- Twenty-nine students sat the Science Olympiad exams.
- Two Year 9 students applied for the highly selective Curious Minds program.

Academic Excellence

The College has developed a strong academic tradition, with excellent performance across the Queensland ATAR (Australian Tertiary Admission Rank), NAPLAN testing, external academic competitions, and considerable student participation in accelerated programs.

In 2022, the College offered students many opportunities to extend their talents and pursue challenges in the classroom and through extracurricular pursuits.

Students continued to be enriched through the College's accelerated mathematics pathway, creative writing extension classes in Years 8 and 9 and through the Exceptional Scientists' Program (ESP), as well as a range of academic competitions.

CHAC solidified its reputation as a leader in the enterprise and gifted education space, and ESP saw students achieve excellent results in various competitions, and accepted into highly selective programs.

	Year Group	Principal's Award for Outstanding Academic Achievement	College Award for Academic Improvement
Semester 1, 2022	7	36	N/A
	8	39	6
	9	34	24
	10	24	15
	11	46	16
	12	63	96
Semester 2, 2022	7	30	29
	8	30	29
	9	28	7
	10	24	16
	11	33	9

*Note – Year 7 are not awarded the College Award for Academic Improvement in Semester 1

Annual Awards Evening – Academic Excellence	
Year 3 to 6	59
Year 7	31
Year 8	25
Year 9	35
Year 10	40
Year 11	37
Year 12	63

*This is a combination of results across the first three terms of the year



Co-curricular Opportunities

CHAC Sport

CHAC provides students with a wide variety of co-curricular opportunities to develop their skills and interests and enhance their education journey.

The College enjoyed the most successful year of sport in its history. Once again, CHAC was named the annual Champion School in The Associated Schools (TAS) inter-school competition for the fourth year in a row.

Student sports participation rates remained high throughout the year.



Sport Captains

Jonathan Dick and Amelia Fisk

Sportsperson of the Year

Nicholas Greer and Amelia Fisk

Junior Sportspersons of the Year

Harry Orford and Poppy Ammundsen

Highlights

- CHAC was named overall TAS Champion School.
- The College won the Trimester 1 and Trimester 3 competitions.
- 678 secondary students participated in the CHAC Sport program.

Performance Music

The College successfully offered students a wide variety of music performance opportunities and was able to strengthen the engagement of students in Performance Music.



Music Captains

Amelia Beveridge
Alice Dagwell
Elizabeth Donnan
James Paterson

Musician of the Year

Elizabeth Donnan

Highlights

- The College hosted a concert with internationally renowned jazz musician James Morrison. The College's Stage Band and Big Band also attended workshops with James.
- The College supported the successful Anglican Schools Music Festival, and 34 CHAC students performed with 13 other Anglican schools from the southern region.
- More than 290 entries were received for the CHAC Eisteddfod.



Primary

CHAC Primary welcomed the new Head of Primary, Mr Scott Warfield, at the start of 2022. From recycling and environmentally conscious initiatives to raising money for those in need, students embraced the College's service focus and led a number of initiatives that raised funds for and awareness of important community issues.

Students engaged in a number of annual events and rites of passage events such as Book Week and the Year 6 end of year celebrations.

Year 5 students attended camp at Tamborine Mountain – where they strengthened friendships and developed leadership and teamwork skills. Year 6 students attended an action-packed four days on Moreton Island.

There was a continued focus on environmental initiatives, with students reducing waste by adopting a plastic-free Fridays lunch box program. Students also embraced composting and participated in National Tree Day where they planted trees in the wetlands.

Primary initiatives

A renewed focus on environmental initiatives saw CHAC Primary introduce a new waste system along with worm farms and compost gardens.

For the second year, students decided to take action against fast fashion waste and held The Great CHAC Primary Fashion Swap. Primary families were encouraged to donate quality used clothing items, and these were then sold at a clothing fair in the primary precinct. The students who developed this initiative were named Highly Commended in the 2022 Brisbane City Council WasteSMART Awards.

Enterprise Education

The year saw the Enterprise Education program strengthen. Year 6 students participated in CHACpreneurs, which involved bringing their very own business idea to reality, including marketing and creating a business plan. A very successful primary market was launched in September and students donated 50 per cent of their profits – more than \$1900 – to the Mater Little Miracles Foundation.



Junior Secondary

Throughout the year, Junior Secondary students were challenged to develop resilience and move beyond their comfort zones, while creating a sense of community and connection.

The camp program was a success, with Year 7 students attending camp at the Maroochy Waterfront Camp for the first time. Year 9 students challenged themselves at Camp Kokoda located at Maroon Dam.

Year 7 students were in good hands with the Year 9 students who volunteered to be on the Junior Secondary Representative team. Junior Secondary students also embraced the Junior Secondary space, CHAC 'n' CHILL, taking up the opportunity to use the dedicated area to develop friendships, connect with other students, and seek support if needed.



Senior Secondary

Throughout the year, CHAC Senior Secondary students continued to thrive as a student community. They launched diverse initiatives, maintained momentum despite the changing landscape, and sought opportunities to serve. The College Captains – Mackenzie Batterham, Lily Chippendale, Madison James, and Zakary Myles-Hawkins – were exemplary models for the CHAC community.

Year 12 students approached their final year with enthusiasm and embraced the many rites of passage events and milestones presented throughout the year. The College Captains' Awesome Month of August initiative provided students with multiple charities and causes to support, and enhanced the sense of community throughout the College.

As part of the Year 12 cohort's graduation celebrations, a legacy gift from the Class of 2022 was installed on College grounds. Created by Senior Visual Art students in collaboration with a local artist, the piece was the third installation in a triptych of sculptural works that are being donated to the College by students graduating in 2020, 2021 and 2022.



College Captains

Mackenzie Batterham
Lily Chippendale
Madison James
Zakary Myles-Hawkins

St Francis and St Clare Shield

Madison James
Zakary Myles-Hawkins

Dux of the College The Robyn Bell Award

Thomas Molesworth
Alison De La Cruz (shared)

Year 12 students approached their final year with enthusiasm and embraced the many rites of passage events and milestones presented throughout the year.



2022 Honours students.

Honours students

In 2022, 59 CHAC students received an ATAR of 90 or above. These students' names were entered into the Honours Register as a record of their achievement. Established in 2004, 771 students have now added their name to this roll. These truly outstanding results are the culmination of students' hard work, excellent teaching and support from staff, and genuine commitment from families.

The 2022 Honours students

Victoria Anderson-Bond, Damon Andrews, Jude Armstrong, Claire Barker, Mackenzie Batterham, Frances Beebe, Oliver Bell, Amelia Beveridge, Abbie Bowen, Aidan Branch, Mackenzie Burns, Andriana Caltabiano, Oliver Cameron, Lily Chippendale, Patrick Cox, Ella Cunningham, Alice Dagwell, Mikayla Davies, Alison De La Cruz, Jonathan Dick, Elizabeth Donnan, Darcy Doyle, Elizabeth Elliott, Sarah Findlay, Lilly Ford, Thomas Formica, Oliver Glasgow-Abbey, Sophia Greenwood, Nicholas Greer, Darcy Hagan, Charlotte Hansen, Isabella Hilty, Cordelia Jeffery-McNamara, Erin Marlow, Redmond Marshall, Thomas McPherson, Tristan Minott, Thomas Molesworth, Patrick Molloy, Oliver Moran, Mateo Mullens, Lachlan Myatt, Maggie Ngan, Luka Niggemann Begun, Leila O'Brien, Ambryn Parenti, Eliza Parenti, James Paterson, Mia Plevy, Matthew Ralston, Hannah Robinson, Sophie Ryan, Zara Schmidt, Alexander Shea, Tayah Uren, Jessica Walker, Bethany Walsh, Amelie Wiemers, Alec Wills

*Pictured above

Subject Awards

Students who receive 100 per cent in a senior subject

Physics

Rebecca Leonard

Ancient History

Lily Chippendale
Hannah Robinson

Drama

Amelia Beveridge
Lily Chippendale

English

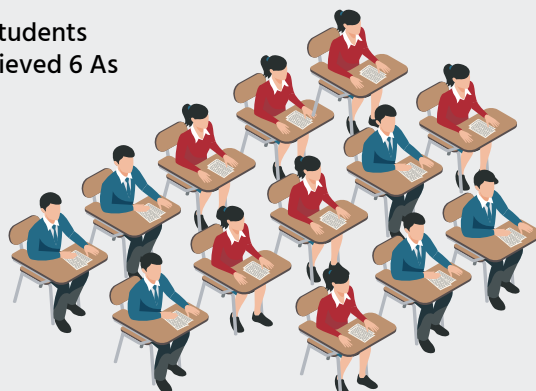
Thomas Molesworth

Modern History

Elizabeth Elliott
Sarah Findlay

2022 Year 12 academic results snapshot

13 students
achieved 6 As



25.2%

25.2% of Year 12
students achieved an
ATAR of 95 and above



54
VET qualifications
were awarded

42.4%

42.4% of Year 12
students achieved an
ATAR of 90 and above



4 students
combined university
studies with school

Marketing and Engagement

The Marketing and Development office fosters the College's mission and is aligned with CHAC's strategic objectives.

The office supported a number of key College initiatives and events – and delivered a full annual event schedule. Throughout the year, the office produced key printed publications, managed the College's social media platforms, and produced 20 fortnightly newsletters.

The Director oversees the College Registrars and the student admissions office, as well as supporting the fundraising and philanthropic work of the College's three associations.



Highlights

- Successful launch of a new CHAC website, specific to new families.
- Complete redesign and launch of the College Prospectus for new families.
- Enhanced community engagement and communication activities.
- Facilitated a successful annual College Open Day.
- As part of the College's Business Continuity Team, the office led issues management activities and all COVID-19 internal and external communication.
- The office supported the Past Students' Association's first-year reunion as well as the 10 and 20 Year Reunions and worked with the CHAC Foundation to deliver fundraising initiatives, including the Day of Giving campaign, the annual CHAC Classic Golf Day, and the CHAC Talk networking evening.
- CHAC was invited to participate in a number of free media opportunities throughout the year, resulting in positive media coverage.

Enrolment snapshot

Enrolment applications



2022
1084

2021
1190

Year 7 student numbers



2022
176

2021
168



1,342
students enrolled
at CHAC



50
Prep places were offered to
students commencing in 2023

Year 7, 2025

enrolment offers were made. Numbers for this entry year are at capacity, with active waitlisted applicants still seeking enrolment for this year group



Property and Facilities Report

The 2022 school year started with a significant rain event in South East Queensland that saw major flooding to the College ovals. Unlike a large portion of Brisbane, the College was fortunate enough to avoid any major damage. The Property Services team worked diligently through this period to protect the College's assets and to get the campus operational in a very short amount of time.

Work around the completion of the new Primary Administration building took up a large portion of the first half of the year, which opened to staff in early April. This was followed by the commencement of the Library Hub renovation, which continued throughout the second half of the year. Other notable projects

in Primary included the laying of rubber softfall to the play areas in the upper Primary Playground and the expansion of the Year 1 and 2 classrooms into the former Library Hub.

Energex approved the College's request for a second transformer to the site to reduce the existing energy demand risks with future projects and the design of this has progressed through to tender stage.

The College received advice in December that the Queensland Government had approved its Ministerial Infrastructure Designation request. This exciting news has given the College the certainty needed to embark on the next phase of development as outlined in the College Masterplan.

Work around the completion of the new Primary Administration building took up a large portion of the first half of the year. Followed by the commencement of the Library Hub renovation, which continued throughout the second half of the year.

MR PAUL BOTHMA
Director

Information Communication Technologies

During the year, integrations with PowerApps, Power Automate and Power BI applications and CHACHQ sites have provided a far more user-friendly experience in accessing data stored in TASS, our Student Information System.

The College's on-premises Nutanix server hardware platform was refreshed, and network segmentation more closely integrated with Aruba's ClearPass Network Access Control technology. An independent audit of our Active Directory has led to improvements to our security posture, while application and operating system patch management was further automated and extended to all endpoint devices. Our Security

Event Monitoring services were extended to also monitor staff endpoint devices.

Staff on-boarding and off-boarding has been automated and integrated with TASS through in-house scripting. Further use of scripting, Power Apps and Power Automate are currently being developed to automate tasks and workflows within the College and will continue into the foreseeable future.

Planning activities for many projects in 2023 are well progressed, including site building requirements, migration of VOIP services, ICT managed services and 3D and paper printing together with improvements to our security posture.

CHAC Foundation

The CHAC Foundation contributes independent resources to the College's building projects, educational development, and student enrichment. The Foundation embarked upon another busy year, launching important fundraising projects and a new website.



Highlights

- The Foundation's Day of Giving was held in April with CHAC alumna and dual Paralympic Gold Medallist Rachael Watson OAM heading the campaign.
- The 2022 golf day was held at Brisbane Golf Club in Yeerongpilly. The club is one of Brisbane's premier and most established golf clubs and more than 100 guests attended.
- CHAC Foundation Networking Event and CHAC Talk guest lecture – Celebrating Women in Leadership saw a panel of special guests – including Professor Doune Macdonald, Pro-Vice-Chancellor (Teaching and Learning) from The University of Queensland, and the Hon. Di Farmer, Member of Bulimba, Minister for Employment and Small Business – share their experiences as leaders.

Foundation Board

Mr Glenn Baird *President*
Mr Darrell Ballard
Mr Peter Gardiner
Mr Bruce Moy
Mr Gary O'Brien *Principal*
Mrs K'Lissa Reardon *Secretary and Director of Finance and Business Systems (resigned)*
Ms Amanda Rodgers
Mr John Zabala

Invitee

Mr Steve Forster
Director of Marketing and Development

Parents and Friends' Association

The P&F continued to support the College and facilitate a sense of community through initiatives and events.

The planned P&F parent events early in the year were cancelled due to the February floods, but the committee successfully ran a number of community and fundraising events, including the Primary Disco, Mother's and Father's Day stalls, and the Trivia Night.

P&F volunteers also ran a bar at a number of College events and facilitated BBQs at the College's annual Open Day and Father's Day breakfast.

The committee funded P&F Student Bursaries and purchased the Year 6 completion gift, while also contributing to the Year 12 Valedictory celebrations.

Along with this, the P&F funded the support staff morning tea and World Teachers' Day staff gifts.

Thank you to the 2022 P&F Committee for supporting the goals and objectives of the P&F and CHAC.

P&F Management Committee

Mr Robert Nettleton *President*
Mr Scott Leisemann and
Mrs Tracy Rossow *Vice-Presidents*
Mr John Ryan *Treasurer*
Ms Jodie Clayton *Secretary*

Past Students' Association

Throughout 2022, the PSA held numerous reunions, and once again held the annual PSA luncheon for graduating Year 12 students. Upon graduation, Year 12 students were welcomed to the association.



Highlights

- The PSA held the PSA Trivia Night in conjunction with the P&F, along with a first-year reunion, and 10 and 20 Year Reunions.
- The PSA Bursary was again offered to students in Year 11, and it was successfully awarded to two worthy recipients.
- The PSA proudly sponsored the print of the *Senior Yearbook 2022*, and funded the Honours Assembly gifts.

Past Students' Association Committee

Dr Sarah Reedman *President*

Mr Scot Salvati *Vice President and Treasurer*

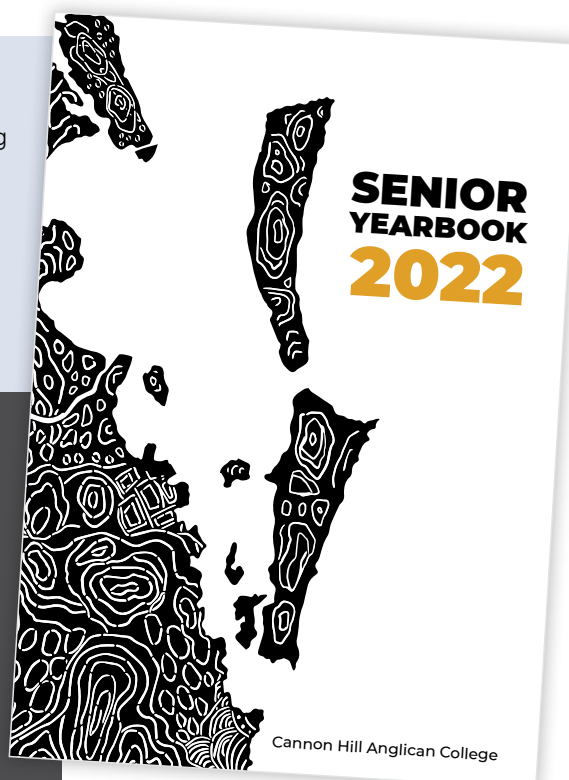
Ms Mahelie Goonaratne *Communications*

Ms Emma Byrne *Secretary*

Mathew Stoward

Invitee

Mr Steve Forster *Director of Marketing and Development*



Staffing

At the commencement of 2022, the College staff (including full-time and part-time employees) comprised 111 registered teachers within a total staff of 183.

NEW APPOINTMENTS

Senior Executive Staff

Mr Scott Warfield January

College Committees/ Board

Father Daniel Hobbs

Teaching Staff

Mrs Susan Ada October

Miss Victoria Albert January

Mr Virgoe Buckland October

Mrs Amber Calvert-Bugg January

Mrs Stephanie Florido January

Mr William Fry January

Mrs Rebecca Glendinning April

Miss Alisha Henry October

Mrs Stephanie Kingan January

Miss Melissa Latouras April

Ms Dana Miller January

Mrs Cheryl Pearce July

Mrs Annabel Purvis January

Mrs Anne Maree Reaney April

Mrs Joanne Sidaway April

Mrs Michele Wright January

Ms Justine Stevenson October (Contract)

Teacher Aides /Learning Support Staff

Mrs Rebecca Carroll July

Mrs Sheree Choake January

Mrs Kate Malek January

Mr Grant Ross May

Ms Justine Stevenson October (Contract)

College Psychologist

Dr Alix Vann January

Business and Administrative/Property/ICT Staff

Miss Ashleigh Barr April

Miss Elisha Grech January

Mrs Christine Heaton March

Mrs Maria O'Connor January

Mr Nicholas Sankey October

Mrs Elaine Zhang March

Music Tutors

Mrs Lauren Webster January

Mrs Cristina Zanfir April

LEAVE LSL/PARENTAL/ SPECIAL

Term 1

Ms Gay Ellyett LSL

Mrs Elizabeth Pratt Special Leave

Mrs Sarka Baida Special Leave

Term 2

Ms Gay Ellyett LSL

Mr Stephen Andrews LSL

Mrs Elizabeth Pratt Special Leave

Term 3

Ms Sara Grigg LSL

Mrs Elizabeth Pratt Special Leave

Mrs Kate Malek Special Leave

Term 4

Mrs Desiree Duvenage LSL

Mrs Eve Hassall LSL from October 24

Mrs Kate Malek Special Leave

Mrs Elizabeth Pratt Special Leave

RESIGNATIONS/ RETIREMENTS/FIXED TERM CONTRACT CONCLUSIONS

Teaching Staff

Miss Victoria Albert October

Mr Stephen Andrews June (Retired)

Mrs Sarka Baida May

Mr Virgoe Buckland December (Contract ended)

Mr Glenn Choake December (Contract ended)

Miss Claudia Cochrane December

Mrs Gay Ellyett December (Retired)

Mr Paul Giumelli November

Mrs Elizabeth Hodges September

Mr Gavin Hosking October

Miss Stephanie Kingin December

Miss Melissa Latouras May (Contract ended)

Ms Carmel Mungavin December (Retired)

Ms Rachael Oike December

Mrs Ann-Maree Reaney May (Contract ended)

Mrs Michelle Wright March

Teacher Aides /Learning Support Staff

Mrs Kate Horton December

Mr Daniel Solien December

Ms Justine Stevenson November (Contract ended)

Specialist Music Tutors

Mr John Coulton March

Mrs Janine Grantham December (Retired)

Miss Rebecca Karlen-Gelli March

Non Teaching Staff

Miss Ashleigh Barr September

Miss Elisha Grech December

Mr David Meir September

Mrs K'Lissa Reardon November

Mrs Katrina Smith January

College Board

Mr Andre Duvenage April

LEAVE MATERNITY

Mrs Lisa Donnelly

January 2022 - December 2022

Mrs Samia Hairsine

May 2022 - December 2022

Ms Lisa Hanson

January 2022 - December 2022

Mrs Elizabeth Hodges

January 2022 - September 2022

Mrs Hayley Kennedy

December 2021 - December 2022

Mrs Dominique Pather

November 2021 - December 2022

Mrs Zoe Treacy

November 2021 - December 2022

Miss Madeleine Wallas

October 2022 - December 2022



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