

Annual Report 2023



**MATTHEW
FLINDERS**
Anglican College

2022 YEAR PERFORMANCE

This 2022 Annual Report for the College is presented through five sections:

1. **Descriptive Information**
2. **Key Student Outcomes**
3. **Co-Curricular Activities**
4. **Staff Information**
5. **Organisational Structure**

1. DESCRIPTIVE INFORMATION

Matthew Flinders Anglican College was so named in recognition of the vision, spirit and achievements of one of Australia's most distinguished explorers. The College motto of 'Faith, Skill, Endeavour' evokes the spirit of Matthew Flinders and the values that the College strives to instill among the students.

The College is an independent co-educational school established as a company limited by guarantee and affiliated with the Anglican Church through the Diocese of Brisbane.

The College is situated in Stringybark Road, Buderim, on the beautifully scenic Sunshine Coast, Queensland. Matthew Flinders Anglican College commenced with an original enrolment of 161 boys and girls in 1990. In 2022, it was one of Queensland's largest independent schools with 1,400 enrolments.

Students attend the school from across the Sunshine Coast, from Noosa to Caloundra, from the coastline to the hinterland. The College is a co-educational day school catering for students from Prep through to Year 12. It has a reputation for high attainment, innovative learning and teaching, students who demonstrate exemplary courtesy, behaviour and aspirations, a caring and committed staff, and a selfless Board.

OUR GUIDING STATEMENTS

Our School We uphold the Christian character of our Anglican foundation in order to promote the spiritual and moral development of each student, based on compassion and service.

Our Motto **Faith Skill Endeavour**

Our Mission Through transformational learning experiences, we inspire our students to achieve academic excellence, develop a profound sense of humanity and be motivated to create positive change in the world around them.

Our Vision To Educate for Excellence in Learning and Life.

Our Values **Compassion:** We are aware of suffering and are motivated to treat others with kindness, care and understanding.

Courage: We act bravely to overcome our fears, accept challenges and learn from our mistakes.

Integrity: We act with honesty, moral strength and grace, guided by humility and compassion.

Respect: We have a high regard for self and others, and for the wider community, and treat each other accordingly.

THE COLLEGE IN 2022

If a school is made up of people, places and programs, then our places have improved (or are in the process of being improved), our programs have been strengthened and our people (staff and students) rose to the challenges put before them in 2022. All of this has been carried through our Vision of Educating for Excellence in Learning and Life.

The 2022 school year commenced with an extra two weeks of summer holidays for most students due to the government's decree given the lingering presence of COVID in the community. Soon after all students returned to the campus, the College faced two evacuations due to local flooding. As disruptive as these events were, the enthusiasm and commitment of the College community never waned, and routines were established as soon as things dried out.

The 2022 ATAR results were very pleasing, with 'success stories' throughout the cohort. In any league table presented, the College retains its place as the best-performing school on the Sunshine Coast and among the top tier in the state. The results serve as aspiration and inspiration for the rest of the College as they address the academic challenges and opportunities presented to them.

The co-curricular and extra-curricular program at the College continues to expand, providing additional opportunities for the students. In the competitive aspect of these activities, Flinders students performed with distinction, be it on the sporting fields, on the stage, in the classroom or in other arenas of competition. Students attained outstanding results at national, state and regional levels across a variety of sports and activities. The willingness of staff to coach, manage and/or co-ordinate these activities should not be underestimated. Apart from the knowledge, enthusiasm and commitment of these people, the relationships that are forged between staff and students in these times are vital ingredients to the culture of the Flinders community.

On the topic of culture, it is a multi-faceted dimension of College life, and one which is at the forefront of our thinking. The pastoral/wellbeing programs focus on the role of culture in providing the foundation for personal growth, support and development. Buy-in from students, staff and families is crucial. The Flinders Way and WELL4Life programs in Primary and Secondary Schools provide a wealth of opportunities for students to engage with pastoral and wellbeing programs and initiatives.

The College moved from being a candidate school to a global member of the Round Square organisation during 2022. The IDEALS of Round Square are aligned with the College goals and aspirations and as such, opportunities for students to experience overseas and domestic conferences and exchanges, as well as service trips and the online exchange of ideas are many and varied. It is an addition to the already diverse lived education experiences available to the students (and staff) at the College.

The College continued its educational journey with the Indigenous culture and heritage of the area. Our Reconciliation Action Plan was accepted by the relevant authorities and will underpin our ongoing education in this space. The College also engaged David Williams and his company Gilimbbaa to develop an artwork to be used throughout the College. As an Old Flinderian, his passion for this project was obvious and his interaction with many stakeholders at the College during the research and development phase was enlightening and beneficial for all concerned.

The final year of the current Strategic Plan was spent bringing initiatives and programs to their conclusion. A completion rate of over 80% of all Action Plans was seen as successful by the College Leadership and the Board of Directors. Work on the next iteration of the Strategic Plan, named Flinders Future 2023-27, commenced with focus groups meeting in the second half of the year.

Finally, we are blessed with beautiful grounds and value the continued improvements that are made in this area. Indeed, none of the wonderful achievements that are celebrated daily are possible without the commitment from the hard-working and dedicated staff at the College. The success of Flinders is driven by their energy, loyalty and willingness to seek improvement in all that they do. We are fortunate to have such highly professional staff. Matthew Flinders Anglican College is highly successful in educating young people, providing an outstanding holistic education that prepares its students for life. I thank the staff, students and parents for their contribution in ensuring we continue to flourish as a school that educates for excellence in learning and life.

Master Plan

The College Master Plan hit a milestone in 2022 as the major development in this phase of the plan was commenced. The Design Precinct, now formally named the Infinity Centre, achieved 50% construction despite the challenges of wet weather, supply chain issues and labour shortages. The project builder, Integral, deserves much praise for their commitment to the project as they negotiated the many roadblocks to maintain a workflow and construction schedule. A decision was made in 2022 to implement a 12 month 'rest period' from the master plan schedule and review the priorities at the Board Strategy weekend in September 2023.

2. KEY STUDENT OUTCOMES

The average student attendance rate as a percentage in 2022 was 91.3%. Student attendance for each year level is noted below:

Year Level	Attendance Rate
Prep	91.17%
1	93.40%
2	92.26%
3	93.21%
4	92.08%
5	91.41%
6	92.13%
7	91.38%
8	90.63%
9	89.90%
10	89.25%
11	90.21%
12	89.93%

In the Primary School, families are contacted if students are absent with no explanation. Frequent late arrivals are addressed by the Head of Sub-School or the Head of Primary. Absences are recorded on semester reports.

In the Secondary School, electronic rolls are completed for each timetabled lesson throughout the day. If a student is absent from school without explanation, administration staff contact the parent/guardian via SMS to seek an explanation. The number of student absent days and late arrivals are recorded on semester reports.

NAPLAN Results

The results from the Years 3, 5, 7 and 9 NAPLAN tests in 2022, as in most years, are above national averages in all areas of numeracy and literacy. The average NAPLAN score for all students at the College in each domain, compared to the average score of students in Australia for that domain, is outlined below:

Reading				
	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	491	572	584	621
Average Score (National)	438	510	543	578
Writing				
	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	441	526	572	610
Average Score (National)	422	484	530	560
Spelling				
	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	432	540	573	604
Average Score (National)	418	505	547	577
Grammar and Punctuation				
	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	479	566	587	631
Average Score (National)	433	499	533	573
Numeracy				
	Year 3 (2022)	Year 5 (2022)	Year 7 (2022)	Year 9 (2022)
Average Score (School)	438	533	603	634
Average Score (National)	400	488	546	584

In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic. Therefore, there is no 2020-2022 student progress data available.

Retention Rates Years 10-12

The College's apparent retention rate for Years 10-12 in 2022 was 96.6%.

Year 12 Outcomes

The academic curriculum at Matthew Flinders Anglican College is primarily designed for the preparation of students for further study at tertiary level and their life beyond school.

The College continues its excellent academic reputation. The vast majority of students were eligible for an ATAR (in 2022 this was 98.5%, compared to the State eligibility of 52.9%) and over 95.7% of our 2022 graduates proceeded to tertiary study immediately or after a 'Gap' year.

In 2022, 59.82% of our students (note: results were only shared with schools upon the approval of students, with QTAC being responsible for the calculation of the ATAR) received an ATAR greater than 90 compared to 24.75% state-wide.

One Flinders student achieved the highest possible ATAR of 99.95 (one of only 33 students in Queensland) and ten (10) students achieved an ATAR of 99 or above. The Flinders Class of 2022 reported a median ATAR of 92.45 compared to the State median of 79.20.

Our academic results have consistently been well above State averages over the past 15 years. These results encourage other students to strive for excellence. The following Outcomes data is issued by the QCAA and QTAC.

OUTCOMES FOR YEAR 12 STUDENTS, 2022	
Total number of Senior Certificates awarded	141
Total number of ATAR-eligible students	139
Number of students awarded a Queensland Certificate of Education (QCE) at the end of Year 12	134
Percentage of student results shared with College with ATAR 65+	96.12%
Number of students who achieved ATAR 98+	18.75%
Percentage of students who achieved ATAR 90+ (State average was 24.75%)	59.82%
Number of students awarded one or more VET qualifications	26
Number of students achieving a School-based Apprenticeship or Traineeship	3
Percentage of students awarded a QCE or awarded a Vocational Education and Training (VET) qualification	136
Total number of students who applied for a Semester 1 tertiary place through Queensland Tertiary Admissions Centre (QTAC), interstate or overseas	128
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	99.15%

Destinations for Year 12, 2022

At the time of publishing this School Annual Report, the results of the 2022 post-school destinations survey, Next Steps – Student Destination Report, for the College were not available. Information about these post-school destinations of students will be uploaded to the College website in September, after release of the information.

3. CO-CURRICULAR ACTIVITIES

The College offers an appealing array of co-curricular activities. All members of staff, along with a number of parent support groups in various sports and activities, have significant involvement in the co-curricular program.

Special co-curricular academic activities and extra-curricular activities are offered in the Primary and Secondary Schools where students are able to participate in the Tournament of Minds Program and a range of other extension programs including Readers' Cup, Chess, Debating, Coding Club and the Da Vinci Decathlon. Other areas of student participation in local and regional extension activities included Writers Group, Chess tournaments, the Environment Committee and the Interact Club.

PRIMARY CO-CURRICULAR ACTIVITIES

Music

Flinders Band (Years 3 - 6)	Flinders Choir (Years 4 - 6)	Flinders String Orchestra
Flinders Voices (Years 5 - 6)	Junior Primary Choir (Years 1 - 3)	Poco Strings (Years 1 - 3)
Rock Band (Years 4 - 6)	Vivace Strings (Years 5 - 6)	Woodwind Ensemble (Years 4 - 6)

Sunshine Coast Independent Schools Sports Association (SCISSA) – Years 4-6

AFL	Athletics*	Basketball
Cross Country*	Handball	Netball
Rugby 7s	Soccer	Swimming
T20 Cricket	Touch Football	Volleyball
Water Polo		

*Can progress to district, regional and state competitions.

Other Activities

Abstract Painting	Board Games - Past & Present	Cartooning
Chess Club	Clay Handbuilding	Coding Club (Awbie)
Critical and Creative Thinking	Jewellery Club	Just Dance (Esports)
Digital Art and Illustration	Drama-Rama	Drawing and Sketching
Edible Garden Club	Forest Friends	French Club
Fimo - 3D Figures	Godly Play	Inspiring Interiors
Japanese Anime Club	Keep it Simple Fishing Techniques	Lego We Do
Lego Club	Maker Space	Mario Karts (Esports)
Microbit Car Project	Pen Pals	Procreate (TECH)
Public Thinking	RoboRave	Round Square Ambassadors
Student Staff Council/Round Square Committee	Tinker Club	WOW Wednesday

Junior Primary Modified Sports

Aquathlon	Basketball	Cricket
Gymnastics	Hockey	Kick Start Your Day
Mountain Biking	Netball	Rugby
Running / Athletics	Sprint & Long Jump	Tactical Wide Games
The Perseverance Club	Touch	Triathlon
Zinger Cricket		

SECONDARY CO-CURRICULAR ACTIVITIES**Music**

Brass Ensemble	Capriccio Strings	Chamber Voices
College Band	College Chorale	College String Orchestra
Contemporary Singers	Contemporary Voices	Lumina Voices
Man Choir	Middle School Jazz Band	Musical Band
Percussion Ensemble	Saxophone Ensemble	Stage Band
Symphony Orchestra	Wind Symphony	

Secondary Interschool Sports

Australian Rules Football	Basketball	Cricket
Equestrian	Hockey	Netball
Rugby	Rowing	Sailing
Touch Football	Volleyball	Water Polo

Secondary SCISSA/Independent District Interschool Sports

Aquathlon/Triathlon	Athletics	Cross Country
Football (Soccer)	Futsal	Mountain Biking
Surfing	Swimming	Tennis
Touch Football	Volleyball	

Other Activities

Chess	Da Vinci Decathlon	Dance Group
Debating	Duke of Edinburgh's Award	E-Sports
Electric Vehicle	Environment Club	French Club
Future Problem Solvers	Innovation Club	Interact
Middle School Play <i>A Midsummer Night's Dream</i>	Peer Tutoring	Readers' Cup
Reconciliation Action Plan Group	Rock Climbing	Science Club
Senior School Musical <i>The Theory of Relativity</i>	Senior School Pantomime <i>Silly Cinderella</i>	Senior School Play <i>Scattered Lives</i>
Tech Team	Technology Club	Writers' Club

Year 7 Project <i>A Few Grimm Tales</i>	Young Entrepreneurs
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MUSIC PROGRAM

Matthew Flinders Anglican College is justifiably proud of its excellent Music Program and the College's standing at both state and national levels.

In the Secondary School, students participated in classroom music lessons and a high proportion of students were involved in the College's music programs as members of one or more of the music groups and ensembles listed above.

While the Secondary Music camp and the Secondary production of *The Addams Family* were not able to go ahead due to the delayed start to 2022, the rest of the co-curricular music performances were able to be presented to live audiences. In addition to the annual Flinders Concert series, including the Flinders Concert (Primary ensembles), The Soiree (Choirs), The Sounds of Synergy (bands), Strings on Stringybark (Strings and Orchestra) and the Sounds of Summer (Wind Symphony), the Music department added two new initiatives. In total, 774 students performed in the Flinders Concert Series.

In Term 2, the music department presented The Symposium - a concert featuring 13 secondary music ensembles. In Term 3, '22 Below', a vocal performance event in a cabaret style, based on the famous Broadway supper club '54 Below', was staged in the Lower Foyer. In addition to vocal solos and small ensembles, '22 Below' featured two new ensembles; Contemporary Singers (Middle School) and Contemporary Voices (Senior School).

The Primary and Secondary music ensembles represented the College at numerous events and competitions. 41 Secondary students, the largest representation from the 14 schools, attended the Anglican Schools Music Festival held in the Concert Hall at the Queensland Performing Arts Centre. 22 students were selected to participate in the State Honours Ensemble Program with an additional 6 attending the elite Australian Honours Ensemble Program, both of which were held at the Queensland Conservatorium of Music, during the September holidays. Silver and Gold awards were received at the Queensland Youth Music Awards and Music Fest for performances by Capriccio Strings, Wind Symphony, College String Orchestra and the College Band. In the September holiday, the newly formed Brass Band travelled to Toowoomba to compete in the Queensland Band Championships. The Brass Band played well and received first place for the Sacred Item and was also awarded the Best Disciplined Band in the state.

At the Sunshine Coast Junior Eisteddfod, the stage was awash with jade and navy. The Music department proudly supported a total of 609 music student performances as soloists or ensemble members. Out of the 10 Championship sections, Flinders students placed in 9. In the large ensemble section, Capriccio Strings, Stage Band, Wind Symphony and Chamber Voices all received first place.

In the Primary School, classroom music programs included Year 3 Recorder, Year 4 Tuned Percussion and Year 5 Drumming and Ukulele. The Year 6 students participated in vocal, drama and dance lessons which culminated in a presentation of the musical. Year 6 students also had the opportunity to be involved in project groups that created sets, props, costumes and choreography, which were utilised in

the four performances. Having transitioned into Year 2, all students learn a string instrument as part of the String Immersion Program which now includes double bass, and this is the result of the financial support from the College and the Friends of Music. The Year 4 Woodwind and Brass Enrichment Program was also run in the second semester of the year, with selected students taking part in group lessons learning one of the following instruments: flute, clarinet, saxophone, trumpet or trombone.

The Music Department also provides one-on-one tuition for students wishing to study learning an instrument or voice.

OUTDOOR EDUCATION

The camps program at Flinders is a professionally sequenced program from Years 3 - 8. In Year 9, the program has transitioned into part of the Year 2 RISE program in 2023. The Year 10 program is a broadly defined 'challenge by choice' model with camps ranging from sea kayaking in North Queensland to a camp on Norfolk Island with a focus on local history and environmental aspects. The success of the program is heavily dependent on College staff attending the camps with the students; another impost on the staff but one that provides benefits many times over.

CHAPLAINCY

Matthew Flinders Anglican College supports the Anglican heritage of the College and seeks to nurture and maintain a positive association with the local parishes of St Mark's Anglican Church, Buderim, and St Peter's Anglican Church, Maroochydore.

The College employs a College Chaplain as a full-time member of staff. Such an appointment enhances the capacity for worship and service by our students and staff. The Chaplain conducted regular cohort and House services across both Sub-Schools, with keen participation from students and staff. Other opportunities for worship and reflection were also provided throughout the College. Some highlights included:

- services on Good Friday and Easter;
- a service on Pentecost Sunday, 5 June, for which Bishop Jeremy Greaves (Bishop of the Northern Region) visited the College to celebrate three Baptisms, the Admission to Holy Communion of nine children and the Confirmation of two students in our Secondary School;
- Introducing Messy Church as the occasional Sunday service offering;
- the Community Carols and Reflections, at the end of the school year, which saw an attendance of more than 300 people;
- the staff end-of-year service, which included Holy Communion for the first time since the COVID pandemic, together with a staff nativity play, which has become somewhat of a tradition that is eagerly anticipated by staff;
- and two services at Christmas – one in German on Christmas Eve, the other in English on Christmas Day.

The regular Interfaith Gatherings, Soul Time, organised in collaboration with the local Baha'i community also continued once a month on Sunday during term time, having an average attendance of ca. 20 people.

The Chapel has become the natural place of solace and memorial for the College community. Throughout the school year, students and staff come here to light a candle and pray, at a time of loss or need, or to retreat there as a sacred space of quiet.

As part of the Find My Spark co-curricular program in the Primary School, Godly Play continued to be offered to students as a regular activity on most Friday afternoons after school. For this, the Chapel is

reconfigured into a Godly Play space, with story materials on open shelves. In the process, Godly Play has established itself as a firm favourite for participating students.

The strong commitment to service across the College continued to grow in 2022. A program of social justice provided opportunities for students to engage in practical acts of service or giving while the Chaplain helped to facilitate service-learning across the campus. Collecting Containers for Change in the Primary School has been firmly established, generating funds to support buying ingredients for meals cooked for the Flinders Food Bank and the St Peter's Community Meal.

Oliphant House students in the Secondary School have a firm relationship with Gateway Care Food Centre in Caloundra. The College Chaplain takes two to four Oliphant student volunteers to help at Gateway Care most Friday mornings, where they help with a variety of tasks ranging from processing food rescue donations, stacking/cleaning shelves, or packing bags at the check-out.

Other social justice efforts included the College's partnership with the Buddies Refugee Support Program on the Sunshine Coast. After a lengthy COVID-induced 'pause', the biannual English holiday program for refugees was able to resume in September 2022, with Matthew Flinders Anglican College offering its rooms as the venue. Several senior students offered their time to welcome participating refugees, together with a group of Year 6 students and two staff members.

We are grateful to the local Anglican Parishes, various volunteers and key staff at the College for their support of the spiritual life of the College community during the course of 2022.

COMMUNITY

The culture which exists within the College community helps define Matthew Flinders Anglican College and provides the best possible environment for the students to achieve and learn in a safe and supportive framework.

The College has a very strong commitment to Child Protection and has adopted the Student Protection Policy developed by Independent Schools Queensland (ISQ). In addition, the College has developed and implemented a Child & Youth Risk Management Strategy to ensure its practices and procedures, including those relating to the employment of staff, promote the wellbeing of children and protect them from harm.

The College has trained School Protection Officers, including the Primary and Secondary Counsellors who are employed as full-time members of staff and work across the Primary and Secondary Schools, liaising with students, parents and staff to provide both safety and wellbeing support to students.

The Board of Directors and the four Board sub-committees are well-represented by parents and members of the local community.

The parent community involvement is prevalent across the College and includes the Parents and Friends Association, and supporter groups of various co-curricular activity groups, including sport and music, classroom and reading volunteers, coaches and supporters.

Further information about the College may be obtained through the Registrar's office at enrolments@mfac.edu.au.

4. STAFFING INFORMATION

The following is a summary of teaching staff qualifications in 2022. More detail is available upon request from the Principal's office.

Qualification	Number by qualification	Percentage of classroom teachers and school leaders at the College
Doctorate	2	1.4%
Masters	15	10.7%
Bachelor Degree	123	87.8%

Permanent and Fixed Term Staff Headcount in 2022: 257

- Teaching Staff - 140
- Non Teaching Staff - 117

In mid-2022, the College staff comprised of:

Age of staff	Number	%		Male	Female
20 - 30	14	5%		81	176
31 - 40	45	18%		32%	68%
41 - 50	96	38%			
51 - 60	79	30%			
60+	23	9%			

Years of Service	Number	%
1 - 3 Yrs	84	33%
4 - 6 Yrs	41	16%
7 - 9 Yrs	35	14%
10 - 15 Yrs	40	15%
15+	57	22%

The total funds expended on teacher professional development in 2022 was \$138,034, \$85,229 in 2021; \$93,620 in 2020; \$151,980 in 2019; and \$109,437 in 2018. This excludes non-teaching staff professional development or the cost of wages and replacement teachers.

In 2022, 139 staff, both teaching and administration, participated in external professional development across a total of 256 sessions.

Academic staff attendance at the College, based on unplanned absences of sick and emergency leave periods of up to five days, was 96.57% in 2022; 97.44% in 2021; 97.34% in 2020; 98.14% in 2019; and 97.4% in 2018.

5. ORGANISATIONAL STRUCTURE

The College is governed by a Board of Directors with delegation for the day-to-day management of the College given to the College Principal. The Board has four sub-committees to inform and oversee areas of Strategy and Risk, Audit and Governance, Building and Grounds, and Nominations and Remuneration.

The Principal leads a four-person Executive and has an expanded College Leadership Team (CLT) to assist in the leadership and management of the College. Operational plans for each sub-school and areas such as curriculum, learning and teaching, innovation and financial and facilities management are developed annually. These set the direction for the ensuing twelve-month period and are informed by the five-year Strategic Plan.

Heads of Department, Heads of House, Year Level Co-ordinators, College Counsellors and other middle management positions report to members of the CLT.

The College Chaplain is an ordained priest and sits outside of the formal organisational structure, such is the all-encompassing pastoral and spiritual role of the position.

Information about College income broken down by funding source may be found on the My School website <http://www.myschool.edu.au/>

Any queries relating to this Annual Report 2022 may be directed to the Principal, Mr Stuart Meade, principal@mfac.edu.au or through 07 5477 3200.

Stuart Meade

PRINCIPAL

May 2023

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