

2017 Annual Report



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COVER IMAGES (CLOCKWISE FROM LEFT): Coolum Beach Christian College, Australian Industry Trade College, The Cathedral School of St Anne & St James
BACK COVER IMAGE: Brisbane Girls Grammar School



FIFTY YEARS
SUPPORTING
CHOICE &
DIVERSITY



This year marks Independent Schools Queensland’s 50th year of dedicated service to the sector.

To celebrate this milestone the 2018 AGM and Dinner will be held on the same date, and in the same location as the inaugural meeting of our membership association.

Date: 18 July 2018
Location: Brisbane Grammar School





Independent Schools Queensland (ISQ)
is the peak body representing Queensland's
independent schooling sector.

**Our 208 member schools are a vital part of
the state's education system. Together, these
schools educate more than 120,000 students
in Queensland.**

208

**MEMBER
SCHOOLS**

15%

**QUEENSLAND
SCHOOL
ENROLMENTS**

124,000

**ENROLLED
STUDENTS**

ISQ VISION

**Innovative leadership in advocating for and supporting excellence
in independent schooling through:**

**LEADING
ADVOCACY**

**ENHANCING
PROFESSIONAL
SERVICES**

**ENGAGING
MEMBERS**

**SUSTAINING
GROWTH**

**BUILDING
ORGANISATIONAL
CAPABILITY**

By the Numbers

2017



123,747 students enrolled
119,916 students at
202 independent schools
3,831 students at
6 Catholic schools



27 primary only schools
29 secondary only schools
149 combined primary &
 secondary schools
176 schools offered Prep



185 co-educational
14 girls only
9 boys only

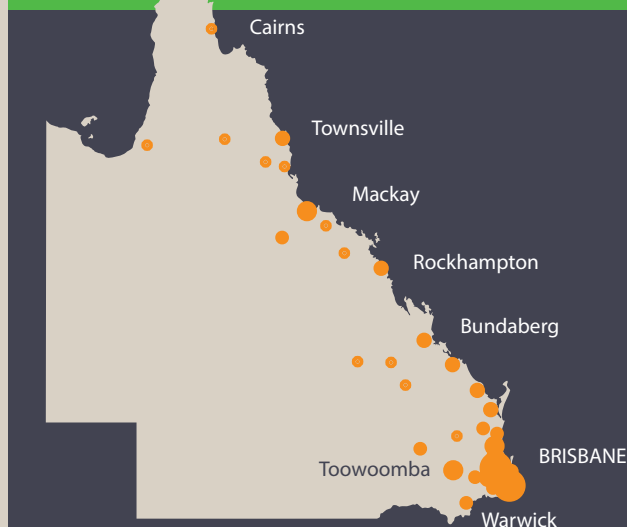
208

MEMBER
SCHOOLS



37

LOCAL
GOVERNMENT
AREAS



79 schools with full fee
paying overseas students



194 schools with
Indigenous students



9 schools offering
distance education



189 schools educating
students with disability
including **3** special schools



36 schools
providing boarding



109 schools catering for
students for whom English
is a second language or
dialect



112 schools with approved
Kindy programs

Data source: 2017 Non-Government Schools
Census (Commonwealth) August Collection

Flagship programs in 2017



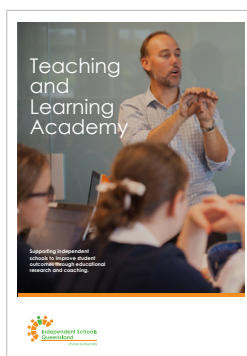
OUR SCHOOLS – OUR FUTURE

3 major research papers were produced to promote informed public policy debate and to advocate for independent schools.



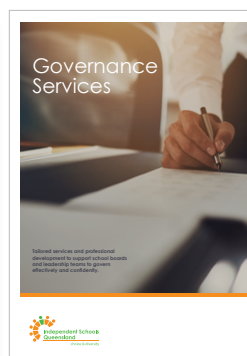
SELF-IMPROVING SCHOOLS

68% of member schools participated.
86 schools, including **10** new schools, were supported through Self-Improving Schools.



TEACHING AND LEARNING ACADEMY

15% of member schools participated in Coaching Partnerships.
14% of member schools and leaders participated in Research in Schools.



GOVERNANCE SERVICES

64 schools participated in Governance Services.



GREAT TEACHERS IN INDEPENDENT SCHOOLS

100% of eligible member schools were funded under this program.
725 teachers participated in the Professional Growth Tool Survey.

Professional learning in 2017



316 events held at ISQ's Professional Learning Centre (external and virtual)



9,555 registered for a professional development event (face-to-face and online)



1,460+ hours of professional development delivered.



6,907 users from **211** schools engaged with ISQ's Connect&Learn.

Member engagement in 2017



40 Weekly eMailing updates and
10 Briefings research papers.



4 video and **11** face-to-face Strategic Briefings from the Executive Director.



1 Catalyst member magazine produced in digital and interactive format.



ISQ staff made more than **126** visits to **74** schools, including **43** new principals.

Media coverage in 2017



56 media releases including **47** statewide and **9** regional.



More than **590** media mentions, **3** published opinion articles and **3** Letters to the Editor.



913 tweets and retweets to a growing base of **2,685** followers. Corporate LinkedIn followers grew to **973**.



111 member schools received media/marketing promotion or support.



Chair's Report

“The independent sector is perhaps the one where education innovation has the best chance of flourishing.”

2017 ISQ State Forum speaker, UK educator and change expert Richard Gerver.

You don't have to look far in Queensland's independent schooling sector to find examples of leading education practice. They're on show in classrooms, science labs and art rooms across the state.

All our work at Independent Schools Queensland (ISQ) is directed towards supporting you, our members, to achieve innovative leadership and excellence in independent schooling, as well as advocating on your behalf to influence national and state education agendas. Our participation on more than 80 federal, state and local boards, councils, advisory groups and committees is therefore as important as our investment in professional learning events.

In 2017, ISQ ran 316 professional learning events attended by 9,555 participants. At one of these events, the 2017 ISQ State Forum, leading UK educator and change expert Richard Gerver stated, “The independent sector is perhaps the one where education innovation has the best chance of flourishing”.

Strategy is an art involving the deployment of resources to achieve our purpose. The Programme for International Student Assessment (PISA) places Australian independent schools 1st in Reading and 2nd in Science out of the 72 countries and economies tested. Importantly PISA also notes that the majority of Australian students have a positive level of wellbeing. It is clear to me that ISQ's strategies and our work has successfully contributed to your excellent outcomes.

Understanding the drivers of student progress in individual schools has, and continues to be, the subject of concerted political and policy focus. While independent schools can be vastly different in size, ethos and approach, their autonomy is a common theme in their success. Protecting this autonomy and celebrating the diversity that emerges from it are priorities for ISQ.

This Annual Report provides a snapshot of the extensive program of member services ISQ delivered in 2017 and the year's highlights.

COMMUNITIES CONTINUE TO EMBRACE INDEPENDENT SCHOOLS

Growing the sector and education choice for families is a priority for ISQ.

Community demand for independent schools remains strong. In 2017 ISQ's membership base grew to 208 schools operating across 236 sites. This included six Catholic schools and 100 percent membership of 202 independent schools. Together these schools enrolled 123,747 students.

2017 saw the sector's enrolment profile continue to broaden with ongoing growth in the number of particular groups of students including, students with disabilities, Indigenous students and international students.

New independent schools and additional capacity in existing schools will be needed to maintain existing levels of school choice for Queensland families in the future, according to the findings of ISQ's 2017 *Our Schools – Our Future* research report *Independent Schools Infrastructure: Planning to Maintain Choice*.

EXTERNAL INFLUENCES ON SCHOOL OPERATIONS

Maintaining a watchful eye on external factors which can impact the income and operations of independent schools is a critical role for school boards.

Importantly, Australia's federal schools funding arrangements were confirmed in 2017 providing independent schools with a 10-year funding trajectory to inform their forward planning.

Australia's economy continued to lift with the Reserve Bank of Australia noting in its November 2017 Statement on Monetary Policy that the economy is "expected to expand at a solid pace over the next couple of years".

However, wages growth remains "slow, averaging an annual rate of around 2 percent" and household debt is an ongoing concern, according to the RBA.

Financial risk and long-term sustainability must remain at the forefront of school board decision-making and planning. Therefore, it was pleasing to see one in three school boards accessed ISQ's governance services in 2017.

STRATEGIC OUTLOOK

While the drive to deliver high quality services on a day-to-day basis occupies the lion's share of ISQ's work, the organisation also operates with an eye firmly on the future.

ISQ's Strategic Plan directs the organisation's work over the short to medium term. In 2017, ISQ's board, management and staff reflected on the organisation's mission, values and priorities during the development of a new three-year plan for the period 2018 to 2020.

The new plan informs the allocation of ISQ's financial resources, which are in a sound position as a result of prudent governance by the board. Like other similar organisations across the country, ISQ will be operating with reduced federal funding going forward. This will require a careful balancing of mandated government requirements with the needs and aspirations of the sector.

ACKNOWLEDGEMENTS AND FAREWELL

I am confident ISQ, with the support of its board and all ISQ staff under the leadership of David Robertson, will continue to uphold the organisation's original 1968 vision and mission to promote, develop and support independent schooling.

This will be my final report as ISQ Chair. After 18 years of service on the ISQ Board, seven as Chair, it is time for me to pass on the baton.

It has been an honour to lead a board of experienced and dedicated professionals who are passionate advocates and supporters of independent schools.

I would like to thank all ISQ staff, my board colleagues, the Education Committee, the Finance Committee and their respective chairs and members, for giving so generously of their time, expertise and ideas.

I would also like to acknowledge the contributions of the Queensland Independent Schools Block Grant Authority, the Queensland Independent Schools Parents Network and their respective board chairs, board members and executive officers.

Thank you for the opportunity to build on the good work of predecessors and contribute to ISQ's journey and growth.

The culture of service and servant leadership that exists in ISQ is one of its great strengths and a testament to the board and staff who live and breathe it in their daily work.

I wish all schools, their leaders, staff and ISQ every success for the future. I look forward to celebrating the sector's history and legacy at ISQ's 50-year anniversary event in 2018.

JOHN SOMERSET

CHAIR, BOARD OF DIRECTORS
INDEPENDENT SCHOOLS QUEENSLAND



Executive Director's Report

“Everybody in this House, particularly the Shadow Minister and I, absolutely believes that every parent deserves the right to choice when it comes to their child’s education.”

**Kate Jones,
Queensland Minister for
Education in 2017**

On the afternoon of August 10, 2017, in a rare display of bipartisanship, Queensland’s two major political parties found common ground. That common ground was non-state schools.

Members on both sides of the House were united in their praise for the significant role non-state schools play in the development and formation of the state’s citizenry.

While the business they were there to debate that day was the long-awaited Education (Accreditation of Non-State Schools) Bill 2017, their statements were interlaced with stories about their experiences and admiration for their local non-state schools.

As Members rose to speak to the Bill, they named and acclaimed their local independent schools, sharing personal insights into the difference they were making to the lives of young Queenslanders and to the social and economic fabric of their local communities.

They also acknowledged the pivotal role non-state schools play in providing education choice to Queensland families from all backgrounds.

These were welcome words that stood in stark contrast to the divisive language and debate that had permeated public discourse on schools in other states and at the national level during the year.

GONSKI MAKES A RETURN IN FEDERAL FUNDING REFORMS

The scene had been set early, positioning 2017 as a year of significant change in school education policy.

The catalyst was the self-imposed deadline set by the Australian Government to finalise a new schools funding model in the first half of the year.

Independent Schools Queensland (ISQ) engaged strongly, in partnership with the Independent Schools Council of Australia (ISCA), in the funding discussions, making the case for equitable treatment of independent schools and the need for a simpler and fairer system to distribute the nation's \$60 billion annual investment in schooling.

On 2 May 2017, Prime Minister Malcolm Turnbull, flanked by Federal Education Minister Simon Birmingham and David Gonski AM, announced details of the new funding arrangements and a national review to achieve educational excellence spearheaded by Mr Gonski.

Nine days later the Australian Education Amendment Bill 2017 was introduced into Federal Parliament. It was hotly debated in the Senate and subject to amendments until the 11th hour, but was passed with cross-bench support on 22 June.

The new model impacts schools in different ways across all sectors. ISQ has been working closely with member schools on the transition process and continues to work diligently behind the scenes for the sector.

It is important to restate that under the new arrangements independent school children continue to receive, on average, the lowest levels of government funding support. This is a point often lost in the emotive commentary on school funding.

A NEW ACT FOR NON-STATE SCHOOLS AND A STATE ELECTION

At the state level, the long-awaited review and update to the *Education (Accreditation of Non-State Schools) Act 2001*, was introduced into Queensland Parliament on 9 May 2017 and was passed with bipartisan support on 10 August.

The 2017 Act responded to key concerns raised by ISQ. Namely it ensured that non-state schools which meet the criteria for accreditation are automatically approved for government funding.

The passage of this legislation was well timed. Eleven weeks later the Premier called the state election. ISQ stepped up its advocacy work on behalf of independent schools, putting forward a list of key election priorities for the sector to the major and minor parties. After a long and close count, the Palaszczuk Government was returned. ISQ was pleased to meet with new Education Minister Grace Grace shortly after she was sworn in to share information about the sector and discuss priority issues.

ADVOCACY ON PUBLIC POLICY

A key vehicle through which ISQ seeks to contribute to policy debate and formation is the research undertaken under the *Our Schools – Our Future* flagship program. In 2017, ISQ released three papers that analysed:

- population trends and future independent school services needed
- income levels of families with school-age children, and
- key areas for continuing reform in Queensland education.

ISQ will continue to maintain its strong working partnerships with the Queensland and Australian Governments and their respective departments, to ensure the needs and contributions of independent schools are considered in the formation of state and federal public policy.

LEADING EDUCATION PRACTICE

Supporting member schools to be at the leading edge of education practice is central to ISQ's work. To do that ISQ needs to be constantly scanning the horizon and enhancing its own bank of expertise and offerings. To that end, ISQ achieved the distinction of becoming a certifying authority for Highly Accomplished and Lead Teachers (HALT) at the end of 2017. This was a significant undertaking, but one that will give member school teachers the opportunity to achieve national recognition for their education expertise and impact. ISQ looks forward to celebrating the sector's first HALT graduates in 2018.

ISQ CELEBRATES 50 YEARS OF SERVICE IN 2018

2018 is a milestone year for ISQ. It marks 50 years of dedicated service to the organisation's growing base of member schools and 50 years of tireless advocacy on behalf of the sector.

To mark this milestone, ISQ's 2018 Annual General Meeting (AGM) and Dinner will be held on the same date (18 July), and in the same location (Brisbane Grammar School) as the inaugural meeting of the association.

I invite all member schools to join ISQ, its alumni and distinguished guests to celebrate the achievements of the sector and reflect on the organisation's contribution to independent schooling.

ACKNOWLEDGEMENTS

At the end of every year, it is important to reflect on and acknowledge the work of the sector and the people who are part of it.

Firstly, I would like to praise each and every member school for their tireless dedication to the education and wellbeing of their students.

My sincere thanks go to the ISQ Board, chaired by John Somerset, for its strong leadership and steady guidance during a year of significant change.

To the dedicated and passionate staff who work at ISQ, thank you for striving every day to support, champion and extend our member schools. Your work and professionalism are deeply appreciated.

I look forward to celebrating the achievements of everyone who has contributed to the growth and advancement of our great sector in what will be a highlight year for ISQ in 2018.

DAVID ROBERTSON

EXECUTIVE DIRECTOR
INDEPENDENT SCHOOLS QUEENSLAND

ISQ Board and Committees

As at 31 December 2017

Board of Directors

Independent Schools Queensland is governed by a board of directors. Directors are appointed for three-year terms, with one-third of directors retiring each year.

ISQ's board met seven times during 2017 to continue the advancement of the collective and common interests of member schools. The Board identified and planned for emerging strategic issues whilst providing stewardship of the human and physical resources of the organisation.

ISQ BOARD

Mr John Somerset (Chair)
Saint Stephen's College
Governing Body

Mrs Karen Spiller (Deputy Chair)
St Aidan's Anglican Girls' School
Principal

Dr Steven Austen (Director)
Whitsunday Anglican College
Business Manager

Mr Richard Brown (Director)
Toowoomba Christian College
Principal

Ms Ros Curtis (Director)
St Margaret's Anglican Girls School
Principal

Dr Lynne Doneley (Director)
Gulf Christian College
Governing Body

Mr David Bliss (Director)
St Andrew's Lutheran College
Principal

Mrs Leisa Harper (Director)
Former School Principal

Mr Geoff McLay (Director)
West Moreton Anglican College
Principal

Ms Yvonne Packbier (Director)
St Michael's College
Governing Body

Mrs Jane Schmitt (Director)
Anglican Church Grammar School

Mr Michael Willis (Director)
resigned on 7 December 2017

Education Committee

The Board of Directors appoints the constituted Education Committee on an annual basis following the AGM. The Committee is chaired by a board member.

EDUCATION COMMITTEE

Ms Donna Anderson
Canterbury College
Head of College

Ms Cae Ashton
Autism Queensland Education
and Therapy Centre
Principal

Mr Nigal De Maria
The Sycamore School
Principal

Mr Luke Ralph
Redlands College
Head of Middle School

Dr Dirk Wellham
Caloundra City Private School
Principal

Mr Craig Bassingthwaight
Somerset College
Headmaster

Mrs Kathy Bishop
Clayfield College
Principal

Ms Reniece Carter
The Rockhampton Grammar School
Director of Teaching and Learning

Dr Bronwyn Dolling
Pacific Lutheran College
Principal

Mr Tony Dosen
Ipswich Grammar School
Deputy Headmaster

Dr Linda Evans
Fairholme College
Principal

Mr Nigel Fairbairn
Blackheath and Thornburgh College
Principal

Mr Todd Langford
Mueller College
Head of Teaching and Learning

Mr Colin Minke
Immanuel Lutheran College
Principal

Mr Geoff Newton
Hillbrook Anglican School
Principal

Mr Gary O'Brien
Cannon Hill Anglican College
Deputy Principal

Mrs Julie Robinson
John Paul College
Director Curriculum and Learning

Mr Johannes Solymosi
Parklands Christian College
Principal

Mr Andrew Wheaton
Anglican Church Grammar School
Deputy Headmaster (Academic)

Dr Lynne Doneley
(Chair – Education Committee)
Gulf Christian College
Governing Body Representative

Other ISQ Committees

The Board also has two other standing committees; the Finance Committee and the Remuneration and Nominations Committee.

FINANCE COMMITTEE

Mr Geoff McLay
(Chair – Finance Committee)
(from December 2017)

Mr Richard Brown
Dr Steven Austen

Mr Michael Willis
(Chair – Finance Committee)
resigned on 7 December 2017

REMUNERATION AND NOMINATIONS COMMITTEE

Mr John Somerset

Mrs Karen Spiller

Mr Geoff McLay
(from December 2017)

Mr Michael Willis
(to December 2017)

Advocacy, Research and Representation

Independent Schools Queensland advocates strongly for maintaining the autonomy of independent schools and supporting parent choice in education through school diversity. The organisation is a persuasive champion for the needs of the sector in times of policy and funding reform.



Key Strategic Focus Areas
LEADING ADVOCACY
ENGAGING MEMBERS
SUSTAINING GROWTH

2017 Highlights

State election advocacy and strategy including multi-channel updates to members, election statement and 93 election maps.

Government submissions on educational excellence, foreign policy, changes to CRICOS requirements and education policy.

Three research papers conducted as part of the *Our Schools – Our Future* program.

200 independent school leaders attend the biennial ISQ State Forum: Limitless Possibilities featuring internationally renowned speakers.

ISQ engages with governments, institutions, communities and the public to address the issues of importance to independent schools.



CLOCKWISE FROM TOP: ISQ Executive Director, David Robertson is interviewed by Channel 9 about the finalised 2017 Queensland NAPLAN results; UK change expert, Richard Gerver delivers his keynote at the 2017 ISQ State Forum: Limitless Possibilities; David Robertson advocates for the interest of independent schools in the Senate.

Leading Advocacy

QUEENSLAND GOVERNMENT

In the second half of 2017 ISQ undertook a range of activities in the lead up to, during and after the 2017 State Election campaign. In addition to issuing media releases, opinion articles and conducting a proactive social media campaign, work undertaken by the Strategic Relations unit included:

- creation of a dedicated continually updated election web page
- creation of 93 state electorate maps with a list of local independent schools, school enrolments and student participation rates
- creation of a video about the contribution of independent schools to Queensland education and the economy
- publication of a *State Election Statement*
- provision of three newsletter articles to principals with key election messages for the independent schooling sector
- 12 advertisements in key newspapers across the state
- five *Election Updates* to member schools
- letters to all political parties and candidates
- media releases welcoming the re-elected Labor Government and new Education Minister Grace Grace.

In 2017 ISQ attended regular Term meetings with the Education Minister, and hosted a Parliamentary function attended by Parliamentarians and member schools. Additionally, ISQ made submissions to the Queensland Government to advocate for the interest of its member schools on a range of state-based policy issues including:

- Education (Accreditation of Non-State Schools) Bill 2017
- Review of Planning Instruments and Provision of Future School Infrastructure
- Review of the blue card system – Discussion Paper.

AUSTRALIAN GOVERNMENT

ISQ worked in close partnership with Independent Schools Council of Australia (ISCA) at the national level to advocate strongly for independent schools as part of the Australian Government's proposed new federal schools funding model.

ISQ undertook a range of national advocacy activities including meeting with a number of Australian Government MPs in Canberra to discuss the unique needs, interests and challenges faced by Queensland independent schools in relation to funding. ISQ also provided submissions to:

- Review to Achieve Educational Excellence in Australian Schools
- Australian Education Amendment Bill 2017
- Foreign Policy White Paper
- Proposed Changes to the National Code of Practice for Providers of Education and Training to Overseas Students 2007.



To find out more, search
ADVOCACY
at www.isq.qld.edu.au



Regular meetings with the new Minister for Education, Grace Grace enabled ISQ to advocate for the interests and needs of independent schools.

ISQ met with a number of Australian Government MPs in Canberra to discuss the unique needs, interests and challenges faced by independent schools in relation to funding.

IN THE MEDIA



56

Media releases



REGIONAL
ALL QUEENSLAND



>590

Media mentions

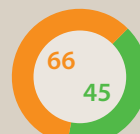


BROADCAST
NEWSPAPER/ONLINE



111

Schools promoted
or supported



REGIONAL
BRISBANE

**#1 TWITTER
CAMPAIGN**

#ISQforum

trended nationally



**SOCIAL MEDIA
FOLLOWING**



2,685

Linked in

973

Media

ISQ continued to grow its public profile as a respected authority and advocate for Queensland's independent schooling sector, and as an accessible and knowledgeable media commentator on school education policy and issues. Analysis of ISQ media mentions by topic showed NAPLAN and federal schools funding accounted for 51 percent of mentions in 2017. ISQ comments also featured in media stories on the Queensland state election, school choice, Year 12 outcomes and future new schools and infrastructure.

ISQ built the media response capacity of member schools by providing media issues management support and structured media training for Principals and Board Chairs. In 2017 eight schools took advantage of this intensive small-group training.

The ISQ social media follower base on Twitter and LinkedIn grew through the regular sharing of topical and engaging content. ISQ used social media extensively to promote and report on its biennial State Forum: Limitless Possibilities using the hashtag #isqforum. The volume of twitter activity generated by the forum resulted in the hashtag trending online during the event. ISQ also used its social media platforms to reinforce and extend the reach of its key sector messages on choice, diversity and the value of an independent education.

Research

Three major research papers were produced under the *Our Schools – Our Future* flagship program. *Queensland's Education Future: Continuing the Reform Agenda* identifies nine priority areas which should be the focus of the state's future school reform efforts. The issues paper was researched internally and was released at ISQ's biennial State Forum on 1 June, which was attended by the Education Minister and more than 200 independent school leaders.

In August, ISQ undertook detailed analysis to pinpoint where and when new facilities would be required to cater for the sector's share of 263,000 additional school-aged children projected to be living in Queensland by 2036. *Independent Schools Infrastructure: Planning to Maintain Choice* confirms Queensland's independent schooling sector will need 21 new Prep to Year 12 schools and 825 extra classrooms in existing schools to accommodate an additional 46,600 school-aged children by 2036.

In November, *Income Levels of Families with Students in Queensland Schools* was released.

The data, drawn from the 2016 Census of Population and Housing, busts common myths about parent income and school choice revealing Queensland families from all income levels choose independent schools.

ISQ provided the report to the National School Resourcing Board to inform its review into how parental capacity to contribute to non-state school costs is calculated.



To find out more, search
LATEST RESEARCH
at www.isq.qld.edu.au

School Funding and Planning

When the new Federal funding legislation passed in 2017, ISQ undertook research and analysis of data, legislation and policy to forecast the likely impact on the funding of member schools. ISQ provided advice on 197 enquiries. As a result, 222 forecasts were generated and provided to members for budgeting purposes during 2017.

ISQ delivered two highly attended workshops on school planning with councils for Townsville and Cairns. A key contribution was delivering, together with the Department of State Development, a successful Planning and Partnerships for SEQ School Infrastructure Forum with cross-sector engagement of more than 50 participants. ISQ also responded to multiple new school proponents and provided advice on establishing new schools from more than 40 enquiries of which seven were supported through to Non-State Schools Accreditation Board application stage.

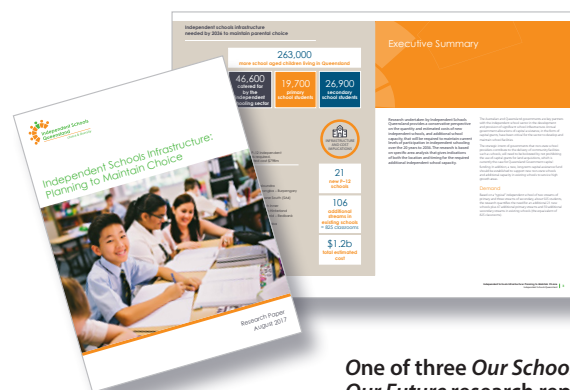
Parent Engagement

With the support of ISQ, the Queensland Independent Schools Parents Network (QISPN) launched a schools web hub in 2017 featuring international and national parent engagement research and school strategies. This research is available for schools to build productive and powerful partnerships with their parent communities. Parents also accessed a range of expert education and parenting advice and resources from the QISPN website, Facebook page and e-newsletter, including webinars by leading experts in family and child wellbeing, mental health, bullying and cybersafety. The QISPN funded two of these parent webinars, which were hosted by the Independent Schools Digital Collaboration Network, available via www.parentsnetwork.qld.edu.au.

The QISPN maintained its strong advocacy work on behalf of the parents of independent school children in 2017 supported by its reference group of parents from small and large schools across Queensland.

Sector Representation

ISQ continued to represent the interests of the independent sector on more than 80 boards, councils, advisory groups and committees. A high level of engagement continues at the national level by ISQ staff across a range of areas including NAPLAN and the Australian Curriculum. A number of ISQ staff also represent ISCA on national committees and projects.



One of three *Our Schools – Our Future* research reports produced by ISQ in 2017.

Governance and School Services

ISQ seeks to enhance the knowledge, skills, strategies and practices of schools and empower boards and leaders to confidently shape their school's future; build teaching capability and capacity; and improve outcomes for students at every achievement level.



Key Strategic Focus Areas
BUILDING ORGANISATIONAL CAPACITY
ENHANCING PROFESSIONAL SERVICES

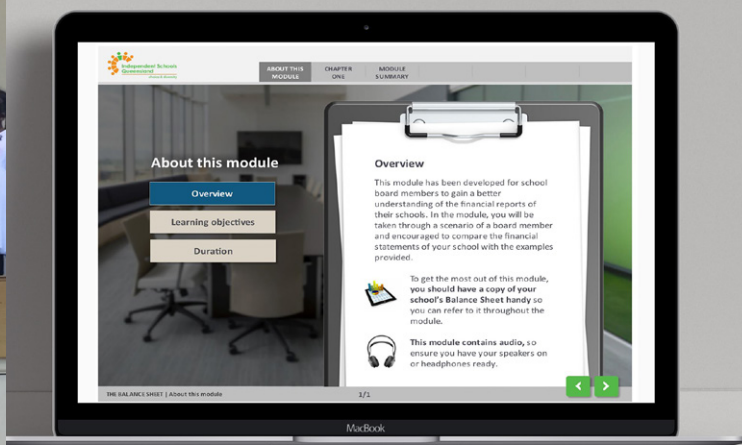
2017 Highlights

2017 saw a strong focus on delivering support to regional schools and their boards.

ISQ met directly with 28 Board Chairs to provide targeted governance briefings specific to their school's challenges and environment.

40 schools participated in the School Business Manager Training Program.

ISQ guides and supports school boards and leaders to be transparent, accountable and to govern effectively through tailored governance services and professional development opportunities.



CLOCKWISE FROM TOP: ISQ School Business Services staff conducted regional tours in 2017, hosting the Rockhampton visit at member school, Heights College; School board members gained access to a fresh suite of online governance and finance modules via ISQ's Connect&Learn; Kindergarten students were congratulated at a special early childhood graduation ceremony at the Australian International Islamic College.

In 2017, ISQ ran nine standard Short Course programs (eight metropolitan and one regional), two regional governance modules, and presented whole board Short Course training to seven different schools, the majority of which were based in regional areas.

ISQ developed four financial modules in an online platform and has continued strategy development through the SMART (Strategic Monitoring and Reporting) tool. The Board Review tool was utilised by one school, whilst six members engaged ISQ for support in strategic planning.

As a new initiative, ISQ met directly with 28 board chairs to give a targeted briefing specific to their school's environment and challenges, and to assist them in leading from the top.

Strength through Compliance

EMPLOYEE RELATIONS

ISQ continued to develop and deliver targeted training to members on Employee Relations (ER) topics relevant to independent schools such as general ER issues, Enterprise Bargaining Trends, Employment Contracts, and Employment Practices Liability Cover. The ER team assisted members in over 600 employee relations matters and 13 member schools with the bargaining of Enterprise Agreements. ISQ provided assistance and support to over 125 member schools, in addition to providing targeted online resources in accordance with the ER needs of members. The uptake of ER services provided by ISQ continues to grow, particularly in the area of Strategic Employee Relations advice and Enterprise Bargaining.

SCHOOL BUSINESS MANAGEMENT

2017 saw ISQ's delivery of face-to-face training events continued, giving particular focus on school management and operations. In its second year of operation, the new School Business Manager Training Program saw participants from 40 schools. A tour to support schools in regional and remote areas was conducted with School Services team members visiting 34 schools providing individual support to each. ISQ continued to support schools through policy reviews and through school administration structure reviews.

EARLY CHILDHOOD

ISQ successfully supported member schools in the early childhood area by providing assistance with the establishment of new early childhood services, representation on state committees, advice and support to meet state and federal regulatory requirements, and the delivery of targeted professional learning opportunities. In 2017, 112 member schools offered 121 early childhood services with an approved kindergarten program in both sessional and long day care models.

In 2017, ISQ administered approximately \$5 million in State Government Queensland Kindergarten Funding Scheme payments, and provided targeted support to the 40 members of the ISQ Central Governing Body for kindergartens. Advocacy on state committees remained a priority, with particular regard to the National Quality Review and changes to the National Quality Standard and Education and Care Services National Regulations, the early childhood workforce and transition to school. In response to child protection legislative changes, ISQ developed an online child protection course for early childhood staff, administered via ISQ Connect&Learn.

INTERNATIONAL

2017 was a year of change in the international education regulatory environment in Australia, with the National Code of Practice for Providers of Education and Training to Overseas Students 2018 released in the third quarter. This required a major overhaul of policies and procedures for Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) providers, 84 of which are ISQ member schools. ISQ's International Education Service provided schools with the necessary updates and resources to meet these new CRICOS compliance requirements by January 2018. This support assisted these schools to enrol over 1600 full fee paying international students in 2017, contributing a range of benefits to school communities.



To find out more, search
INTERNATIONAL
at www.isq.qld.edu.au



In 2017, ISQ successfully applied for Queensland Government International Education and Training Partnership Funding to produce digital versions of Queensland independent school profiles in six languages. Overall, 115 individual school profiles were created in Chinese (Simplified), Chinese (Traditional), Japanese, Korean, Vietnamese or Russian for the project consortium of 22 schools.

This is one of the ways ISQ supports member schools to promote opportunities to live and study in a Queensland independent school to international audiences and to engage globally. ISQ will deliver a second iteration of these translated school profiles to its member schools in 2018.

Education Services

ISQ works with schools to improve offerings and performance, ensure stability and direction, and enhance staff development.



Key Strategic Focus Areas
ENHANCING PROFESSIONAL SERVICES
ENGAGING MEMBERS

2017 Highlights

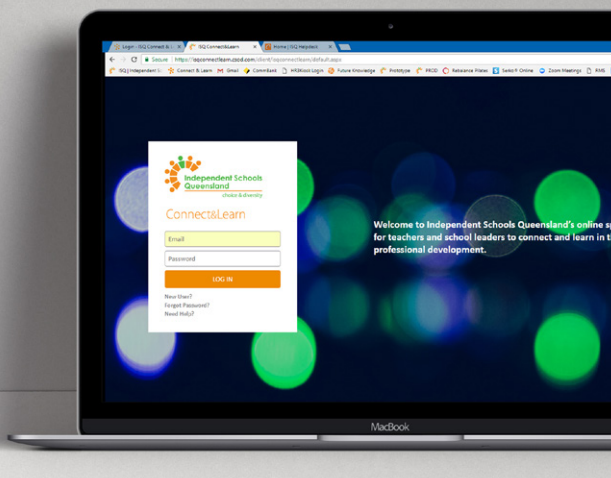
ISQ met with 28 board chairs to provide a briefing specific to their school's environment and challenges.

ISQ's Curriculum Innovation Forum featured internationally renowned speakers, including Emeritus Professor Ron Barnett from University College London.

AITSL recognised ISQ as a National Certifying Authority for Highly Accomplished and Lead Teachers (HALT).

ISQ developed an evaluative framework, with Professor Helen Timperley, to drive school improvement.

Independent Schools Queensland is driven to deliver quality informative experiences that empower teachers professionally to ultimately strengthen student outcomes.



CLOCKWISE FROM TOP: ISQ's first group of teachers (from Mueller College) working towards national HALT certification; Emeritus Professor Ron Barnett at ISQ's 2017 Curriculum Innovation Forum; Growth and development was top of mind with the launch of 10 Connect&Learn online modules to support leadership and teacher development.

School Performance

SELF-IMPROVING SCHOOLS

Throughout 2017, the Self-Improving Schools program continued to support member schools to improve student outcomes, teacher practice and overall school performance. Eleven consultants, both internal and external to Independent Schools Queensland, provided ongoing face-to-face, email and phone support to schools implementing improvement strategies.



To read more about this program, search **SELF-IMPROVING SCHOOLS** at www.isq.qld.edu.au

GREAT TEACHERS IN INDEPENDENT SCHOOLS

In 2017, 200 eligible schools received funding to build quality teaching and learning through the Great Teachers in Independent Schools program. In addition, 64 schools accessed specialised and tailored support in the areas of mentoring, middle leadership, strategic performance and development, and support to recognise and reward high performing teachers.



To read more about this program, search **GTIS** at www.isq.qld.edu.au

EXCELLENCE IN INITIAL TEACHER EDUCATION

ISQ continues to support independent schools to work closely with universities to build the capacity of the teaching profession through excellent professional experience placements. In 2017, ISQ provided specialised supervising preservice teacher training to 52 teachers in 19 schools to nurture their ability to mentor preservice teachers effectively. ISQ also worked closely with the Queensland College of Teachers and universities to advocate for the independent sector in this space.

Educational Data

School leaders created high performing cultures within independent schools, using data to monitor and intervene as necessary. The 2017 Educational Data project supported 11 schools to develop and implement a targeted data plan for the use of data across the school. The plans included details of data sets to be used, responsibility for analysis and communication planning. ISQ also delivered the highly successful third annual Educational Data Symposium which was attended by 136 attendees from 71 schools.

Teaching and Learning

COACHING PARTNERSHIPS

In 2017, Schools pursued the complex environment of literacy in primary and secondary schooling, literacy coaching in the classroom, and differentiated learning using learner profiles.

Coaching Partnerships comprised of three specific programs: New, Continuing and Expansion. A total of 30 schools and 42 coaches were funded through these programs. Coaches presented on their experience at the November Colloquium day. Having trained coaches in a school assists in building teacher and school capability to action teaching and learning practices that result in improved student learning outcomes.

RESEARCH IN SCHOOLS

In 2017, schools implemented action research across various topics. From supporting boarders and breaking down barriers to boys' education, to improved literacy outcomes for Preps, Indigenous students and students with learning disorders, participating schools implemented a diverse set of approaches to teaching and learning.

Research in Schools (RIS) was comprised of three programs: Inquiry Research, School-wide Inquiry; and Action Research. A total of 32 schools and leaders in 38 teams participated in these programs. Project teams presented research findings, which included models of best practice in investigation, at the November Colloquium days. The main benefits of the RIS program are to build teacher capability in questioning, and research into teaching and learning practices that result in improved student learning outcomes.



To read more about these programs, search **TEACHING AND LEARNING ACADEMY** at www.isq.qld.edu.au



ISQ's Winter 2017 issue of *Catalyst* profiled member school projects across Coaching Partnerships and Research in Schools.

Australian Curriculum

In 2017, ISQ continued its advocacy role through a number of state and national curriculum committees, including representing the Independent Schools Council of Australia on the ACARA Foundation to Year 12 Curriculum Reference Group. Over 2,500 school leaders and teachers attended professional learning events related to Australian Curriculum. Some member schools were supported individually as they worked towards accreditation requirements, while others chose to participate in intensive bespoke curriculum audits and reviews on a fee-for-service basis.

Government Funding

STATE AND NATIONAL TARGETED FUNDING

During 2017, ISQ administered approximately \$30 million in grant payments relating to Australian and Queensland Government programs. The programs covered a range of government priorities and were directed at various target groups, including teachers and school leaders.



To read more, search
APPLICATIONS FOR FUNDING
at www.isq.qld.edu.au

STUDENTS FIRST SUPPORT FUND

ISQ's Teaching and Learning Academy continued two of its programs – Coaching Partnerships and Research in Schools, due to the Students First Support Fund (SFSF). The ISQ 2017 Students First Support Fund Action Plan was developed in accordance with the requirements under the Memorandum of Understanding (MOU) between the Commonwealth of Australia and ISQ in relation to the SFSF.

The Action Plan outlined intended services and activities in 2017, whilst an Outcomes Report accounted for the organisation's allocation and expenditure of SFSF grants totalling \$4.8 million.

Due to this government funding for 2017, ISQ member schools were able to participate in a variety of activities and projects related to improving quality teaching, improving quality learning, empowering school leadership, meeting student needs including supporting Indigenous students and students with a disability, and improving transparency and accountability in schools.

The Students First Support Fund MOU concluded at the end of 2017 and will be replaced, with reduced funding, by the Reform Support Fund.



To read the report, search
2017 OUTCOMES REPORT
at www.isq.qld.edu.au

STUDENTS WITH DISABILITY

ISQ facilitated over 50 professional learning activities supporting approximately 650 school staff with the implementation of disability initiatives such as the Australian Government's Nationally Consistent Collection of Data on Students with Disability (NCCD) and the Queensland Government's Education Adjustment Program (EAP), as well as tailored professional learning for support staff including teacher aides. ISQ provided targeted EAP funding to 182 schools to support students who met the criteria in seven specific disability categories. ISQ also provided regular communication to schools to inform staff in relation to a wide range of students with disability and student wellbeing programs and activities.



To find out more, search
STUDENT SUPPORT
at www.isq.qld.edu.au

ABORIGINAL AND TORRES STRAIT ISLANDER EDUCATION

In 2017 ISQ provided support to schools to implement the National Aboriginal and Torres Strait Islander Education Strategy, embed Indigenous perspectives in curriculum planning and advance teacher professional learning in Australian Professional Teaching Standards 1.3, 1.4 and 2.4.

School leaders from 14 schools attended the 2017 ISQ Indigenous Education Principals' meeting to discuss national and state Aboriginal and Torres Strait Islander Education policy and the application to schools' strategic plans.

During the year, 151 staff from 20 schools participated in professional learning and curriculum days to improve embedding Indigenous perspectives in classroom planning and 138 staff from 50 schools participated in Indigenous Bandscales training to support Indigenous English as an Additional Language /Dialect learners.



To find out more, search
STUDENT DIVERSITY
at www.isq.qld.edu.au

VOCATIONAL EDUCATION & TRAINING

More than 7500 certificates were awarded to Vocational Education & Training (VET) students in independent schools in 2017. ISQ made 55 school visits in 2017, giving particular focus to regional areas such as Cairns, Emerald and Rockhampton. A broad range of support, guidance and advice was provided to schools regarding differing work experience structures, career planning and development, training and assessment, Units of Competency as part of the National Training Package, VET compliance and the relevance of qualifications to industry.

Various workshops in 2017 modelled best practice and aided connections between school and industry, bringing together research and industry professionals to discuss requirements at a grassroots level to achieve greater student outcomes.

Diversity is one of the key strengths of the independent sector. Parents can choose from a diverse range of independent schools to find the school that best serves their child's needs. ISQ administers and supports a range of programs and services catering to student diversity.

Emerging leaders

Indigenous workforce development is a priority of the National Aboriginal and Torres Strait Islander Education Strategy. ISQ is dedicated to guiding Aboriginal and Torres Strait Islander workers in education through tailored staff development and support.

The ISQ annual Indigenous Education Middle Leaders Mentoring Day aims to provide a professional growth and development opportunity catering for individual's specific needs. The small workshop group context supports emerging Indigenous leaders to gain greater confidence in their leadership journey.



Pathways to making a difference

ISQ ensures independent schools deliver on industry's need for better educated apprentices and trainees, and young people with relevant VET qualifications. ISQ workshops, webinars and online learning equip school staff to deliver quality career and VET guidance, which is then aligned with the school's own educational philosophy.

Australian Industry Trade College has an innovative approach to workplace preparation. 2017 saw 19 student volunteers use their vocational skills to build a trade training centre and family home in Cambodia. Students gained greater global understanding while seeing the tangible benefits of their newly acquired transferrable skills.

Responding to the individual

ISQ tailors professional learning opportunities to meet the needs of a school's teachers, teacher aides and specialist staff who support students with disability.

Like many member schools, Fairholme College has a dedicated Learning Enhancement Team (LET) with a range of expertise to provide flexible and responsive quality support to each child. With the support of ISQ, the specialised staff provides tailored advice, student assessment and effective and appropriate learning pathways so that all children, regardless of ability, receive a quality education.



ISQ Professional Learning

ISQ PROFESSIONAL LEARNING CENTRE

ISQ's Professional Learning Centre hosted 146 professional learning events and meetings attracting more than 3200 attendees in 2017.

ISQ continued to bring professional learning opportunities to its member schools outside of Brisbane, hosting 129 events at regional member schools and conference facilities for 4117 attendees. This was 35 additional regional events and 500 more attendees when compared with 2016.

ISQ CONNECT&LEARN

In 2017, a project commenced to upgrade the Connect&Learn online learning platform in line with current technological innovations. By December 2017, 6907 users had accessed a module or course, 211 schools were registered in Connect&Learn and 3962 modules were completed.

One of the driving forces for moving to a contemporary online platform was ISQ's geographically diverse member schools. Schools beyond the greater Brisbane area were at a disadvantage, with most professional learning by ISQ delivered face to face in Brisbane. To sustain continuous improvement amongst all members, ISQ Connect&Learn has facilitated a greater reach for teachers to access high quality growth and development, without the need for travel and expense. ISQ's virtual delivery of professional learning to members has enabled greater school improvement and student outcomes across Queensland communities.

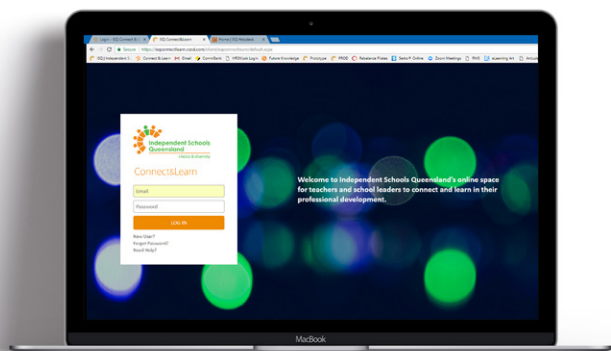
INDEPENDENT SCHOOLS DIGITAL COLLABORATION NETWORK

The Independent Schools Digital Collaboration Network (ISDCN) national parent webinar program delivered four evening presentations on student wellbeing to 61 teachers, 166 parents, later gaining 1626 hits on session video recordings. The Professional Learning webinar program conducted 34 webinars gaining 445 educator registrations.

Membership for the network grew beyond 3100 educators (1500 of which were from ISQ member schools) from 590 organisations nationally.



The 2017 NGS Super National Virtual Debating competition entered its third year with 47 schools from across Australia entering in 140 debates. The event saw two 32-team and 16-team competitions respectively, across four age divisions.



Connect&Learn has more than 60 individual modules covering topic areas such as Child Protection, Educational Data, Indigenous Numeracy, Action Research, Leadership and Mentoring, English as an Additional Language or Dialect, Reading Writing and Numeracy, ESL Bandscales and Governance Finance.

146
EVENTS AT THE
PROFESSIONAL
LEARNING CENTRE
3200
ATTENDEES

129
REGIONAL EVENTS
WERE HOSTED AROUND
QUEENSLAND

6907
USERS ACCESSED
CONNECT&LEARN

47
SCHOOLS
PARTICIPATED IN
THE NATIONAL
VIRTUAL DEBATING
COMPETITION

Our People, Environment and Social Responsibility

ISQ's operations are managed by Executive Director, David Robertson, a senior leadership team and more than 50 staff based in the Brisbane Head Office who are dedicated to supporting excellence in independent schooling and making a difference.



Key Strategic Focus Areas
SUSTAINING GROWTH
BUILDING ORGANISATIONAL CAPACITY

2017 Highlights

ISQ achieved a two-star ecoBiz Partnership rating following the implementation of numerous sustainability initiatives.

More than 78% of ISQ staff indicated 'good' system use for the online ISQ environment in the first year, with more than 42% indicating 'high to very high'.

2017 marked ISQ's ninth year of a clean, unadjusted audit.

ISQ staff raised more than \$2,000 for the Pyjama Foundation.

ISQ continues to invest in its people and environment to actively deliver services and resources to member schools, ensuring they are supported to enhance their own school services and student outcomes.



CLOCKWISE FROM TOP: ISQ staff fundraised for 2017 nominated charity, the Pyjama Foundation; Staff in leadership roles underwent professional development with Gravitas Consulting throughout 2017; The welcoming entrance to the ISQ Professional Learning Centre located in central Brisbane.

People

The depth of experience across the education landscape and the distinct expertise of staff at Independent Schools Queensland ensures the delivery of a wide range of quality services to members. ISQ staff numbered 57 for 2017 to provide support for members.

PROFESSIONAL LEARNING

It's important that ISQ continues to develop its staff to actively deliver to Queensland independent schools. The organisation continued to invest in improving people performance and providing a highly skilled and service-orientated workforce during 2017. Through the Growth and Development program, ISQ staff were guided in how to drive their own career success within their current roles; as well as positioning themselves for future opportunities in line with their aspirations. The modules, delivered by Dr Catherine See of Gravitas Leadership Group, provided a framework for strategic acumen in relation to management and delegation, organisational strategy and capability management.

FLEXIBLE WORKING CONDITIONS

ISQ values its employees and aims to promote a healthy work-life balance. In 2017, the organisation provided a broader choice of flexible working arrangements to ISQ staff in recognition of evolving work practices. Through these arrangements, ISQ seeks to support this balance for staff whilst continuing to provide high quality and responsive services to member schools.

Environment

FACILITIES

ISQ continues to support a commitment to reduce its impact on the environment and to adopt practices that use resources sustainably. Numerous initiatives have been implemented to improve ISQ's environmental impacts both at ISQ Head Office and the Professional Learning Centre (PLC). ISQ achieved a two-star ecoBiz Partnership in 2017 (energy and water), up from a one-star partnership the previous year. Since 2014, ISQ has achieved a 68 percent reduction in energy usage and 12 percent reduction in water usage.

The PLC hosted 146 professional learning events and meetings attracting over 3,200 attendees in 2017. ISQ exercised an option to extend the lease period for the PLC securing the venue, and a world-class training space for members, until October 2020.

ONLINE COLLABORATION

ISQ is dedicated to continuous improvement underpinned by technology. The organisation engaged Associated Membership Software (AMS) in 2015 to define and design a relationship management system (RMS) for ISQ. Development in 2017 focused on improving the online environment for interaction with members. The new ISQ website launched in September 2017 and included a searchable resource library. The events system was developed for the 2018 offering of Professional Learning and Events.

Social Responsibility

ISQ believes in providing the best start in life for all children, regardless of race, religious affiliation, ability or attribution. ISQ's staff contribute with care. The Pyjama Foundation was the nominated staff charity for 2017, with quarterly charity morning teas and barbecues, raffles, a toy drive, and other activities the driving force behind ISQ's fundraising efforts. ISQ donated at total of \$2,155 and a collection of children's toys to The Pyjama Foundation in December 2017 to help support children in foster care with their reading, comprehension, and positive attitude towards learning.



57

**ISQ HEAD
OFFICE STAFF**



68%

**REDUCTION
IN ENERGY USE**



\$2155

**IN CHARITABLE
CONTRIBUTIONS
BY STAFF**

People

As at 31 December 2017

EXECUTIVE

David Robertson
Executive Director

Helen Coyer
Deputy Executive Director & Director
(Operations)

Mark Newham
Director (Education Performance
& Improvement)

Shari Armistead
Director (Strategic Relations)

Josephine Wise
Director (Education Services)

EDUCATION SERVICES

Trish Brady
Manager (Student Services)

Gregor Cameron
Manager (Teaching & Learning)

Suzanne Jessen
Manager (Teacher Quality)

Pene Bancroft
Education Services Officer (Students
with Disability)

Sara Covill
Education Services Officer (Teaching
& Learning)

Kate Crowe
Education Services Officer
(Teacher Quality)

Jacky Dawson
Education Services Officer
(Student Services)

David Grimes
Education Services Officer
(Teacher Quality)

Rebecca Harris
Education Services Officer (Teaching
& Learning)

Natalie Horrobin
Education Services Officer (Teaching
& Learning)

Leigh Witney
Education Services Officer (Teaching
& Learning)

Lauren Ashmole
Project Coordinator (Education Services)

Chris Hampson
Administration Officer
(Education Services)

EDUCATION PERFORMANCE AND IMPROVEMENT

Jenene Rosser
Executive Manager
(Curriculum & Assessment)

Madeleine Green
Manager (eLearning
& Educational Technologies)

Pauline Kenzler
Manager (School Improvement)

Ian Quartermaine
Program Manager (ISDCN)

Stephen Barnes
Education Services Officer
(School Improvement)

RoseMarie Koppe
Education Services Officer (Aboriginal
& Torres Strait Islander Education)

Marnie Parker
Education Services Officer (VET)

Elisha Gillet
Project Officer (eLearning Development)

Joanne McFillin
Project Officer (Instructional Design)

Alison McRae
Project Officer (NAPLAN and
Educational Data)

Silvia Parada
Project Coordinator (Teaching
& Learning)

Jenny Broadley
Administration Officer
(Education Services)

Loree Wilkinson
Administration Officer
(School Improvement)

SCHOOL SERVICES

Ashley Uren
Assistant Director (Employee Relations)

Judy Young
Assistant Director (School Services)

Mariana Lane
Project Manager (International
Education)

Peter Ruffini
Senior Employee Relations Advisor

Tracey Coombes
Senior Employee Relations Advisor

Cameron Young
Senior Employee Relations Advisor

Naomi Chantler
School Services Advisor

Rebecca McKinnon
School Services Advisor

Grant Williamson
School Services Advisor

Courtney Downward
Assistant School Services Advisor

ORGANISATIONAL SERVICES

Wendy Murphy
Assistant Director (Finance
& Business Improvement)

Elana Heyes
Manager (Events, Facilities & Front Office)

Shane Mortimore
Manager (ICT)

Cassandra Walsh
Manager (Relationship
Management System)

Jenna Passlow
Executive Assistant

Jenny Brunne
Administration Officer
(Organisation Services)

Kendry Corcut
Administration Officer (Accounts)

Tess Hazlehurst
Administration Officer
(Organisation Services)

Julia McPaul
Administration Officer
(Organisation Services)

STRATEGIC RELATIONS

Allan Guse
Principal Advisor (Strategic Resourcing)

Dr Deidre Thian
Principal Consultant (Research)

Justine Nolan
Senior Advisor (Public Affairs)

Claire Power
Manager (Communications)

Len McCarthy
Analyst (Schools Funding)

Wilson Bambrick
Web & Multimedia Content Officer

Sarah Heath
Design & Publications Officer

QUEENSLAND INDEPENDENT SCHOOLS BLOCK GRANT AUTHORITY

Adrian Wiles
General Manager/Company Secretary

Kylie Burnett
Executive Officer

Rod Morris
Executive Officer

Magi Huang
Finance Officer

Shannon Service
Senior Administration Officer

Looking After Members

Independent Schools Queensland has grown to accommodate 208 schools, including 202 independent schools and six Catholic schools. In the past year, seven new independent schools and three existing Catholic schools joined Independent Schools Queensland as official members. Two schools retired their membership in 2017.

Over the past decade, ISQ has grown to accommodate and serve a diverse set of educational providers, ranging from schools affiliated with religions to those that promote a philosophy or serve a particular community group. Small schools made up the majority of membership, with more than half in 2017 with enrolments of less than 500 students. Seventy percent of students at member schools attended 90 schools with enrolment levels between 500 and 1500 students.

Member School Characteristics

Sub-Category	Number of Member Schools	Students at Member Schools	
		Number	%
SCHOOL STRUCTURE TYPE			
Combined (Primary & Secondary)	149	109,766	88.7
Primary	27	4,178	3.4
Secondary	29	9,519	7.7
Special	3	284	0.2
SCHOOL GENDER TYPE			
Co-ed	185	102,932	83.2
Female	14	10,717	8.7
Male	9	10,098	8.2
TYPE OF STUDENTS			
Boarding	36	4,317	3.5
Fee Paying Overseas	79	1,987	1.6
Distance Education	9	2,955	2.4
Indigenous	194	4,396	3.6
Students with Disability	189	4,205	3.4
English as Second Language	114	5,420	4.5

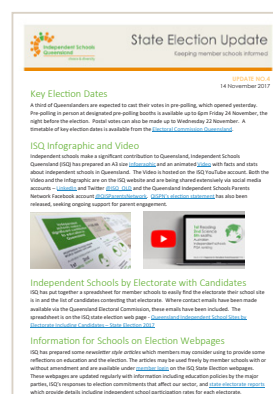
Member Engagement

ISQ aims to empower member schools through growth and development, providing 146 face-to-face professional learning courses and events at ISQ's Professional Learning Centre and 129 regional events. Additionally, more than 9,000 members were able to access online training modules via the learning management system, ISQ Connect&Learn.

As a member-centric organisation, ISQ owes it to members to manage resources wisely. The competent administration of \$30 million in grant payments in 2017 enabled the deployment of a broad range of government priorities and programs.

Member Publications

ISQ published a range of informative publications in 2017 to ensure members were updated on current policy issues and debates as well as contemporary education research and thinking. The latest media and political statements, and ISQ information was regularly communicated via the Weekly Information Update and Weekly eMailing. Periodic Strategic Briefings from the Executive Director and Focus Area Updates were distributed to leader and specialist groups respectively, while ISQ's *Briefings*, which included an opinion piece and a research feature, provided thought-leadership 10 times.



Member schools received regular digital communication from ISQ in 2017 including the Weekly eMailing, Weekly Information Update, Focus Area Updates, Briefings and Election Updates, during the Queensland State Election campaign.

Members

As at 31 December 2017

A B Paterson College	Caloundra Christian College	Good Shepherd Christian School
Aboriginal and Islander Independent Community School	Caloundra City Private School	Good Shepherd Lutheran College
Agnew School	Calvary Christian College	Goora Gan Steiner School
All Saints Anglican School	Calvary Christian College – Townsville	Grace Lutheran College
All Souls St Gabriels School	Cannon Hill Anglican College	Grace Lutheran Primary School
Alta-1 College	Canterbury College	Groves Christian College
Ambrose Treacy College	Carinity Education – Glendyne	Gulf Christian College
Ananda Marga River School	Carinity Education – Rockhampton	Heights College
Angelorum College	Carinity Education – Southside	Hillbrook Anglican School
Anglican Church Grammar School	Carlisle Adventist Christian College	Hillcrest Christian College
Annandale Christian College	Carmichael College	Hills International College
Arcadia College	Central Queensland Christian College	Hinchinbrook Christian School
Arethusa College	Charlotte Mason College	Horizons College
Australian Christian College – Moreton	Chinchilla Christian College	Hubbard's School
Australian Industry Trade College	Christian Outreach College	Hymba Yumba Community Hub
Australian Industry Trade College – Redlands	Citipointe Christian College, The Christian Outreach College Brisbane	Immanuel Lutheran College
Australian International Islamic College	Clayfield College	Inala Flexible Learning Centre
Australian Technology and Agricultural College	Concordia Lutheran College	Ipswich Adventist School
Australian Trade College North Brisbane	Cooloola Christian College	Ipswich Grammar School
Autism Queensland Education and Therapy Centre	Coolum Beach Christian College	Ipswich Junior and Girls' Grammar School
Bayside Christian College Hervey Bay	Coomera Anglican College	Islamic College of Brisbane
Bethania Lutheran Primary School	Coral Coast Christian School	Jabiru Community College
Bethany Lutheran Primary School	Dalby Christian College	John Paul College
Birali Steiner School	Darling Downs Christian School	Jubilee Christian College
Blackall Range Independent School	Discovery Christian College	Kairos Community College
Blackheath and Thornburgh College	Djarragun College	Kimberley College
Border Rivers Christian College	Emerald Christian College	King's Christian College
Brisbane Adventist College	Emmanuel College	Lighthouse Christian School
Brisbane Boys' College	Endeavour Christian College	Living Faith Lutheran Primary School
Brisbane Christian College	Fairholme College	Livingstone Christian College
Brisbane Girls Grammar School	Faith Baptist Christian School	Lourdes Hill College
Brisbane Grammar School	Faith Christian School of Distance Education	Lutheran Ormeau Rivers District School
Brisbane Independent School	Faith Lutheran College – Plainland	Mackay Christian College
Brisbane Montessori School	Faith Lutheran College – Redlands	Maridahdi Early Childhood Community School
Bundaberg Christian College	Fraser Coast Anglican College	Matthew Flinders Anglican College
Burdekin Christian College	Freshwater Christian College	Montessori International College
Burnett Youth Learning Centre	Genesis Christian College	Montessori Noosa
Caboolture Montessori School	Girl Academy	Moreton Bay Boys College
Cairns Adventist College	Glasshouse Christian College	Moreton Bay College
Cairns Hinterland Steiner School	Glenvale Christian School	Mueller College
	Gold Coast Christian College	Music Industry College
	Good News Lutheran School	Nambour Christian College
		Noosa Christian College

Members

(continued)

Noosa Pengari Steiner School	St Peters Lutheran College
Northpine Christian College	St Ursula's College (Toowoomba)
Northside Christian College	Staines Memorial College
Ormiston College	Stuartholme School
Pacific Lutheran College	Suncoast Christian College
Parklands Christian College	Sunshine Coast Grammar School
Peace Lutheran College	Tamborine Mountain College
Peace Lutheran Primary School	Tec-NQ
Peregian Beach Community College	The Cathedral School of St Anne and St James
Pine Community School	The Glenleighden School
Prince of Peace Lutheran College	The Glennie School
Radiant Life College	The Kooralbyn International School
Redeemer Lutheran College – Biloela	The Lakes College
Redeemer Lutheran College – Rochedale	The Rockhampton Grammar School
Redlands College	The School of Total Education
Redwood College	The SCOTS PGC College
Rivermount College	The Southport School
Riverside Adventist Christian School	The Springfield Anglican College
Riverside Christian College	The Sycamore School
Rockhampton Girls Grammar School	Tom Quinn Community Centre
Saint Philomena School	Alternative School (Bungara School)
Saint Stephen's College	Toogoolawa School
Samford Valley Steiner School	Toowoomba Anglican College and Preparatory School
Shalom Christian College	Toowoomba Christian College
Sheldon College	Toowoomba Grammar School
Silkwood School	Townsville Christian College
Sinai College	Townsville Grammar School
Somerset College	Trinity Anglican School
Somerville House	Trinity College
St Aidan's Anglican Girls' School	Trinity Lutheran College
St Andrew's Anglican College	Victory College
St Andrew's Lutheran College	Wadja Wadja High School
St Hilda's School	Warwick Christian College
St James Lutheran College	West Moreton Anglican College
St John's Anglican College	Westside Christian College
St John's Lutheran Primary School	Whitsunday Anglican School
St John's Lutheran School	Whitsunday Christian College
St Luke's Anglican School	Wisdom College
St Margaret's Anglican Girls School	Yarranlea Primary School
St Michael's College	YMCA Vocational School
St Patrick's College Townsville	YOS Lawnton
St Paul's Lutheran Primary School	
St Paul's School	

ISQ Alliance Partners

Independent Schools Queensland aligns itself with other organisations which are also determined to make a difference.

ISQ's Alliance Partnerships are built on trust, commitment and responsibility; they are partners with principle.

PLATINUM ALLIANCE

**ngs
Super**

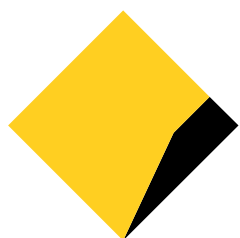
Your fund.
Your wealth.
Your future.

GOLD+ ALLIANCE

.smart.
TEACHERS

part of **tes**

GOLD ALLIANCE



CommonwealthBank

BRONZE ALLIANCE

**qiec
super**
first in our class

BRONZE ALLIANCE

**Willis
Towers
Watson**

INDEPENDENT SCHOOLS QUEENSLAND

Head Office

Level 1, 96 Warren Street, Spring Hill Q 4000
PO Box 957, Spring Hill Q 4004
P (07) 3228 1515 **E** office@isq.qld.edu.au

Professional Learning Centre

Level 5, 500 Queen Street, Brisbane Q 4000
P (07) 3228 1507 **E** events@isq.qld.edu.au

www.isq.qld.edu.au



**Independent Schools
Queensland**

choice & diversity