

ANNUAL REPORT 2019



All Souls St Gabriels School
CHARTERS TOWERS





CHAIRMAN'S REPORT

Dear Fellow Members,

As Chairman of the Board of Governors of All Souls St Gabriels School Incorporated (ASSG Inc.), it is with great pleasure I present my report for 2019.

As Chairman of the Board of Governors, I have had the privilege to work with strong and committed teams, both on the Board of Governors and in School Management.

On behalf of the Board of Governors I would like to thank our Headmaster, Mr Darren Fleming and his leadership team: Mrs Tina Akers; Head of Junior School, Mr Ian Dietrich; Deputy Headmaster, Mrs Wendy Fleming; Dean of Students, Mrs Karen Storey; Dean of School; Mr Darren Gulbransen; Head of Boarding, Mr Jon Teichmann ; Head of Enrolments and Marketing, our Business Manager Mr Patrick McHugh and his Finance team of Mrs Grace Pesian and Mrs Tracey Atwell for their hard work and dedication during 2019.

During 2019, All Souls St Gabriels School enrolments remained stable. Whilst Year 12 numbers across the state were on average half of most years due to a change in the start date for Prep. At All Souls St Gabriels School, this was balanced by an influx of Year 7 students, resulting in growth from 2 to 4 classes.

At the start of the year a monsoon event created large scale flooding in many regional areas of Queensland and directly impacted many of our ASSG families. The vision was heartbreaking. The Board came together to determine the best way to support these families and pledged that no student was to leave the School due to financial difficulties nor should they stop participating in any extra-curricular activities. Financial relief through bursaries was arranged. Simply, the School looks after its people.

The School applied for flood support and the Board was very appreciative of the funding it received from the Commonwealth Government later in the year. We are also very grateful for the financial and moral support from the Anglican Dioceses of North Queensland and Southern Queensland. To know the members of these communities were thinking of us and keeping the School in their prayers was comforting.

The School engaged the services of two retired Anglican principals, Mr Norm Hunter and Mrs Wendy Ashley-Cooper to undertake a collegial review of the School. They visited the school and conducted interviews with a broad cross section of the school community, both individually and in small groups. A thorough report was prepared for the Board using 9 domains:

- Domain 1: Coherent, connected curriculum expectations
- Domain 2: A positive and cohesive school culture
- Domain 3: Collection, analysis and use of data
- Domain 4: Differentiation in teaching and learning
- Domain 5: The spiritual dimension
- Domain 6: Leadership
- Domain 7: Strategic resourcing
- Domain 8: Community relationships
- Domain 9: The boarding experience



Both the Board and Senior Leadership Team met to analyse the document. The Board prepared a response to the document that outlined areas to continue, cease and enhance. The Leadership Team's analysis separated observations into strategic and operational. The review will provide a useful reference point as we seek to provide the best outcomes for students as we develop "mind, body & spirit".

ASSG Inc. maintained nil borrowings throughout 2019, with the Board of Governors using funds generated from operations to resource the School.

Campus expenditure included:

Dormitory upgrades

- Relocate ironing room in Chad to create a second common room
- Refit of bays and kitchen in Becket
- New security screens in all dormitories
- New residential style entrance doors to replace commercial looking doors
- New carpet in Ramsay and Feetham common rooms
- Painting in Ramsay and Feetham

Education facility upgrades

- New photocopiers across the school
- New blackout curtains in drama room
- Remodel of music room, carpet and paint
- Junior School - removal of decommissioned air conditioning plant
- Junior School - air conditioning
- Junior School - concrete pad for ball games (Burry work weekend project)
- Design and Technology- classroom entrances re configured, equipment

Grounds improvements

- Resurfacing and fencing of Millett Tennis courts
- Removal of Millett building due to asbestos
- Halse Hall – new timber posts
- Halse Hall - concrete floor polished

Throughout 2019 our Board committees continued their diligent approach; the Finance, Building and Grounds, Marketing, Governance and the Historical Committees have provided the backbone to our Board decision making process.

In closing, I would like to thank all Board Members for their contributions made during 2019. Once again you have been exemplary in your concern for progressing our School and the process of governance. It is on your behalf I commend this report to the meeting.

Thank you.

Diane Alford

Chairman

Board of Governors ASSG School Inc.



BOARD ACTIVITIES

Masterplan

The school engaged Tippet Schrock Architects from Townsville to prepare plans for two upcoming projects, the re-development of the Design and Technology precinct and the Halse Hall project. The Halse Hall project focuses on the establishment of a defined entry to the building extending from Harte St and other internal and external works to maintain and beautify the area. The Design and Technology building redevelopment will see the rejuvenation of the whole area and will include modern workshops.

Centenary Celebrations

As we approach 2020 and 2021 the Marketing Committee has been busy in planning and preparing the Centenary Celebrations as well as partnering with the Past Students Association to develop stronger ties in the community to grow our enrolments.

The Historical Committee are nearing completion of the centenary history of the School which will be ready for publication in 2020.

School Review

The school engaged the services of two retired Anglican principals, Mr Norm Hunter and Mrs Wendy Ashley-Cooper to undertake a collegial review of the School. A report was prepared and delivered to the Board.

BOARD MEMBERS

Diane Alford	Chair of the Board of Governors Finance Committee Marketing Committee
Jane McKellar	Deputy Chair of the Board of Governors Chair Marketing Committee
Tenneale Forster	Treasurer and Chair of Finance Committee
Chris Allingham	Marketing Committee
David Atwell	Building and Grounds Committee
Br Donald Campbell	Chair of Governance Committee
Kate Hastie	Chair of Building and Grounds Committee
Shane Meteyard	Finance Committee
Br Robin Warsop	Brotherhood of St Barnabas Chair of Foundation
Robert Peace	ASSG Ltd. Representative Past Students representative Building and Grounds Committee
Tony Holloway	Finance Committee
Kylie Stretton	Marketing Committee
Patrick McHugh	Company Secretary
Darren Fleming	Headmaster



HEADMASTER'S OVERVIEW

Below is an excerpt from the Headmaster's address given at Awards Day.

This year at the reunion weekend I was talking to a number of past students, particularly those from the class of 1969, and they commented that All Souls St Gabriels School had something special but they couldn't tell me what it was. What they did tell me was that they were pleased to see that whatever "it" was, is still here at the school and present in our young people. So what is "it"? What is the essence of this school? The intrinsic quality that determines our soul, our spirit, our heart? What makes us who we are and what we stand for?

The past students enjoyed hearing about the students accomplishments. Their successes on the stage, the sporting field and how they have represented the School in the community. What they actually loved the most was to see how much pride students had in their School and how they were so willing and comfortable chatting with the old boys and girls, not only at the cricket match and lights launch, but across the entire weekend. Stories were shared, with perhaps some embellishment. Considering some of the stories told to the students by the class of 1989 it was quite remarkable some of those old boys had survived long enough to tell the tales. These past students had never met our current students but there was an immediate connection. So they had "it" and you have "it". But we still don't know what "it" is.

I spoke to the Year 11 students at their leadership interviews and asked them what they thought the core values of the school were? What values were so important that they should never change? What are we known for? I then asked them about their own personal values to determine if they aligned with those of the School. Not surprisingly, they did. What made the Year 11s who they are and what is important to them were the similar values that the School holds dear. This alignment is important as these students cannot lead if their values differ from those of the school. This enduring sense of connectedness across the School generations exists because you, the All Souls St Gabriels School community, have the same set of beliefs.

Rather than telling you what I think the essence of the School is, I can give you an example.

As in life, along with the highs, come the lows. The strength of the ASSG community was put to the test in Term 1 when monsoon rains cut off the town and flooded the north west of the state. The Board made an immediate decision that no current student, whose family was impacted, would leave the School based on financial hardship. In addition, no student was to stop any activity or music lessons due to finances. Families in these areas were contacted and appropriate arrangements made.

The school kept Independent Schools Queensland updated regularly throughout the tragedy so that they could provide information to both the Federal and State Governments through their lobbying channels. After a visit to Townsville by the Minister, we received notification that a relief package was to be made available to schools. The School applied for and was granted funding. We are extremely grateful for the support from the Commonwealth Government, the Anglican Dioceses of North Queensland and Southern Queensland and also from the State Government who assisted with vouchers to help with club sport registrations.

It is important to note that your School Boards acted immediately and did not wait for government assistance.



We also understand that families are still in drought. The School has received assistance from outside agencies in the last few years to provide support and as always, the School will continue to work with families in need.

To me, this is a practical example of who we are and what we stand for. We are united, inclusive and supportive. We have a sense of community, we build strong relationships and are friendly. We are respectful, we help out and value mateship.

Wise words from the Headmaster? Alas no, these words belong to the Year 11s. Those descriptions came from students in their interviews.

You may have your own words and ideas of what the essence of the School might be. Would they include courage, compassion, striving for excellence in academic, spiritual, physical and cultural pursuits? If so, you have just described the values of our founding orders, the Brotherhood of St Barnabas and the Sisters of the Society of the Sacred Advent as outlined 100 years ago. Our Anglican heritage is evident as we "worship and celebrate the grace of God". Things may have changed along the way but those key values haven't. We can get through tough times because we have a strong faith base. We genuinely "respond to human need by loving service".

The second Headmaster of All Souls, Canon O'Keeffe, who commenced in 1925, had a motto that he lived his life by which still rings true today:

That is, "Nothing is difficult to the brave and faithful".

We are about to enter the exciting phase of the next two years as we celebrate the School's foundation as "Souls" in 1920 and "Gabes" in 1921. We must remember we are the custodians of those values. We must carry the baton and pass it to the next generation.

Thank you for having such belief in the School and for supporting our values. We have achieved many things this year which the leaders will highlight shortly. Next year we celebrate 100 years of continuous education on our site. A remarkable achievement.

Before I conclude I would like to thank all our departing staff. All Souls St Gabriels School demands a lot from its staff and we appreciate their efforts. Whilst it is probably not recommended to single people out, I must acknowledge four of our departing staff who live out the values we have mentioned on a daily basis. We thank our long serving staff Mrs Alison McGuire, Mrs Peta Polsen, Mrs Margaret Riddle and someone who only too well understands the essence of the school after commencing his schooling at Souls as a Year 3 boarder and who finishes his education journey as a teacher at his beloved All Souls, Mr Denis Riddle.

Can you join with me in thanking our wonderful staff?

Thank you. I hope you enjoy your break and I look forward to a special 2020.



SCHOOL ACTIVITIES

Curriculum Developments

The School was well prepared for the changes to the new Senior Syllabus. Year 11 students commenced their senior studies as Year 10s during Term 4, 2018 and then continued in 2019. This early start enabled Year 10 students to choose subjects that were more suited to their personal pathways.

The whole School participated in the National Simultaneous Storytime. Students gathered on the grass outside Halse Hall to listen to "Alpacas with Maracas" by Matt Cosgrove, a story that was read right around Australia at the same time.

Year 7 Band Program

The band program continued with four classes of Year 7 students involved. The band performed for the residents of a local aged care facility as their culmination concert.

Dalrymple Trade Training Centre (DTTC)

The Dalrymple Trade Training Centre is a partnership with four of the local secondary schools and provides a state of the art facility where a range of RTOs provide vocational courses.

Data Analytics:

Further professional development in the use of the One Track Learning Analytics computer program was undertaken. The software tracks the academic progress of each student by aggregating educational data all in one location.

Values Education

The School participated in Safer Internet Day, National Day of Action Against Bullying and Violence and Random Acts of Kindness Week.

Chaplaincy

The School fosters spiritual development in a number of different ways, paying respect and honouring our Anglican heritage.

Morning Eucharist	Monday-Friday	From 7.40am in the Lady Chapel.
Junior School Chapel	Thursday	2.15pm
Senior School Chapel	Friday	11.45am Full communion service.
Sunday Chapel	Sunday	6.30pm Compline service.

Ash Wednesday services were conducted on March 6 for both Junior School and Senior School Students.

On Monday 25 March, the Feast of the Annunciation Mass was conducted in the Chapel followed by Lady Day Dinner in Halse Hall. This event is one of three key events that are attended by all students from Year 6 to Year 12. The service was taken by the girls School Captain, in the role of Minister. Female students and staff performed "Blessed One" as a part of a massed choir. The Secretary House was Becket.

Australian Geography Competition

Credit	7
Distinction	1



Indigenous Education

ASSG has a proud history of providing education to Aboriginal and Torres Strait Islander students. The school has a MOU with Transitional Support Services (TSS) who provide support to students from some Queensland Indigenous communities. TSS held a Welcome to Country ceremony at the local pool where students were welcomed by local elders.

The Headmaster attended Independent Schools Queensland's (ISQ) planning day in Brisbane where discussions were held to guide ISQ's strategic direction on Indigenous education.

Indigenous students were accepted into the following scholarship programs: JCU Winter School for ATSI students, InspireU Law Camp (University of Qld) and Work Exposure in Government (WEX) Program (Australian Public Service, Canberra).

Researchers from Central Queensland University (CQU) along with support from TSS (Transitional Support Services) held a two-day workshop in Cairns. The School's Indigenous Co-ordinator and local elder and staff member attended with two students from Palm Island.

The School was a supporter of the Indigenous Literacy Foundation raising funds through their annual book swap.

PERFORMING ARTS AND CULTURAL

Debating

Students had the opportunity to participate in Inter-School Debating competitions. Debating is an excellent opportunity for students to experience public speaking and provides the techniques and confidence required to speak in front of an audience. It promotes teamwork, listening skills and the ability to evaluate different points of view.

ASSG fielded teams in the Senior, Intermediate and Junior Divisions.

Senior	Third
Intermediate	First
Junior	Third

Eisteddfod - Music

Once again, the School had many entrants, both as groups and ensembles, and as individuals. ASSG music students competed in 32 sections and placed in all of them achieving a total of 61 places (21 x 1st place, 15 x 2nd place, 10 x 3rd place, 15 x Highly Commended).

Students received 4 x special awards or bursaries, and 2 x perpetual awards including 1st place in Concert Band and Secondary Choir. 89 of the 189 entries in the music division were from ASSG.

State Honours Ensemble Program (SHEP)

Music students were accepted into the State Honours Ensemble Program conducted by Griffith University in Cairns (6), Brisbane (2) and Townsville (2).

Combined Charters Towers Festival of Bands

This event was hosted by ASSG and was held at the World Theatre. Band members from all Charters Towers schools were invited to participate in a combined band. Rehearsals were held during the day with a concert in the evening.



Towers and District Festival of Voices

A new event on the Charters Towers arts calendar, the Towers and District Festival of Voices was developed and hosted by ASSG music staff. Anyone, of any age, interested in being part of a massed choir had the opportunity to perform together in the World Theatre. Students from Year 4, 5, 6, staff and selected secondary students performed in the choir.

Less Talk More Art

Students were given the opportunity to complete Art projects, or just exercise their creativity, with Less Talk More Art again this year.

Authors with Soul Festival

Several Arts students participated in the AWS Festival, including the Concert and Stage Bands, Year 9 and 10 Drama class with their eerie performance of *Children of the Black Skirt* and Year 11 Drama with their performance of *Scattered Lives*.

Collaboration with Towers Players

Our students and staff participated in two Towers Players Productions this year – *Much Ado About Nothing* and *Hairspray*

Scene Project

Year 11 Drama collaborated with Queensland Theatre on "The Scene Project". They honed their own interpretation of the specially-commissioned script "The Shot", helped along the way by a full day workshop with the Queensland Theatre Company.

Community Performances

Our musicians performed at the Anzac Day Parade, Charters Towers Golf Club, Isolated Children's Parents Association (ICPA) Conference, Dalrymple Villa, Charters Towers Agricultural Show and annual Seniors Luncheon throughout the year to give back to the community which supports us. We have also performed at the Classical Towers Evening at Trafalgar Station as well as at various Chapel services and private functions.

Central Queensland University Schools' Jazz Festival

Stage band students participated in a workshop with CQU faculty members, then received a Silver Level adjudication for their performance skills. They also contributed to the Gala Concert performed for the Townsville community.

2020 School Musical Launch

The 2020 school musical *Annie* was launched and cast in Term 4. This whole school project will be one of the most anticipated events of 2020.

SPORT

A range of sports are offered both as Inter-School and in the local Charters Towers competition.

These include: Weight training, Tennis, Cricket, Netball, Touch Football, Rugby League, Rugby Union, AFL, Softball, Swimming, Athletics and Cross Country.

Sport promotes self-discipline, sense of self and team skills. We at ASSG are fully committed to providing students with a wide range of opportunities to show their expertise in either Inter-House or Inter-School sporting arenas. Our Netball and Rugby League teams compete annually in the Confraternity competition.



ASSG students have had numerous successes in attaining places in NQ teams and beyond to State and National levels.

NQ Swimming	2
NQ Water Polo	1
NQ Softball	2
NQ Rugby Union	3
NQ Cross Country	1
NQ Athletics	5
Oceania Games Athletics	1
NQ Tennis 19yrs	1
Qld 15 Netball	
Championships - Umpires	2
Australian 15 Netball	
Championships- Umpire	1

Inter-School Sport (Secondary)

2019 Swimming	Boys 2 nd	Girls 1 st (Girls Relays 1 st)	Aggregate 1 st
2019 Cross Country	Boys 1 st	Girls 1 st	Aggregate 1 st
2019 Athletics	Boys 1 st	Girls 1 st	Aggregate 1 st

Premierships

Term 1

2019 Girls Tennis	(1 st , 2 nd , 15, 14, Champion School)
2019 Boys Cricket	(Nil)

Term 2

2019 Girls Netball	(13)
2019 Boys Rugby League	(1 st , 13)
2019 Touch Football	(First Boys, Thirds Girls)

Term 3 and 4

2019 Girls Softball	(13)
2019 Boys Tennis	(1 st , 2 nd , 14, 13, Champion School)

Inter-School Sport (Primary)

2019 Swimming	2 nd Aggregate & 1 st Percentage
2019 Cross Country	3 rd Aggregate & 2 nd Percentage
2019 Athletics	2 nd Percentage

Inter-School Swimming

For the second year in a row, the secondary swimming team were winners of the aggregate shield. There were 7 age champions and 4 runners up across the age groups.

Inter-School Cross Country

Congratulations to all the Cross Country team members both Senior and Junior on their performances. The Junior Team came second in the percentage trophy and came 3rd overall against some much bigger schools by only 1 point. The Senior Team won their 14th event in a row.



Confraternity and QISSN Carnivals

The annual Confraternity Carnival (Rugby League) and QISSN (Netball) were held in Bundaberg during the first week of the break.

Rugby League

The First team placed first in their division in the Townsville based GIO Cup. The final was attended by many past students as well as current families.

Netball

ASSG had two teams make the grand finals in the Charters Towers Netball Association.

Rugby Tens

The Rugby Tens competition was hosted by Charters Towers Rugby Union at the Bulls ground. The school entered teams in each of the four divisions and were placed first in the U13 Boys.

ACTIVITIES

Cattle Club and Equestrian Team

Cattle Club had another successful year winning the schools trophy at the Charters Towers Show. Students also had a very successful outing to both the Winton and Clermont Shows. Thanks to the staff from ASSG and Columba Catholic College for conducting the cattle showing. Both the Cattle Club and Equestrian team competed in a variety of events on each day of the Show.

Australian Air Force Cadets

Many of our students received awards at the annual "Passing out Parade" for the local 108 Squadron AAFC.

Service and Leadership:

2019 Seniors developed the theme "Respect Through Unity" which they presented to the School at a Headmaster's Assembly. To get to know students in the Junior School, Year 12 students attend Junior School Assembly on a roster to assist with the presentation of awards and certificates. Senior Students, in their brother /sister House groups, also took turns visiting the Junior School once per week to have their lunch and play with younger students. The students participated in a full day workshop on the first Friday of term. A welcome BBQ at the Head's residence was held in the evening. Seniors badges were presented to Year 12 students by their Year 7 buddies.

Year 6 attended a leadership day on Magnetic Island and then prepared their speeches to present to the Junior School students.

Gabes Z-Cub (ZONTA)

Z Club is the youth division of ZONTA, an international organisation promoting the development of girls and women. The club met regularly throughout the year at School. They had a close association with the ZONTA club of Charters Towers, assisting with special projects. Students attended the International Women's Day dinner and spoke at the regional conference held in Charters Towers.

Environment Club

Students interested in environmental issues are invited to join the Environment Club. Students conduct awareness raising programs and fundraise for various organisations.



Service Learning-Leo Club

There is no doubt that anyone with an All Souls St Gabriels School connection is aware of the importance the School places on servant leadership. Helping others and contributing to our respective communities is at the core of what it means to be a "Souls" and "Gabes" boy or girl. The expectation is that each student will "do their bit" to contribute to the enhancement of the school, local community or internationally in communities in need. To assist students to develop the skills needed to be successful, the School has a registered Leo Club (LEO= Leadership, Experience, Opportunity). Leos is the youth division of Lions Clubs International, a group that is well regarded in the community. This club will co-ordinate the activities the students participate in and will provide opportunities for leadership training in the area of service.

The club is open to all ASSG secondary students and forms the framework around how we approach our service learning whilst providing opportunities for leadership development. This club will work in tandem with our existing ZONTA Club, which has gone from strength to strength in the last few years. The club has a leadership group (President, Secretary, Treasurer etc.) just as a Lions Club would have and students will be able to obtain experience in how committees operate.

This exciting development will allow students to live out our school motto *Servire Regnare*.

PCYC Cadets

Emergency Services Cadets commenced in Charters Towers in 2019, providing another service opportunity for local students. Four students from the school were part of the first intake.

Scholarships:

The following scholarships were awarded:

Qld and Torres Strait Indigenous Foundation (5).

Qld and Torres Strait Indigenous Foundation Leadership Awards (2).

James Cook University Winter School for ATSI students (1).

University of Queensland InspireU Law Camp (1).

Queensland University of Technology STEM Camp (1).

Australian Public Service work exposure program (WEX), Canberra (2).

OUTDOOR EDUCATION

Canberra Camp

Year 6 students and staff spent a week in Canberra.

Year 7 Camp

Year 7 students and staff attended a 4 day camp at Fairbairn Dam via Emerald.

Duke of Edinburgh International Awards

Year 9 students were able to begin participation in the Bronze Duke of Edinburgh International Award Scheme. This Award promotes student development and community service. All students work through skills during their Health lessons and have a practice experience before participating in an extended Duke of Edinburgh camp. Students complete their Bronze, with many students continuing onto their Silver and Gold Awards.

The following awards were achieved:

Gold (2) & Silver (4).



BOARDING

Boarding Comparison

National comparison of boarding numbers based on ABSA data has been undertaken. ASSG is the 3rd largest co-educational boarding school in Queensland.

The school is the largest Anglican co-educational boarding school in Queensland and the 4th largest in Australia.

EVENTS AND PROJECTS

ASSG were present at the following Shows:

Blackall	4 May
Longreach	17 & 18 May
Clermont	28 & 29 May
Hughenden	31 May & 1 June
Georgetown Campdraft	2 June
Northern Beef Expo	7 June
Winton	7 & 8 June
Richmond Field Day	14 & 15 June
Cloncurry	14 & 15 June
ICPA, Charters Towers	13 & 14 June
Charters Towers	28-30 July
Forsyth Turnout	2-3 August

ANZAC Ceremonies

ANZAC Day is one of the culturally significant events in our School calendar. Consequently, we had strong representation at each of the services and approached the commemorations with dignity and respect. A small group of Senior students, along with Air Cadet members, attended the Combined Masonic Lodges ANZAC Service on the evening of Travel Day. Some students came back early for this event which was very much appreciated. Our ANZAC Requiem service was held on the evening of the 24th in the Chapel. It is a powerful service. At the conclusion of the service, the bell tolled once for the Souls boys who were killed in action in WWII and then we moved out to the Quad where a lone piper played as the congregation paid their respects amongst the crosses. We woke to misty rain as we headed to the Dawn Service and then on to the main March where our pride was once again evident.

Services on ANZAC Day were attended as usual.

RSL Community Link

We have accessed this program for those on our Honour Roll. Year 12 and Year 6 Students wore the badges at the main march.

"Just as family members can wear the medals of a deceased relative (on the right side of that chest) in order to represent that person at formal and commemorative services (such as in the ANZAC Day march), students and members of the public can represent a veteran who is meaningful to them by wearing an RSL Community Link Veteran's Memorial Plaque on the right side of the chest. The Plaque bears the name, service insignia, service number, unit, date of death, and medal ribbons of the deceased veteran."

School representatives attended the Remembrance Day Service.



Ladies Day

The fourth year of the Town and Country Ladies Event was held at a local venue. The evening was a great success.

Junior School Big Breakfast and Grandparents Day

Big Breakfast and Grandparents Day was attended by over 200 people.

Country Music Parade

Junior School participated in the Country Music Parade.

Futures Dinner

The Futures Dinner is a part of our Career Development Program. Year 12 students and industry partners had a sit down meal and engaged in conversations about work, and what is involved in different careers. The ability to engage in conversation with a variety of people is an important skill, and it was pleasing to see students chatting away and asking good questions of our guests.

Residential College visits:

Representatives from St Leo's College, St John's College and Cromwell College (University of Queensland) spoke to Year 12 students regarding living on campus at UQ.

Whole School Celebration meal

Previously the whole school had come together for a combined breakfast. This year all staff and students had morning tea together before moving out onto the grass for the National Simultaneous Storytime.

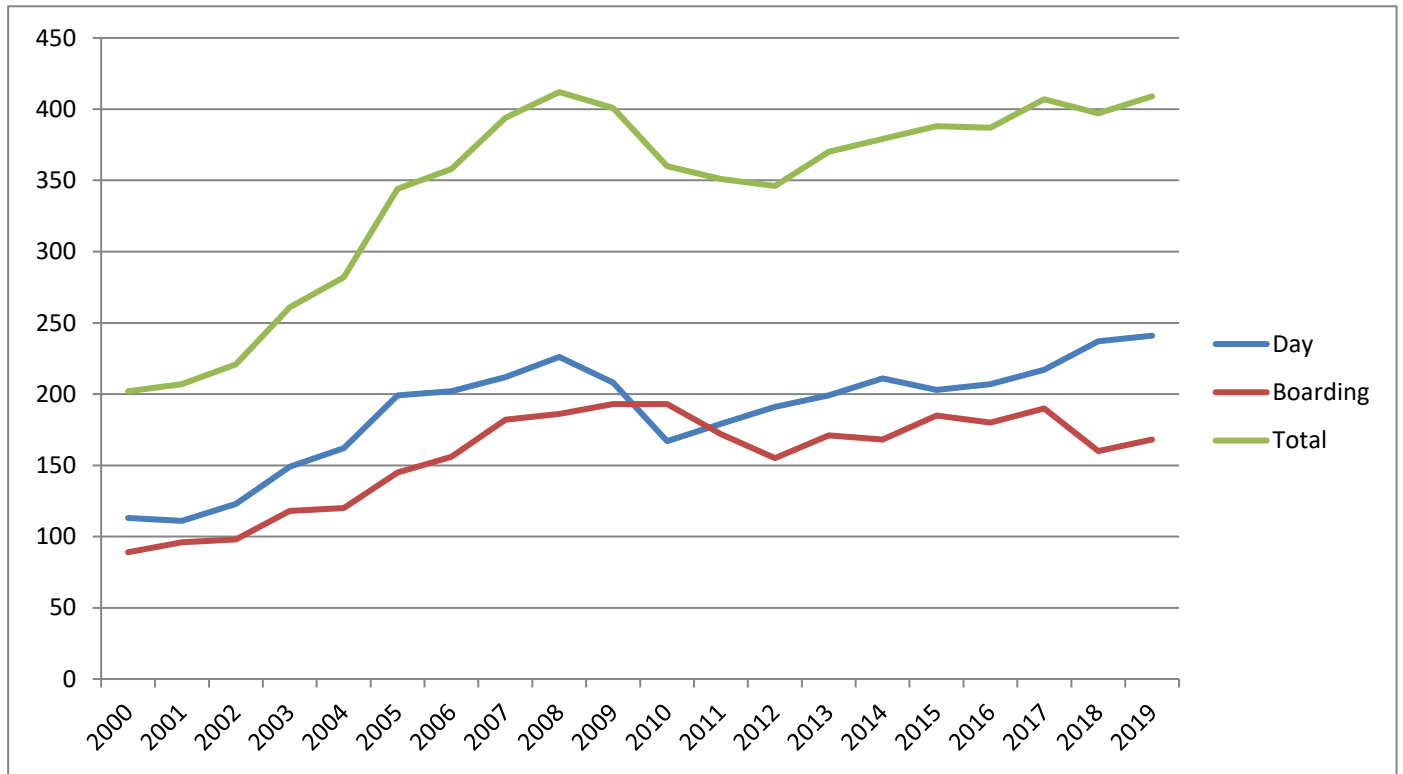
Year 7, 2019 Orientation

The orientation program for Year 7, 2020 was a huge success. Boarders had a chance to spend 2 nights in the dorms and mix with the current students as well as experience Souls for 1 ½ days. Parents had a chance to ask questions to assist with preparation.



ENROLMENTS

19 Year Enrolment Trends - 2000-2019 (PP-12 only) enrolment data





COMMONWEALTH REPORTING REQUIREMENTS

School Information

School sector:

Independent

School's address:

30 Dr George Ellis Drive, CHARTERS TOWERS QLD 4820

Total enrolments:

409 Including Pre-prep; 395 Prep to Year 12, including 3 overseas students.

Overall percentage of boarders 41.1%, boys 50.1%, girls 49.9% and 14.2% indigenous students.

Year levels offered:

Pre-Prep to Year 12

Co-educational or single sex:

Co-Educational

School Contact

For any information on All Souls St Gabriels School and its policies contact Jon Teichmann during business hours on 07 4787 1433 or via email on enrolments@allsouls.qld.edu.au

Workforce Information

Academic Staff Attendance and Retention:

Average staff attendance for the school, based on unplanned absences of sick and emergency leave periods of up to 5 days: Number of teaching Staff including part time staff	Number of School Days	Total Days Staff Absences	Average Staff Attendance Rate
43	172	184	97.5%

Academic Staff Qualification:

Qualification	Percentage of classroom teachers and school leaders at the school who hold this qualification
Doctorate	0%
Masters	9%
Bachelor Degree	84%
Diploma	9%
Certificate	2%



The total funds expended on teacher professional development in 2019 was \$31,607 which equates to \$735 per FTE teacher. This does not include the ISQ Webinars or in-house training.

All Souls St Gabriels School encourages professional growth and capacity in staff through a range of professional development opportunities which are school directed, school supported and individually identified.

Composition of Academic Staff

2.3% of staff from Non English speaking backgrounds

0% of staff have indigenous background

Proportion of Academic Staff retained from the previous year

Number of permanent academic staff at end of previous year	Number of these staff retained in the following year (the program year)	% retention rate
44	39	89%

Key Student Outcomes**National Assessment Program-Literacy and Numeracy 2019:**

Benchmark results for Years 3, 5, 7 and 9.

Results once again confirmed the wide variation in literacy and numeracy skills of our students. Students entering Year 7 come with a range of educational experiences, which include local primary schools, home schooled/distance education students, students from one teacher schools and indigenous students from remote communities.

2019 YEAR 3

Enrolment = 17

	Reading	Writing	Spelling	GP	Numeracy
Average Score (School)	420	395	398	423	396
Average Score (National)	432	423	419	440	408
Percentage (%) of students at or above National Minimum Standard	94%	100%	94%	94%	94%

2019 YEAR 5

Enrolment = 16

	Reading	Writing	Spelling	GP	Numeracy
Average Score (School)	518	452	493	520	491
Average Score (National)	506	474	501	499	496
Percentage (%) of students at or above National Minimum Standard	100%	100%	100%	100%	100%



2019 YEAR 7

Enrolment = 76

	Reading	Writing	Spelling	GP	Numeracy
Average Score (School)	529	476	507	520	534
Average Score (National)	546	513	546	542	554
Percentage (%) of students at or above National Minimum Standard	91%	77%	89%	88%	93%

2019 YEAR 9

Enrolment = 48

	Reading	Writing	Spelling	GP	Numeracy
Average Score (School)	563	519	560	543	574
Average Score (National)	580	549	582	573	592
Percentage (%) of students at or above National Minimum Standard	91%	67%	93%	82%	100%

Senior Secondary Outcomes Year 12 2019:

Number of students awarded a Senior Education Profile	33
Number of students awarded a Queensland Certificate of Individual Achievement	N/A
Number of students who received an Overall Position (OP)	16
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	3
Number of students awarded one or more Vocational Educational and Training (VET) qualifications	14
Number of students awarded a Queensland Certificate of Education at the end of Year 12	31
Number of students awarded an International Baccalaureate Diploma (IBD)	N/A
Percentage of Year 12 students who received an OP 1-15 or an IBD	69%
Percentage of Year 12 students who are completing or completed SAT or were awarded one or more of the following: QCE, IBD, VET qualification	97%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	100%

VET 2019

School	Total	Cert I	Cert II	Cert III	Cert IV	Dip	Uni	Uni offer
All Souls St Gabriels	14	0	10	1	0	0	2	100%

Post School Destination Information:

At the time of publishing this School Annual Report, the results of the 2019 post school destinations survey, *Next Steps- Student Destination Report* for the School was not available. Information about these post school destinations of our students will be uploaded to the School's website in September after the release of the information.

11 out of 33 students applied for tertiary places. All students received their first preference.

There were 10 indigenous students in Year 12 (university=2, trades=0, working=4, unknown=4).



Student Attendance and Retention

Student Retention Rate

The retention rate for students in 2019 is 95.76% based on the number of students enrolled in the school for more than 100 days in 2019.

Average student attendance rate: Number of school days x number of students in the school = number of possible attendance days. Prep to Year 12 students enrolled in the school for more than 100 days.

Number of possible attendance days – total number of days absent = total attendance Total number of students	Number of school days in program year	Total number of student absences	Average Attendance Rate %
401	172 Days X 401 Students.= 68,972 Days	6075	91.19%

4.38% of Students are from Non English speaking backgrounds.

14.21% (PP-12) & 13.72% (P-12) of students identify as indigenous.

The average student attendance rate from Prep to Year 12 in 2019 was 90.72%.

This includes a number of absences that were culturally based.

Average student attendance rate for each year level

	Year Level	Headcount (1)		Possible Days (2)	Enrol Days	Attend Days	Absent (3)	Attendance (4)	Attendance Rate
PP	-2	13	172	2,236	2158	1,980	178	2,058	92.06%
PR	-1	13	172	2,236	2100	1,917	183	2,053	91.81%
	1	14	172	2,408	2186	2,053	133	2,275	94.48%
	2	11	172	1,892	1618	1,451	167	1,725	91.18%
	3	14	172	2,408	2408	2,256	152	2,256	93.68%
	4	19	172	3,268	3268	3,046	222	3,046	93.21%
	5	15	172	2,580	2580	2,421	159	2,421	93.84%
	6	25	172	4,300	3859	3,667	192	4,108	95.53%



	7	72	172	12,384	12174	11,009	1,165	11,219	90.60%
	8	30	172	5,160	4974	4,503	471	4,689	90.88%
	9	50	172	8,600	8225	7,328	897	7,703	89.56%
	10	48	172	8,256	8072	7,106	966	7,290	88.30%
	11	44	172	7,568	7568	6,904	664	6,904	91.23%
	12	33	164	5,412	5379	4,852	527	4,885	90.27%
	All	401		68,708	66,569	60,494	6,075	62,633	91.16%
Overall									
	Avg	401	172	68972					
	Absent			- 6,075					
	Attendance			62,897					
				91.19%					

To calculate average attendance rate for a particular year level:

Total attendance days for year level

x 100 = average attendance rate for year level

Number of possible attendance days for year level

Families of students who are absent are required to contact the School. Families are contacted by the School if students are reported as absent without parental contact being made. For any extended absences (planned or unplanned) the Year Level Co-ordinator or Indigenous Support Officer makes contact with the family. The Pastoral care team including the Psychologist may become involved if School avoidance is advised.

Funding Information

School income broken down by funding source is available on the My School website <http://www.myschool.edu.au/>

Distinctive curriculum offerings

A wide range of curriculum activities to cater for the Mind, Body and Spirit are offered at All Souls St Gabriels School.

Junior school students have specialist lessons in languages (German), Health and Physical Education and Music, all taught by specialist teachers.



In the senior years, there is a wide offering of General subjects from the QCAA including: English, General Mathematics, Mathematical Methods, Specialist Mathematics, Modern History, Physical Education, Food and Nutrition, Economics, Visual Art, Drama, Music, Music Extension, Biology, Chemistry and Physics.

Students can also select from the Applied subjects: Essential English, Essential Mathematics, Information and Communication Technology, Industrial Technology Skills, Hospitality Practices, Sport and Recreation and Visual Arts in Practice.

Vocational courses are offered in partnership with Registered Training Organisations to provide the following courses:

Cert III (Fitness), Cert II Automotive Foundations, Cert II Engineering Pathways, Cert II Health Support Services, Cert II Kitchen Operations, Cert II Visual Arts, Cert II IDMT, Cert III Agriculture, Cert III Business, Cert IV Veterinary nursing, Cert IV Dance, Cert II Music Industry and Cert IV Beauty. Students can access School-based Apprenticeships. In 2019, two students had School-based Apprenticeships in Hairdressing. One moved to full time apprenticeship after graduation.

Students also accessed university preparation programs through Central Queensland University SUN Program in Bachelor Primary Education, Bachelor Nursing and Bachelor Sport and Exercise Science.

All Souls St Gabriels School offers private music tuition in Guitar, Woodwind, Piano and Voice. Choir and Ensembles are popular offerings for students with many of our groups participating in community and competitive activities. Our students have also been accepted into both Junior and Senior SHEP (State Honours Ensemble Program) organised by the Queensland Conservatorium of Music.

The music program continues to grow in the school. Classroom music is taught to all students from Pre- Prep to Year 8, by qualified music teachers; giving them a great grounding in music. Students may then elect to choose a music specialisation from Year 9 through to Year 12 including Music and Music Extension in Year 12. Instrumental lessons are also growing ensuring the next generation of musicians are coming through the school.

Learning support is provided at ASSG in both individual and small group settings. All students in Years 7-10 are assessed early in the year or upon enrolment to fully determine how best to improve on their academics. Class teachers use differentiation to cater for the needs of all in the classroom. There are numerous extension activities at ASSG and individual projects and many academic competition entries are encouraged. Our students do well on a local, state and international level in competitions.

Our Life Skills program covers a wide spectrum of information to help our adolescents build on their skills to succeed in our ever- changing world, including concepts such as bullying, career education, sexuality and interpersonal skills. Students in the Upper Senior School study Career and Development, contributing to their QCE by studying career aspirations and job interview skills. Mock interviews with local and Townsville businesses assist students to handle real world situations for future success.

ASSG has been a proud partner in the Dalrymple Trade Training Centre (DTTC).



Spirit and Social Climate

Spirit at ASSG is celebrated in numerous ways. There are daily optional morning prayer sessions with a formal Chapel service once a week for all students. Our leadership program is another way that students shine with the "Souls Spirit". Students have the opportunity to learn interpersonal skills that will take them to leadership heights and support the student body. Students have strong input into the special activities and learn organisational skills for running successful events that they will take beyond Year 12.

House spirit is strong at ASSG with all students belonging to one of the six Houses: Alban, Becket, Chad (for females) Ramsay, Feetham and Page (for males). Tutor sessions are conducted in House groups and are vertical, with a combination of students from Year 7 to Year 12. This provides pastoral leadership opportunities for our older students, and support to our younger students.

ASSG promotes learning in a supportive environment. Having a large boarding presence, pastoral care is essential to help students share their experiences and support each other during different stages of their School career. Our Year 12 Prefects are elected by the student and staff body. They meet fortnightly to discuss areas of improvement for the students in general. The School has a doctor that visits 5 days p/week and employs a full time and part time nursing staff and a full time psychologist.

In addition, the Pastoral Care Committee meets weekly and actively monitors student welfare.

Special Events

All schools are judged on what they do but great schools are known for their culture, that is, who they are and what they stand for. The ability to pass on that culture through the generations is important.

We have some events in the School calendar that are important as they reinforce our School culture. We must be vigilant to make sure these events retain their importance, as the school becomes an increasingly busier place. These are whole Secondary School events where all students need to attend. Year 6 students are also required to attend.

These events are:

Lady Day Chapel service (The Feast of the Annunciation) followed by the Lady Day dinner. The service celebrates the appearance of the archangel Gabriel to the Virgin Mary during which he told her that she would be the mother of Jesus. The meal that follows is a formal sit down dinner in Halse Hall that commemorates the establishment of St Gabriel's School by the Sisters of the Sacred Advent in 1921.

ANZAC Day

All students and staff attend the March, which is on a normal school day. The evening before, there is a Requiem Mass held in the Chapel. At this service we pray for the souls of those who have died, in this case, in war. As a war memorial school, this event has added significance where we pray for the boys who went to Souls who lost their lives in World War II. All Senior and Year 6 students are expected to attend and all others, including parents, past students and friends are invited.

All Souls Day and Green Lunch

Each year we commemorate All Souls Day. As part of our observance of this important day in our school calendar, we conduct a Requiem Mass, and our Captains read out the list of our benefactors and war dead. At Headmaster's Assembly earlier in the week, the Headmaster explains the significance of All Saints Day (also known as All Hallows' Day or Halloween), the day after All Hallows'



Eve (Hallowe'en) and All Souls Day. After the Mass, staff and students moved to Halse Hall for the Green Lunch, named after the Green family who were great benefactors of the School. The lunch provides an opportunity for both Day and Boarding students from Year 6 to Year 12 to share a meal together along with the staff and invited guests and be thankful for the gifts the school has received throughout its history.

Europe Trip

Over the Easter break, staff, students and parents travelled to Europe to pay their respects to the fallen at the battlefields of Belgium and France. The tour group also visited Gallipoli, today a serene place in contrast to the scenes 104 years ago. As a war memorial School, these trips take on even more significance.

Parent, Teacher and Student Satisfaction with the School

In the last week of February, the school hosted Mr Norm Hunter OAM and Mrs Wendy Ashley-Cooper, both retired Heads of Anglican Schools, as they undertook a School Improvement Review. Staff from all areas of the school, along with parents, past students, Board members and volunteers were able to book a half hour timeslot to speak about the school. Students provided feedback in small groups. A report entitled "Collegial Review of All Souls St Gabriels School" was prepared for the Board using the chapter headings:

- coherent, connected curriculum expectations;
- a positive and cohesive School culture;
- collection, analysis and use of data;
- differentiation in teaching and learning;
- the spiritual dimension;
- leadership;
- strategic resourcing;
- community relationships;
- the boarding experience.

The aim was to seek out information on what the School does well and what the School could improve, based on the views of our different stakeholders.

Community

Parental involvement:

ASSG is a family School. We have many opportunities where interested parents can help assist activities within the School, such as the P & F and Junior School Support Group.

In addition, parental help in Junior School classrooms is encouraged and celebrated, especially in the literacy area. Members of the Past Students Association assist in the museum on a weekly basis.

Flood Support

During Term 1, flooding in the North West of the state proved to be devastating for families. Sixteen School families were in need of special assistance and a support package was approved and applied. Support was also received from the Anglican Diocese of NQ and from the Queensland Department of Sport and Recreation in the form of 14 additional "Get Started" Sports vouchers to be used towards sporting club registrations.



Student fundraising, including service club contributions, resulted in \$1000 being donated to both Blaze Aid and QCWA.

ASSG- Winton Community Weekend

Many of our Western families were devastated by monsoonal rain and the corresponding flooding. The senior students were keen to do something to show our support for these communities in need. So, after consultations with the School and affected councils it was decided that we would host a community sport and social weekend in Winton. This occurred on the weekend of June 1st and 2nd and was enjoyed immensely by the 35 students and 10 staff who attended.

PCYC Emergency Service Cadets- Charters Towers

At the start of the year, a new service group commenced for secondary school aged students in Charters Towers. Based at the SES training headquarters, cadets have the opportunity to undertake SES training as per adult volunteers, excluding chainsaw and vehicle use. The group works with other emergency services personnel from the region.

Authors with Soul Literature Festival

It has been quite a few years since the School held a literature festival but in 2019, we were successful in gaining a grant based on a community event model and so, like the Phoenix, the festival was reborn.

The program consisted of an evening community launch at the Excelsior Library with a panel Q&A. A breakfast workshop on Shakespeare with local teaching staff followed by a full day of presentations and workshops. Visiting groups from Columba Catholic College, Annandale Christian College and Charters Towers Early Learning Centre were part of the Festival, enjoying sessions with Barbara Hannay about storywriting, Claire Hansen who brought Shakespeare into the contemporary classroom, performance poet Simon Kindt and Lucas Proudfoot who shared his culture and stories. The author sessions were supported by entertainment from the drama and music departments during each break as well as the novelty of the coffee van throughout the day. In the evening there was a community poetry recitation and performance piece by Simon.

The next morning, the library hosted the culminating event which involved authors and community members recording poetry for the digital Poetry Trail.

Special thanks must go our Festival Director, to the Charters Towers Regional Council for providing RADF Funding in support of the Festival, as well as the Excelsior Library for their support of the Festival Launch and the Festival Closing events. The amazing Arts Department provided music, drama, decoration and also coordinated all the sound requirements for the duration of the Festival. An event like this takes many people to make it successful and I would like to thank the entire All Souls St Gabriels School community, staff and students, who all contributed in a myriad of ways to the Festival's overall success.

Parents and Friends Association

The Parents and Friends Association held their AGM on 25 July where office bearers for 2019 were elected. They also held their annual "Meet and Greet" welcome BBQ for all families on Travel Day at the start of the school year. We have very few opportunities to join together and socialise as a whole School community so it was pleasing to see the number of families in attendance.

Community Day in the Park

Students assisted the P & F in the food van.



Burry Work Weekend

The School was a hive of activity as the campus was prepared for the start of the new school year. The weekend brought together students, staff, current and past families for the annual working bee, highlighting the strong and enduring sense of School pride. It reminds us of our past, which has established a strong platform for us to achieve successes into the future.

St Gabriels Old Girls Brisbane

On Thursday 15 August, three staff and two Year 12 Girl Seniors travelled to Brisbane to attend the Gabes Old Girls lunch. Three times during the year, past students of Gabes get together for fellowship and to talk about old times. The ladies are very generous with their support to various projects in the School, and are a delight to chat to. The girls thoroughly enjoyed their visit.

Past Students Reunion Weekend

On 11, 12 and 13 October, Past students returned for the annual reunion. The event was well attended. The weekend is a great opportunity to both catch up with school friends but to also meet current students and to hear about the School and how it is developing.

At the dinner on Saturday evening, there were two new inductees into the Walls of Fame, Mr Daniel Kelly and Mrs Nina Tooth. Both spoke about their journeys and their time at school and the importance of making the most of your opportunities whilst at school.

Phoenix Service Awards were presented to four members of the School community for their tireless support of the School.

Musical Performances

Year 7 Band, Concert Band and Stage Band performed at the Dalrymple Villa retirement village.

Concert Band performed at the Charters Towers Golf Club and at the ICPA Conference in Charters Towers.

Charters Towers Show

The School had a strong representation at the local Charters Towers Show. Students entered work in art, craft and cooking sections. Our Junior School display was a vibrant expression of all that happens at the School. Cattle Club and the Equestrian team performed well and the Stage Band and Senior Choir provided musical entertainment. Congratulations to the students involved and thank you to the staff that offered their support and assistance.



ASSG100

All Souls St Gabriels School
CELEBRATING
100 YEARS IN 2020



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