

MY BEST, OUR BEST, COMMUNITY SUCCESS

2020 ANNUAL REPORT



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Cover concept designed by CHAC student Sam Detaille as part of the Enterprise Education Program.

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 32nd 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 2020. This report meets a number of the Queensland and Australian Government schools' reporting requirements.

The College's fortnightly newsletter, community Facebook group, Parent Lounge, Student Café, *Pax et Bonum*, and the CHAC Parent App provided the College community with ongoing updates on school activities 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. The 2020 senior graduates' exit results and tertiary study pathways are available on the College's website.

Context

2020 is the 32nd year of operation of the College, which opened as Cannon Hill College in 1989.

After affiliation with the Anglican Diocese of Brisbane from 1994, the College was renamed Cannon Hill Anglican College. The College 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

CURRENT MEMBERS OF COLLEGE BOARD

Dr Gavin Nicholson Chair (retired 31/12/2020)

Ms Tracy Adams

Dr Rachel Baird (resigned 16/02/2020)

Mrs Kerryn Campbell Company Secretary

Mr Andre Duvenage

Mr Peter Gardiner

Ms Dawn Lang

Mr Bruce Moy

Mr Gary O'Brien Principal

The Reverend Donna Petersen

Mr Graham Rawlings

FINANCE COMMITTEE

Mr Bruce Moy Convenor

Dr Gavin Nicholson Chair of Board (retired 31/12/2020)

Dr Rachel Baird (resigned 16/02/2020)

Mrs Kerryn Campbell Business Manager and Company Secretary

Mr Andre Duvenage

Mr Gary O'Brien Principal

Mr Graham Rawlings

K'Lissa Reardon Director of Finance and Business Systems (appointed 4/02/2020)

BUILDINGS AND GROUNDS COMMITTEE

Mr Peter Gardiner Convenor

Dr Gavin Nicholson Chair of Board (retired 31/12/2020)

Mrs Kerryn Campbell Business Manager and Company Secretary

Ms Dawn Lang

Mrs Jennifer Middleton Assistant Principal

Mr Gary O'Brien Principal

Mr Justin Philip Facilities Manager

Invitees - Mr Jason Walters and Mr Paul Worroll Architects

AUDIT AND RISK COMMITTEE

Ms Tracy Adams Convenor

Dr Gavin Nicholson Chair of Board (retired 31/12/2020)

Dr Rachel Baird (resigned 16/02/2020)

Mrs Kerryn Campbell Business Manager and Company Secretary

Mr Andre Duvenage

Mrs Jennifer Middleton Assistant Principal

Mr Gary O'Brien Principal

NOMINATIONS COMMITTEE

Dr Gavin Nicholson Chair of Board (retired 31/12/2020)

Mrs Kerryn Campbell Business Manager and Company Secretary

Mr Peter Gardiner Convenor

Mr Gary O'Brien Principal

REMUNERATION COMMITTEE

Dr Gavin Nicholson Chair of Board (retired 31/12/2020)

Mr Andre Duvenage

Mr Bruce Moy



Take a bird's eye view of CHAC's beautiful campus. This flyover offers an elevated snapshot of the College's facilities and the surrounding area.

Chair of Board

On behalf of the Cannon Hill Anglican College Board, I am delighted to welcome you here to share and participate in CHAC's Annual Awards Evening.

Well, what a year! You're almost there – this is probably the final formal event of your secondary education.

While it may seem odd, I thought it might be useful to reflect on a quote attributed to Albert Einstein: "Education is what remains after one has forgotten everything they learnt in school."

One of the things that I hope will remain with you after you have forgotten the details of your senior level chemistry or English (note, I sidestepped maths, Mr O'Brien) is the importance of balancing the self and community.

So much of education is focused on the excellence achieved by individuals. Today, for instance, we focus primarily on the past year's hard work. But it is so easy to forget individual accomplishment is based on the support and environment created in a community. Community, from the Latin root *communis*, means 'things held in common'.

My favourite event in the College calendar has always been the Honours Assembly, held at the beginning of each year. Why? Because it is the opportunity for former students who have had some breathing space to reflect on their time at the College. There's no formal filter – they are no longer students, and it is only social convention that mostly constrains what they might say to our community.

And if you listen closely, you will hear the balance between what students needed to do themselves and how the help of the community matters so much to their individual accomplishments; how you all help each other seize the opportunities that are available – opportunities that are different for different people.

While we all share similar needs and desires, we are paradoxically unique. So, each of us needs to find this balance for ourselves.

This balance of self and community is reflected in our motto, *With Courage and Compassion*. A blend of having the courage to stand alone – to be an individual and do what is right, even if the community of peers does not agree. But also,

the compassion to care for others, particularly those in our community suffering the most. In our increasingly polarised world, we need the courage to disagree as well as the compassion to see the other side of the argument.

My hope is that you will remember this when your formal education is forgotten.

One thing you are unlikely to forget is the special place that teachers play in our life. Sometimes, we know at the time and sometimes we don't realise how important they were until much later. I remember back to several of my teachers and their enthusiasm for excellence and learning – Mr Thompson, Mrs Bingley, Fr Bruce. Teachers who may (or will) be forgotten to the pages of history, but not to the hearts of their students. I don't remember much of anything they taught me, but the education they provided remains.

Teaching and being a part of an educational institution is so much more than a job, and we are so thankful that our teachers were called to serve here at CHAC. Rest assured you matter in many ways beyond the formal learning you impart. I am sure everyone here tonight would like to join me in thanking you for all that you contribute in the many roles you play.

I, once again, look forward to seeing the array of talent we have here at CHAC as we recognise the year and reflect on both the achievements of individual students and our collective College community.

And, as always, I think we can all be proud of the role that we all play in helping each other be the best we can possibly be.

Dr Gavin Nicholson
BEcon LLB MBA(Adv) PhD FAICD
Chair of Board

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 College's *Strategic Plan 2020 – 2022* was launched at the beginning of the year, and it was a year of transition and growth as the world grappled with the coronavirus pandemic.

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

- Construction of a new Property Services facility to house the Property Services team, along with a dedicated goods receiving space and contractor reception.
- 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 education landscape to ensure the College continues to strive to provide an innovative and progressive educational environment to maximise the opportunities for students.

The College Board farewelled two members - Dr Rachel Baird and Board Chair, Dr Gavin Nicholson.

The Board sincerely thanks them for their service to the College. All members of the 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.

Highlights

- The launch of the *Cannon Hill Anglican College Strategic Plan 2020 – 2022*.
- The College successfully navigated through the home learning period (CHAC@Home) by efficiently and effectively transitioning its delivery of education to an online environment in a short period of time.
- Construction and completion of the D Block redevelopment project. This innovative, double-storey building provides staff and students with flexible learning spaces and a social hub.
- Review and approval of the 2021 operational budget.

Principal's Report

The theme of *My Best, Our Best, Community Success* was a guiding principle that was readily embraced by students, staff and our broader community. The notion of 'achieving together' became a pertinent driving force throughout an extraordinary year of growth and change.

Each new year is an opportunity to harness the learnings from the past and move forward with intentionality. Despite the obstacles and challenges presented by the global coronavirus pandemic, 2020 proved to be a year of development and opportunity, and continued improvement for the College.

At the commencement of the year, the College launched the 2020-2022 Strategic Plan. This document builds on the success of the past and outlines how the College intends to meet the challenges and opportunities of educating young women and men in a dynamic, evolving world.

Grounded by our commitment to *Developing World and Work Ready Individuals*, this plan provides the blueprint that will ensure CHAC continues to deliver distinctive and innovative education.

Operating as a successful, cohesive community, CHAC embraced the unprecedented climate of the year and continued to offer high standards of teaching and community connectedness.

Amidst the challenges of online learning and social restrictions, the College maintained a program of enhanced student opportunities through innovation and creativity, and I thank the entire College community for its support as we navigated the evolving situation together.

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 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 2020.

I would particularly like to recognise the dedicated service of retiring Board Chair Dr Gavin Nicholson for his exemplary service and role modelling that has been instrumental in the development of our College.

Grounded by our commitment to *Developing World and Work Ready Individuals*, the Strategic Plan provides the blueprint that will ensure CHAC continues to deliver distinctive and innovative education.



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.



Read the College's
2020 – 2022 Strategic Plan.

Highlights

- Six members of staff were honoured in recognition of 10, 15, 20, 25 years of service to the College.
- The College successfully provided education to students during the five-week lockdown in March and April through the CHAC@Home program.
- 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.
- Appointment of new Director of Data and Strategy, Mr Shane Bowden.
- Performance Music participation rates were high, with the Performance Music Department implementing creative solutions to offering private music tuition despite the restriction to face-to-face lessons.
- Students were provided with innovative opportunities to perform together and to audiences. Despite the cancellation of many events on the annual performance calendar, students and staff embraced the introduction of the Live at the Boardwalk performance series and the recorded Spring Sonata Concert Series.
- Despite adjustments to The Associated Schools (TAS) competition, participation in CHAC Sport was extremely high and the College enjoyed success in the inter-school competition. In the only completed trimester of sport, the College secured the number one spot for overall sports results.

A culture rich in Christian tradition that encourages empathy, compassion and explicit character development to form a strong moral and ethical compass.

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.
- Staff Wellbeing Committee continued to operate as a consultative mechanism to provide input into the ongoing development of wellbeing initiatives for staff. Wellbeing 'Needs Assessment' conducted in Term 4 to determine focus areas for wellbeing initiatives.
- 14 staff from across five service teams completed The 15 Disciplines Leadership Program conducted by Laurus Consulting.
- Cannon Hill Anglican College continued to support the progression of staff in the acquisition of Highly Accomplished and Lead Teacher (HALT) national and state accreditation. CHAC now has six Lead and nine Highly Accomplished teachers on staff, the highest number at a single school in Queensland.
- CHAC staff continue to model lifelong learning by undertaking master's degrees, bachelor's degrees, post graduate programs, diplomas, certificates and other specialist courses.
- Encouraging and supporting pastoral and curriculum staff to focus on their personal learning journeys (through Professional Development opportunities such as conferences, readings, courses) and to use this in their continual development of pastoral programs and curriculum documents.

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

- Appointment of new Chaplain and Director of Mission, Brother Nathan-James SSF.
- 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 fundraisers for the RSPCA, OZHarvest, and Beyond Blue
 - o awareness raising activities through involvement with R U OK? Day and the Boys' and Girls' Education Committees guest speaker program
 - o practical support for projects such as assisting Zonta with birth kit assembly
- Development and initiation of creative solutions to maintain and strengthen community connection during Term 2 lockdown and subsequent social distancing restrictions, including:
 - o Live-streamed Assemblies and Chapel Services, a recorded Anzac Day commemorative event and Foundation Day service, interactive social media campaign during Term 1 school holidays, interactive sport and music competitions, transitioning the annual *Breathless* exhibition to an online exhibition, and streamlining and increasing the volume of all written College communication to families.
- The College utilised creative solutions to ensure many rites of passage events were held within the prescribed government regulations, including:
 - o Holding the Year 11 Semi-Formal on campus in lieu of the traditional camp event, reimagining the Annual Awards Evenings by holding smaller events and recording proceedings for parents, hosting the Year 12 Valedictory Dinner as a family celebration evening on campus, and providing three Valedictory Services at St John's Cathedral in order for parents to attend.

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 fulfil its educational goals.

Highlights

- Completion and opening of the new D Block. This facility provides students and staff with six innovative learning spaces, a commercial kitchen, performance space and cafeteria.
- The rollout of the Microsoft Teams platform across the College to deliver CHAC@Home learning.
- Implementation of a new firewall solution to protect the College's network against insider cyber threats.
- Instillation and commissioning of the first stage in the College's solar power project. This will reduce energy consumption and moderate supply across the campus.
- A new entry sign was built on the corner of Junction and Krupp Roads to further enhance the street appeal of the campus and new digital display screens installed to the Auditorium foyer.
- The main transformer supplying the College's energy needs was upgraded from 750kVa to 1000kVa, and fuses increased from 800amps to 1260amps.
- Construction of a new Property Services facility to house the Property Services team, along with a dedicated goods receiving space and contractor reception.

D Block provides students and staff with six innovative learning spaces, a commercial kitchen, performance space and cafeteria.

Governance

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

Highlights

- The College launched its 2020-2022 Strategic Plan. This plan provides the blueprint that will ensure CHAC continues to deliver distinctive and innovative education. The strategic pillars provide the framework that supports the College's corporate vision and outlines our shared priorities.
- Continued development of our risk and compliance program including improved governance reporting for child safeguarding and strategic risks.
- Continued implementation of Complispace as a platform to manage our compliance register.

Conclusion

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

In conclusion, I am pleased to present the 32nd 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 direct their own learning.

This year, the first cohort of Queensland students graduated with an ATAR score (Australian Tertiary Admission Rank). CHAC was well prepared for this transition to a new assessment program that included external assessment, with all Senior Secondary teaching staff having completely QCAA Accreditation Courses. This enabled teaching staff to successfully develop internal assessment items and prepare students for the Senior Secondary External Assessments.

CHAC teachers are dedicated to their own professional development. In addition, the Professional Learning Communities Program provided staff opportunities to support each other in their classrooms, developing new resources and pedagogy, all 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 from Years 7 to 12.

CHAC's enterprise and entrepreneurial education 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.

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

- The CHAC Enterprise Education Program – incorporating the Changing Tomorrow, CHAC Tank, and Designing Spaces
- The Big Ideas Summit

- The inaugural CHAC Innovators Program (online) in partnership with BOP Industries

CHAC Primary students engage in high quality learning opportunities through the expert delivery of the Australian Curriculum. Teachers and students focused on investigative approaches to learning and upon the development and implementation of digital technologies, coding and robotics within the classrooms. 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.

- Year 6 students participated in the CHACpreneurs program that exposed students to a range of 21st century skills and entrepreneurial thinking.

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.

The Gifted Education Program forged ahead, with technology facilitating the continuation of many external events in modified forms. Internally, established academic extension and acceleration pathways continued to challenge students.

In May, College teams competed for the first time in an online version of the (Artificial Intelligence) AI for Good Schools Challenge, with a CHAC team placing second in Queensland in the hackathon's Year 11-12 division against 600 other teams. The team's concept, Vivus, immersed users in virtual reality to preserve lost cultures and languages.

A Year 12 student successfully organised two AI webinars for high school students as part of her role as Young Women Leaders in AI Ambassador, attracting registrants from Australia and overseas.

Curriculum Music students achieved success across a variety of competitions and programs, with a student winning the statewide University of Southern Queensland Get Songwriting Competition, and another securing the Senior Instrumental and Vocal Young Composer of the Year competition held by the Australian Society for Music Education.

Throughout the year, the Exceptional Scientists' Program (ESP) continued to enrich the learning of many students. Students had the opportunity to be extended beyond the compulsory curriculum by entering competitions, attending camps and forums, participating in workshops and many other activities. The College achieved excellent results in various competitions, and many students were accepted into highly selective programs.

Major achievements

- A Year 12 student was awarded the Peter Doherty Outstanding Senior STEM Award
- Three Year 11 students were selected for the 2021 National Youth Science Forum
- 55 students entered the Big Science competition; six achieved High Distinctions and seven achieved Distinctions
- The Year 10 Science and Engineering Challenge team came first in the district heat conducted at Queensland University of Technology
- Year 8 and 9 teams represented the College with distinction in the Middle School Ethics Olympiad
- A Year 8 team won their regional Language and Literature category in the virtual Opti-MINDS competition and advanced to State Final judging
- CHAC placed 20th out of 234 schools in Queensland in the English section of the Education Perfect Championships



	Semester 1	Semester 2
Principal's Award for Outstanding Academic Achievement Years 7 to 12	178	172
College Award for Academic Improvement Years 7 to 11	*	73
Principal's Encouragement Award Year 12	*	5
Primary Award for Academic Achievement Years 3 to 6	*	75

**Due to COVID-19, these awards were not presented.*



View our Academic Excellence page.

Pastoral Care

Pastoral care 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 wellbeing 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.

CHAC@Home

The College implemented a number of online initiatives via Microsoft Teams to ensure student wellbeing and connectedness was maintained during the online learning period. This included:

- Virtual House meetings and home activities such as scavenger hunts
- Virtual Assemblies with a weekly College Captains' report
- Remote art and sport competitions

While a number of annual events were postponed or cancelled, the College was effective in holding substitute events for students, which included:

- The Year 11 Semi-Formal was held on campus.

- House competitions were held in the Auditorium with rotating audience participation and were live-streamed to Homerooms.

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.

Students participated in a variety of programs, including:

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

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 engage in a variety of programs designed to support student wellbeing and enhance student development – including the Year 5 Leadership Camp and the Year 6 Canberra Tour. In 2020, these events were cancelled, and the Year 5 camp was instead held as a three-day retreat with on and off campus activities. Secondary students in Years 7, 9 and 11 usually attend an annual camp designed to challenge them, build confidence, and develop leadership skills. In 2020, only the Year 7 Camp proceeded.

Student Protection

The safety, welfare and best interests of our students continued to be a 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 Student Protection in Anglican Schools Policy and Procedures were reviewed and updated in November. 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 Parent Lounge.

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 seven 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. This year, the College continued to embrace and practically apply the teachings of Jesus.

The College welcomed new Chaplain and Director of Mission, Brother Nathan-James SSF. Brother Nathan commenced at the College as Queensland moved into the home learning period. While social distancing guidelines presented challenges to community worship and connection, the College implemented a variety of programs and initiatives to sustain the College community's connection and sense of wellbeing.

Despite the challenges presented during 2020, the CHAC community continued to demonstrate a heightened sense of social responsibility. Many events directly addressed social justice issues and were guided by the College's commitment to service.

Highlights

- The annual Anzac Day memorial service was filmed and distributed to the CHAC community, as was the Foundation Day message.
- Commissioning of Brother Nathan was conducted as a face-to-face event.
- Chapel Services were filmed and emailed to students to watch during the home learning period, and once school resumed on campus, these were streamed to Homerooms where students shared in these occasions as a community.
- During Terms 3 and 4, the College recommenced both Primary and Secondary Chapel Services.
- Students led a number of fundraising events such as Pancake Day, Beyond Blue, RSPCA, OzHarvest, Koala Foundation, R U OK?, InSync – Mt Gravatt, and packed birth kits with Zonta.



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 success in the sporting arena, despite the shortened Junior TAS and TAS sporting seasons. In Trimester 1, in the inaugural year of Girls' Football, the College was named the number one school for football results in the TAS interschool competition.

Sport Captains

Lauren Jenkin
Jai Robert

Sportsperson of the Year

Yasmin Ward
Jai Robert

Highlights

- Inaugural year for Girls' Football in The Associated Schools (TAS) sport competition.
- CHAC was named number one TAS Football school for the year.
- For the first time, the College secured the top spot in the competition and was named Champion TAS school for Trimester 1 results.
- Primary students participated in the Junior TAS competition, including competing in the cross country, swimming, and athletics carnivals held throughout the year.



SCAN ME



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, regardless of the challenges presented by the home learning period and social distancing regulations.



Music Captains

Annelies Alcorn
Fiona Liu
Christopher O'Brien
Isaac Reed

Musician of the Year

Isaac Reed

Highlights

- 21 ensembles were recorded during the Term 2 holidays, culminating in the release of the *Amongst the Music* album.
- Launch of the CHAC Radio and Live at the Boardwalk outdoor performance initiatives.
- With more than 300 entries, the CHAC Eisteddfod was an overwhelming success and the largest one in College history.
- A series of lunchtime concerts were also held, providing students with additional performance opportunities.

Primary

CHAC Primary focused on creating opportunities for the Primary community to engage and connect despite the obstacles presented by social distancing restrictions.

At the start of the year, the Boys' and Girls' Education Committees hosted the Friendship Tree initiative to encourage the development of friendship. The Environment Committee joined with the Secondary committee to distribute compost bins around the College, and they also engaged in the College-wide program to raise money for the RSPCA.

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

Through numerous creative solutions, CHAC Primary remained connected with the community and offered students opportunities to flourish and develop.

CHAC@Home

Despite the obstacles presented by social distancing and home learning, the Primary students were involved in various activities designed to enhance their learning experience. Physical Education lessons were reimaged, and students participated in various physical activities via their Teams lessons. Students also engaged in Performance Arts while home learning through creative challenges and competitions.

Community engagement reimaged

Once back at school, social distancing regulations provided students with the opportunity to engage in video recording, which required them to learn new skills such as writing scripts and presenting to a camera.

Primary Leaders were involved in filming and presenting Primary Assemblies and Chapel Service, which were watched in class time. Students also rehearsed and recorded a House singing extravaganza cover of 'We're All in This Together'. These recordings were shared with the College community, allowing parents and families to remain connected to school activities.

To celebrate Christmas at the end of Term 4, Primary students received a helicopter visit from Santa. This opportunity was made available to the College by a Primary family who owned an air transport business. It was a generous gesture and was a fitting end to a challenging year.

Enterprise Education

The year saw the Enterprise Education program develop further. 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 online Primary market was launched in September and was followed with student reflections on key learnings.



Junior Secondary

Community success

Students were challenged to demonstrate initiative, a sense of community, and resilience, and our Junior Secondary students did not disappoint. Students connected through weekly top 10 music playlists, a virtual team race from Brisbane to Sydney, and a chat space through Teams. Year 9 and 12 Mentors supported our incoming students both virtually and back on campus as they developed their understanding of our College culture.

Our camping program looked a little different this year, however, Year 7 students returned with a sense of accomplishment and new friendships following their time at Kindilan. Our Year 9 students participated in two individual programs facilitated by Character Builders where they discussed their identity as a

cohort, and their move to the senior years at the College.

Year 9 students participated in an online leadership conference, connecting Junior Secondary leaders from all over Queensland. Our mentors started the process of developing a dedicated Junior Secondary Space and we saw the largest number of applications for Junior Secondary leadership positions from our incoming Year 9 students. Our new Year 7 students will be in good hands after 44 Year 8 students were given the opportunity to become part of our Junior Secondary Representative team for 2021.

Senior Secondary

While unexpected challenges were experienced, CHAC senior students approached this changed landscape with an extraordinary sense of positivity. The College Captains – Edith Biasibetti, William Ewart, Lachlan Parenti, Navneet Singh – were exemplary models in this regard. One initiative of the Student Council was the Legacy Project Sculpture for the Class of 2020 and this will be displayed within College grounds.

The Year 12 students were the first cohort to graduate under the new ATAR system and performed extremely well in both the internal and external assessments. While Year 11 students were disappointed to miss out on their Leadership Camp, they prepared with much anticipation for a modified, yet glamorous Semi-Formal. The Year 11 students' approach to their studies was also reflective of their commitment to making the most out of challenging situations.

Career pathways were a main focus in CHAC Community Sessions for Year 10 students. Along with individual meetings with the Learning Pathways and Careers Counsellor, these students were able to make informed decisions regarding subject choices and possible post-school pursuits.

The College's holistic approach to the continued development of students' intellectual capacity, character development and their general wellbeing continues to inform all academic and cultural activities within CHAC Senior Secondary.

College Captains

Edith Biasibetti, William Ewart,
Lachlan Parenti and Navneet Singh

St Francis and St Clare Shield

Edith Biasibetti and Isaac Reed

Dux of the College The Robyn Bell Award

Emma Cooney

Subject Awards students who receive 100 per cent in a senior subject

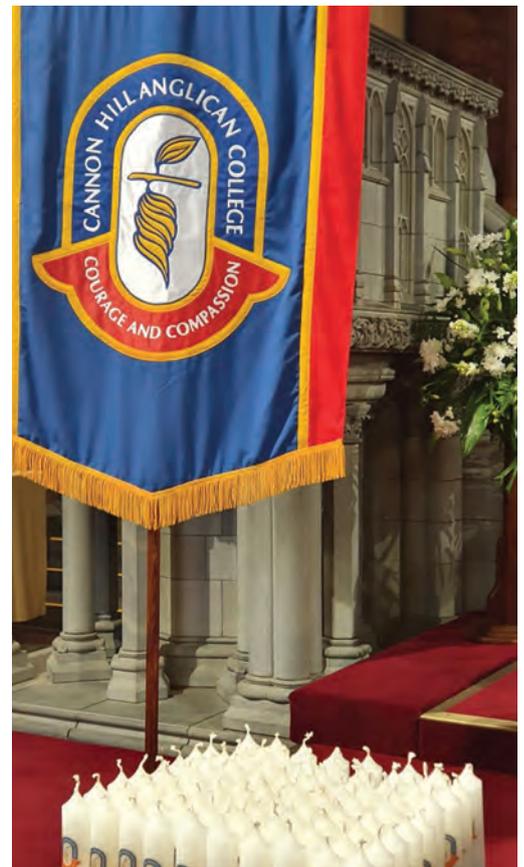
English, Visual Art Caitlyn Butt

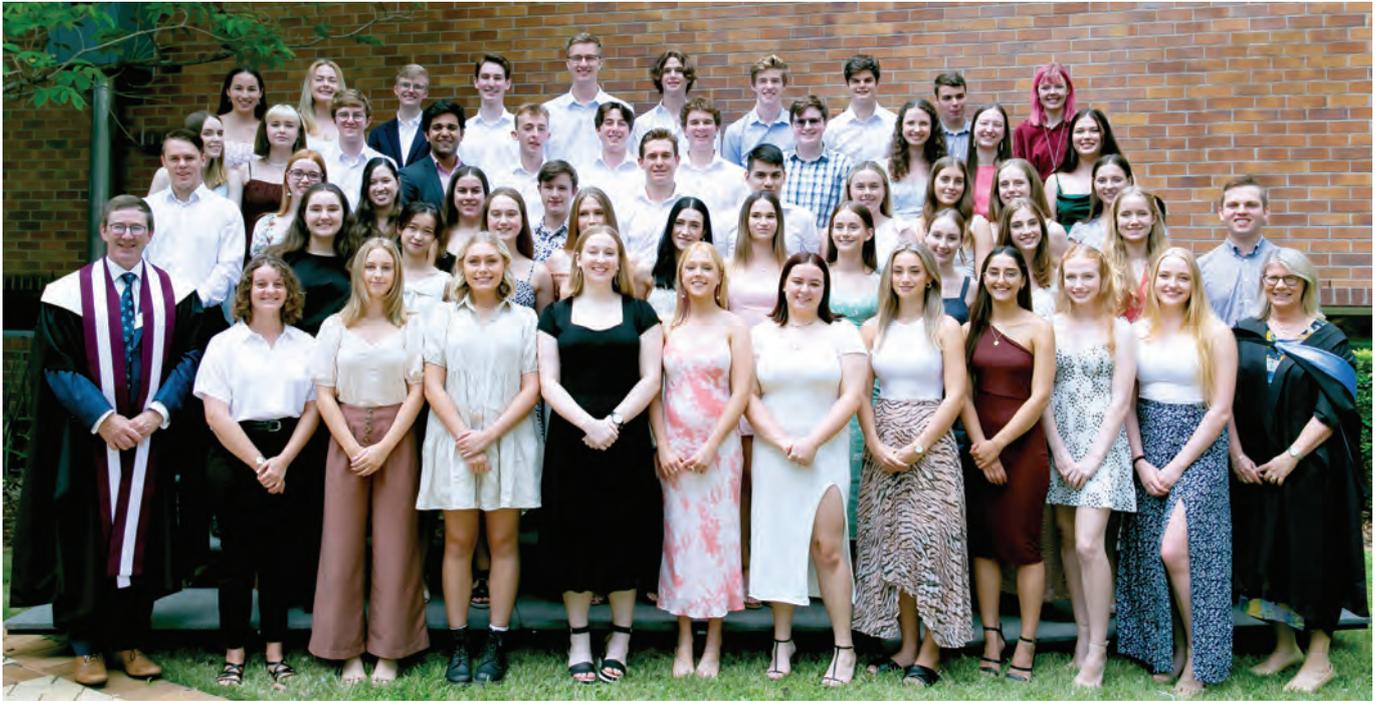
English Emma Cooney

Visual Art Hermione Knowles-Green

**Japanese, Music, Music Extension
(Performance)** Zachariah Anderson

Music, Music Extension (Performance)
Isaac Reed





Honours students

This year, 43.6 per cent of 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, 654 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.

Honours students in alphabetical order

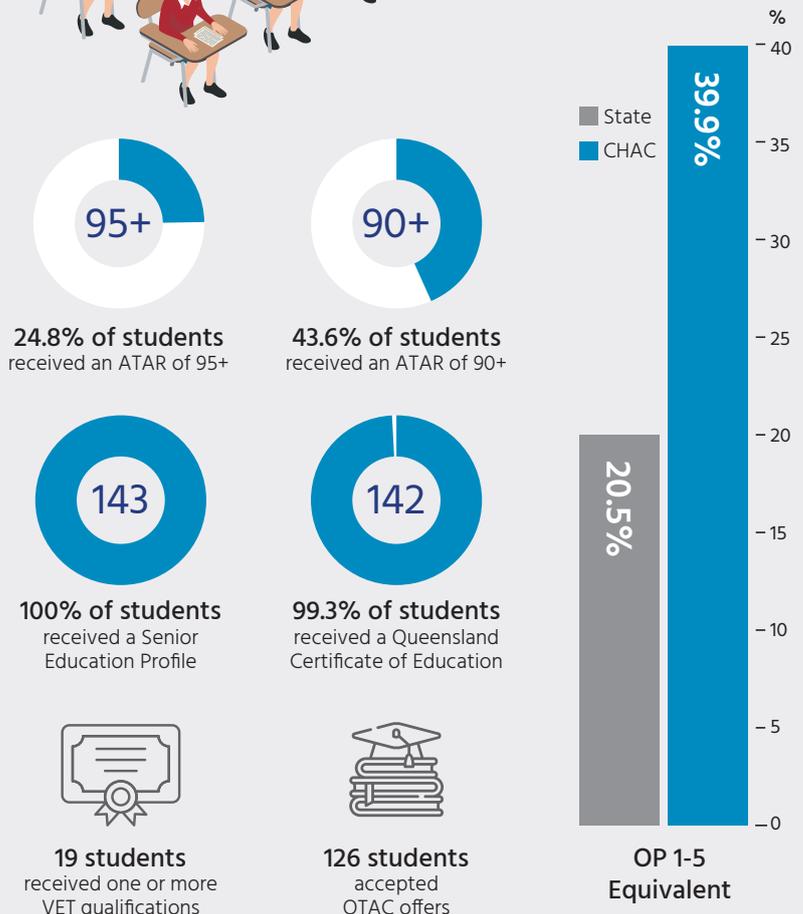
Annelies Alcorn, Zachariah Anderson, Caitlin Andrews, Riley Barker, Ian Basterfield-Groves, Camilla Bastow, Edith Biasibetti, Luka Biskupovich, Ella Blacker, Caitlyn Butt, Ethan Cheung, Mihir Chopde, Timothy Christie, Anna Coldham-Fussell, Emma Cooney, Hannah Dagwell, Liana Davies, Samuel Dick, Ashley Ehmer, Hannah Elmes, Joanna Findlay, Kasey Gill, Ella Greenaway, Hannah Hammill, Benjamin Harms, Julia Hona, Lilly Johnston, Anneke Kalwy, Ryan King, Tessa Kinivan, Hermione Knowles-Green, Erika Lawry, Elizaveta Leach, Meiou (Fiona) Liu, Elise Manson, Samantha Milne, Connor Molloy, Maxine Mossman, Kelsey Mudd, Christopher O'Brien, Matilda O'Neil, Lachlan Parenti, Zoe Paterson, Julia Ralston, Isaac Reed, Mackenzie Riemann, Jai Robert, Jordan Routledge, Navneet Singh, Brooke Smith, Emily Smith, Alexander Spence, Meg Trethewey, Griffin Vann-Wildman, Oliver Ward, Yasmin Ward, James Wilke, Brianna Wood-Lambert.

2020 Year 12 academic results snapshot



8 students scored an ATAR of

99+



Finance and Administration

The economic impacts of the pandemic created much uncertainty and disruption for families within the College community.

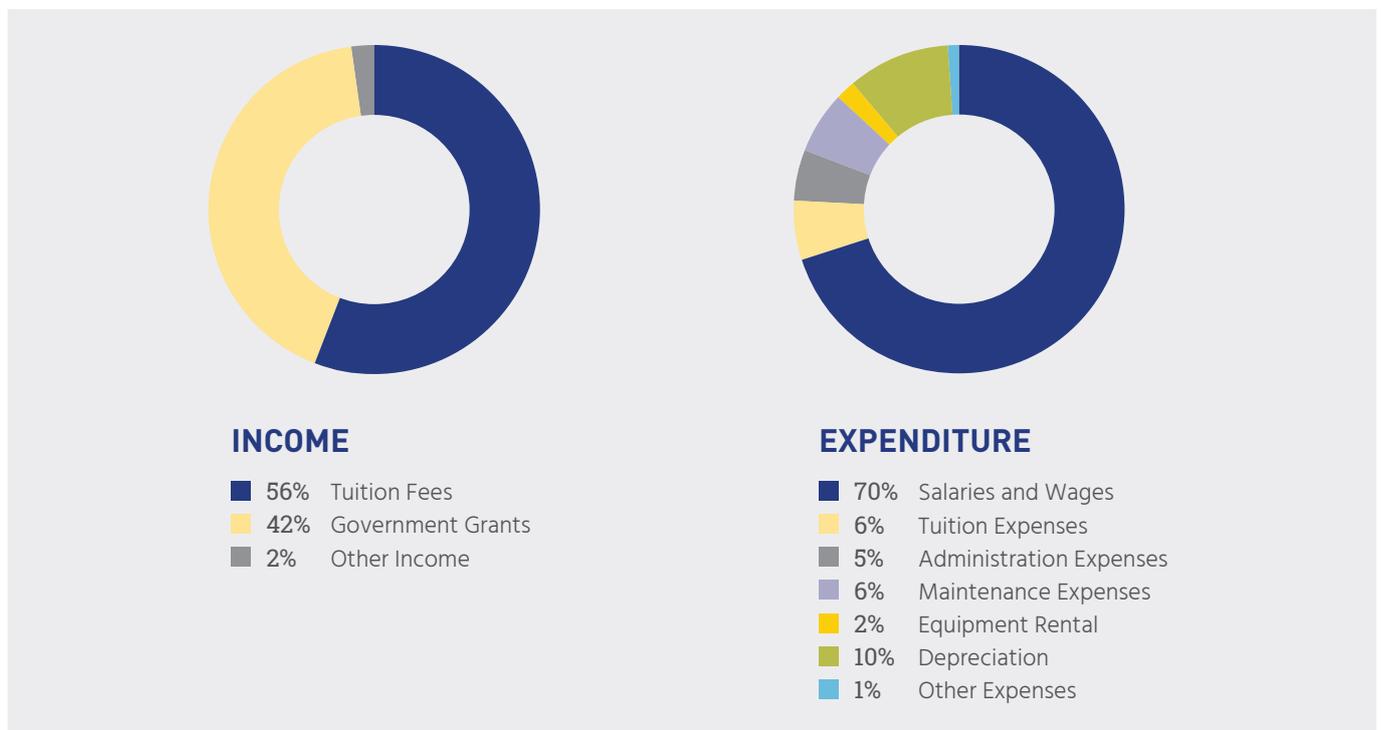
As a response, the Board approved a 20 per cent reduction in tuition fees for all families in Term 2 in recognition that most students were required to learn from home for up to five weeks and many activities included within our all-inclusive tuition fee could not proceed. Financial support in the form of financial hardship bursaries were provided to some families during Terms 2 to 4 who were impacted through unexpected job loss, extended periods of leave and pressure on business revenues. A Special Assistance Fund was also established with many families generously contributing to provide

support to families in need. Government assistance was received to support wages, and this ensured the College retained and engaged employees during the period of disruption to ensure a high quality and consistent delivery of education and pastoral care support to our students.

A number of planned construction projects were deferred as a result of the pandemic and capital expenditure was below budget for the year. The \$6.5mil D Block Redevelopment project was opened in July with students and staff enjoying the six new classrooms,

cafeteria and student social space leading onto the central Corymbia Boardwalk.

Despite the pandemic, the College experienced student enrolment growth of 6.8 per cent to 1,314 students (from 1,230 students in 2019). This was specifically due to the transition of the half cohort of students created by the introduction of Prep into Queensland schools completing their secondary studies. Enrolment demand remains strong with many families prioritising independent school education for their children.



2020 tuition fees

\$8,220	\$9,980	\$14,980	\$15,280
Prep to Year 2	Years 3 to 6	Years 7 to 10	Years 11 and 12

Marketing and Engagement

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

Through a broad variety of development, communication and marketing activities, the Marketing Office's key strategic priorities in 2020 were informed by the *Cannon Hill Anglican College Strategic Plan 2020-2022 – Developing World and Work Ready Individuals*. Despite the coronavirus health situation, which saw some planned events put on hold, the office leveraged the changed circumstances and implemented a number of innovative initiatives that enhanced the College's community engagement and communication activities.

Highlights

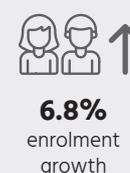
- As part of the College's Business Continuity Team, the office led issues management activities and communications.
- The office led all COVID-19 internal and external communication – including initiating and maintaining the critical issues page on the website, and heading parent engagement strategies and activities. The office supported the transition to online learning and facilitated this by streamlining the sharing of information with current families and students.
- From appearing on *10 News* with a visiting tawny frogmouth, to numerous stories on the College's stellar academic results, the move to ATAR, and returning to school after home learning, CHAC enjoyed positive media coverage.
- The College launched a campus virtual tour. Available on the CHAC website, the flythrough showcases the campus grounds and facilities. 
- Social media was enhanced in Term 1 by the implementation of a targeted social media campaign called the 'CHAC not so lonely planet guide to the holidays', designed to enhance community connection during the CHAC@Home learning period.
- Many events were reimagined to suit the changing health guidelines. For example, *Breathless* (creative arts showcase) was held online, the Performance Music Department produced recordings for distribution, and Valedictory celebrations were held under a giant fig tree in the Tuggerah Centre.
- The office supported the Past Students' Association by organising reunions, and worked with the CHAC Foundation to deliver fundraising initiatives.
- The office developed video content to support many initiatives including the CHACpreneurs Program, Subject Selection Evenings, and the *Principal's Voice*.
- The office produced the College's external and internal publications, including *CHAC News*, the *Annual Report*, *Pax et Bonum*, the *Chrysalis*, and the *2020 Senior Yearbook*.

Enrolment snapshot

Enrolment applications



Year 7 student numbers



Year 7, 2023

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

Property Services

The year was an abnormally challenging one for the College, and the property services and maintenance program was not immune to the impacts of these events. Despite the obstacles these events presented, the Property Services team once again were able to ensure the College grounds and facilities were maintained at the highest level.

The first half of the year was primarily driven by the demands of the D Block redevelopment project. Whilst behind the original construction schedule, the College was able to occupy the facility for the commencement of Term 3, with classrooms and the dining space opened for staff and student use.

A new entry sign was built on the corner of Junction and Krupp Roads to further enhance the street appeal of the campus and new digital display screens were installed to the Auditorium foyer.

The first stage of the College's solar power project was installed and commissioned, which will both reduce the energy consumed from the grid and increase the buffer between demand and available supply across the campus.

The main transformer supplying the College's energy needs was upgraded from 750kVa to 1000kVa, and fuses increased from 800amps to 1260amps.

Fencing was installed to the Primary sports courts as well as the double sports courts on the ovals.

Operationally, the College's COVID-19 response saw increased daily cleaning protocols across the campus, combined with the installation of Zoono hand sanitising stations and regular sitewide fogging programs to reduce the risk of infection to staff and students.

MR PAUL BOTHMA
Director

Information Communication Technologies

In response to the Business Continuity Training undertaken by two College staff in 2019, further consolidation with Senior Leadership Team involvement was undertaken early in 2020. This was fortuitous and assisted greatly in responding to the emerging COVID-19 lockdown during Term 2. The College's early adoption and initial training of Microsoft Teams enabled the College to respond to the needs of learning and working from home, after ensuring that the VOIP phone system, which had been commissioned just six months earlier, provided connectivity from home via the College's VPN connection.

In reflecting on the College's experience and response during the lockdown period, it was identified that the College would benefit from moving the SharePoint intranet from an on-premises to online environment. A review of all software platforms used by the College was also undertaken, which resulted in the acceptance of the development of a new online SharePoint intranet to be deployed in 2021. This new intranet will integrate more seamlessly with Class Teams sites, which have also been redesigned and customised to meet the requirements for different subjects and courses offered by the College.

Initial costing for hosting all on-premises servers in a private cloud proved prohibitive. As a result, planning commenced on a hybrid hosting environment where only critical services, which are not able to be consumed as Software as a Service (SaaS), are hosted in a private cloud environment in a Sydney Datacenter. For resilience, servers hosted in the Sydney Datacenter are replicated and backed up in a Melbourne Datacenter, while non-critical servers remain on-premises and are replicated and backed up locally.

A firewall solution based on Palo Alto technology was implemented in both data centers and on-premises, together with a Saasyan filter linking to the Palo Alto firewalls. This was followed by rescoping the segmentation on our network and implementing an Aruba Clearpass network access controller to protect the network against insider cyber threats. The hybrid hosting environment was also finalised.

Past Students' Association

Every new year brings both challenges and opportunities when running a volunteer-based community organisation. In 2020, the PSA welcomed two new members– Ben Osborne (1997) and Renee Coffey (1999), and we are delighted to benefit from the wealth of professional and personal experience they bring to the association.

2020 Highlights

- The PSA held a live panel-style discussion with CHAC alumni currently attending university via Microsoft Teams. This event was organised and championed by committee members Scot Salvati (Treasurer) and Emma Byrne. Year 12 students were able to ask questions about tertiary pathways and learn about the journey taken by panel members. The opportunities presented by the use of teleconferencing platforms including chat and Q&A functions was received successfully and resulted in highly positive feedback from students.
- The PSA Bursary was again offered to students in Year 11, and was successfully awarded to two worthy recipients.
- Despite being unable to hold the traditional graduating Year 12 BBQ event, the PSA was proud to sponsor the printing of the inaugural 2020 Senior Yearbook instead. We welcome the graduating Year 12s into the community of CHAC alumni and look forward to their outstanding contributions as now graduates of the College.
- The Class of 2010 10 Year Reunion was held at the Greek Club. Other reunions were rescheduled due to COVID.

2020 Past Students' Association Committee

Dr Sarah Reedman *President*
Ms Yasmin Murry *Vice President*
Mr Sam Walpole *Vice President*
Mr Scot Salvati *Treasurer*
Ms Sarah Narloch *Secretary*
Ms Emma Byrne
Ms Renee Coffey
Ms Mahelie Goonaratne
Mr Ben Osborne

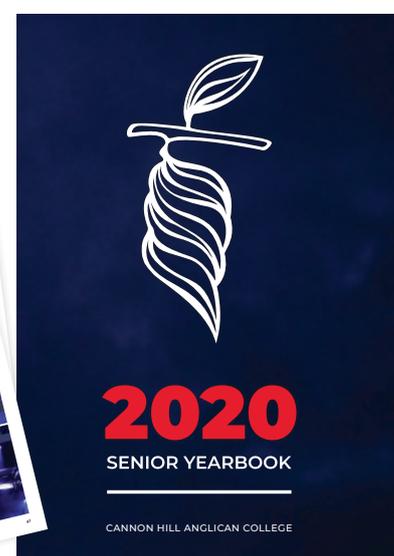
Invitees

Ms Elizabeth Pratt *Director of Senior Secondary*
Mr David Pavish *Assistant Principal Pastoral Care and Administration*

Administration

Mr Steve Forster *Director of Marketing and Development*

We welcome the graduating Year 12s into the community of CHAC alumni and look forward to their outstanding contributions as now graduates of the College.



CHAC Foundation

The CHAC Foundation provides independent resources for the College's building projects, educational development and student enrichment. The Foundation embarked upon another busy year in 2020, launching a number of important fundraising projects.

Foundation Board

Dr Andrew Barnes
President
Mr Glenn Baird
Mr Darrell Ballard
Mr Peter Gardiner
Ms Morag Ingham
Mr Bruce Moy
Mr Gary O'Brien *Principal*
Ms Amanda Rodgers
Mr John Zabala

Invitee

Mr Steve Forster
Director of Marketing and Development

Highlights

Principal's Choice Foundation Wine Club

The Foundation was proud to launch the fundraising initiative the Principal's Selection Wine Club. The curated range of premium wines includes sparkling, rosé, red and white wines, French Champagne and Prosecco.

Supporter Wear Collection

The Foundation launched a range of CHAC supporters' clothing items, including a polo shirt and headwear.

The College community were invited to show their support and 'be part of the team and part of the story' by purchasing this merchandise.



CHAC Foundation website

During the year, the Foundation launched a new website.

View the new website here.

Parents and Friends' Association

Despite the restrictions on community events, CHAC's sense of community strengthened and grew during the year.

The P&F launched the Business Directory, detailing 42 small to medium sized businesses. The directory was initiated to support CHAC community businesses during the volatile climate of 2020, and it was launched with great success.

Despite restrictions, the P&F were able to successfully operate P&F stands to warmly welcome new prospective parents at the annual March Open Day. The day was attended by more than 1000 people, and the College received wonderful feedback.

Thank you to the 2020 P&F Committee for supporting the goals and objectives of the P&F and CHAC.

Thank you also to Ms Briar Ballyntyne and Ms Shauna Clowes for their tireless efforts leading the Primary P&F Sub-Committee.

P&F Management Committee

President *Mr Robert Nettleton*
(commenced during 2020)

Vice President *Mr Scott Leisemann*

Vice President *Ms Marie-Claire Payne*

Vice President *Ms Pauline Wyatt*

Treasurer *Mr John Ryan*

Secretary *Ms Jodie Clayton*

Staffing

At the commencement of 2020, the College staff (including full-time and part-time employees) comprised 109 registered teachers within a total staff of 194.

NEW APPOINTMENTS (INCLUDING FIXED TERM)

Director of Data & Strategy

Mrs Gayle Harris January

Mr Shane Bowden April

Director of Planning and Development

Mrs Gayle Harris April

Chaplain & Director of Mission

Br Nathan-James April

College Nurse Consultant (Contract)

Mrs Shirelle Whitaker May

Teaching Staff

Dr Malcolm Cole January

Ms Cherice Cleasby
(contract) July

Mr Rohan Dooley July

Miss Caroline Duncan
January

Miss Renee Johnson January

Ms Karen Kelleher July

Mrs Vijenti Mala January

Mrs Deborah Martens
January

Miss Gabrielle Mann January

Miss Natalie Pyke January

Miss Elizabeth Schluter
January

Mr Tyson Schneider January

Mr Neil Scothern January

Mr Aaron Sloper January

Miss Natasha Smith January

Mr William Smith January

Dr Morag Stone July

Mrs Jan Unsworth January

Mrs Annette Window
January

Specialist Music Tutors

Mr Sean Mackenzie February

Mr Ben Van Jole April

Teacher Aides / Learning Enrichment

Mrs Natalie Hillmann January

Business and Administrative Property/ICT Staff

Miss Jamie Robinson
February

Ms Tanya Stewart July

Mrs Anna Steele January

Miss Candice Meyer August

LEAVE (LSL/PARENTAL/SPECIAL)

Due to the COVID-19 pandemic no long service was taken in Terms 1-3.

Term 4

Maria Thompson 4 October - 4 December 2020

RESIGNATIONS/RETIREMENTS/ FIXED TERM CONTRACT CONCLUSIONS

Teaching Staff

Ms Cherice Cleasby
(contract ended) July

Ms Gayle Harris December

Mrs Andrea Jacquier June

Mrs Katherine Jacques March

Miss Renee Johnson
December

Mrs Jessica Manning
December

Ms Deborah Martens
December

Ms Pauline Receveur
December

Dr Morag Stone
December

Specialist Music Tutors

Mr Shane Calderbank
February

Ms Ingrid Rochet December

Non-Teaching Staff

Mr Garrath Elborne
(contract ended) December

Ms Maree Dugan April

Ms Colleen Farrell December

Mr Nathan Ford August

Mr Max Glasson
(contract ended) December

Mr Dale Latter December

Ms Perlie Macawala
(contract ended) December

Mrs Elizabeth Mor December

Miss Jamie Robinson
(contract ended) December

Miss Georgia Stavrou
(contract ended) December

Ms Tanya Stewart
(contract ended) December

Miss Nicola Whitby
(contract ended) December

College Board

Dr Gavin Nicholson December

Dr Rachael Baird February

LEAVE (MATERNITY)

Mrs Cherie Beaumont
February 2020 - December 2020

Mrs Lisa Donnelly
January 2020 - December 2020

Mrs Nicole Grima
October 2020 - December 2021

Mrs Deborah Hennessy
23 April - October 2021

Mrs Rebecca Karlen-Gelli
January 2019 - December 2020

Mrs Lauren Leslie
October 2019 - September 2020

Mrs Jessica Manning
March 2019 - December 2020

Mrs Casey McCallum
July 2020 - December 2021

Mrs Grace Weaver
September 2019 - December 2020

Mrs Katrina Upton
August 2020 - April 2021



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