



**Catholic
Education**
Diocese of Cairns
Learning with Faith and Vision

Annual Report



2024

SNAPSHOT OF AUSTRALIAN CATHOLIC EDUCATION



38% of Australia's **1,756** Catholic Schools are in regional, rural and remote areas

805,000 students attend Catholic schools in Australia



Over **109,000 staff** are employed in Catholic education



1 in 5 Australian students attend a Catholic school

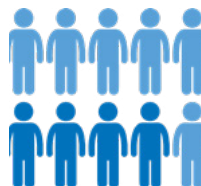


Students with disability make up **21.8%** of student population in Catholic schools



In the past decade, the number of First Nations students in Catholic schools has increased by **161%**

42.1% of Catholic school students are funded for socio-educational disadvantage



91% of Catholic schools are co-educational
3% are boarding schools

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From the Bishop of Cairns

I was profoundly honoured and humbled to be appointed by His Holiness, Pope Francis, to serve the people of the Diocese of Cairns as your Bishop. I have been a regular visitor to Far North Queensland for many years, but never dreamt that I would be entrusted with such a responsibility in such a beautiful part of the world.

One of the great challenges for the Church is the way in which we bring our young people to the realisation of God's love for them and to challenge them to follow Jesus' example of the way in which to live a meaningful life and to love themselves and others.

In our modern, busy society, so many people in the Church are asking, "Where are all the young people?" Well, they are in our schools and our schools are certainly "of the Church". So we have plenty of young people in our midst. Our mission then as Church, and through our schools as a key point of contact, is one which brings our young people into an encounter with the unconditional love of God.



Most Rev. Joseph Caddy AM, Bishop of Cairns

In the short time I have had in my new role, I have visited quite a number of our schools and been excited by what I have seen – principals and staff who care for their students and are committed to providing them with the best possible foundation for their lives; students who are eager to learn and keen to contribute; and parents who support their children and their school during these vital formative years. I look forward to visiting many more of our schools, and meeting students, parents and staff, in the years ahead.

Catholic Education in our diocese is continuing to grow in strength, with a record enrolment in 2024 and strong numbers of applications for places in coming years. The families of Far North Queensland like what we offer and want to work in partnership with us in the education of their children. This is a great privilege they afford us, bringing with it a great responsibility to deliver.

In looking at the many achievements of our schools, students and staff during 2024, I see very strongly the guiding hand of God and the hard work of so many. For the past 10 years, Bill Dixon led our community of schools with wisdom, faith and integrity. He moved into retirement at the end of the year and goes with our gratitude for his stewardship of our educational mission.

I thank and congratulate also the leadership and staff of Catholic Education in the Diocese of Cairns, and our students and families on their many achievements. I look forward to sharing in our continuing journey together.

The Year in Review Executive Director

2024 brought many highlights for Catholic Education Diocese of Cairns (CEDC). It was a very busy year, with enrolments increasing again; outstanding student outcomes; new facilities constructed and opened; and showcasing the great work done in our schools through hosting this year's statewide Spirit of Catholic Education Awards as part of Catholic Education Week.

Most of all, it was again an honour to lead a team comprised of more than 2,000 professionals across our schools and offices, whose dedication to their mission is very clear, and whose work brings to life our Catholic values for our students and their families.

Enrolments

Enrolments increased to 12,091 students across 30 schools and colleges – the highest on record. Over the past 10 years, our numbers have increased by more than 20%, which reflects both the growth of Far North Queensland and the strength of our reputation.

We anticipate further growth in coming years as additional year levels come on line at our two newest schools, Newman Catholic College, Smithfield, and MacKillop Catholic College, Mount Peter.

First Nations Education

The year began with the creation of a new tradition – the presentation of leadership badges to First Nations leaders from across our community of schools. The students, along with their families and school staff, met at St Monica's College for the presentation of their Nulung-Kayn Kasi badges.

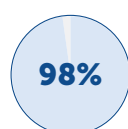
We also formed a reference group to develop a detailed First Nations Education Strategy.



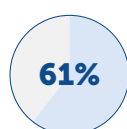
Bill Dixon, Executive Director

Outstanding Student Outcomes

Our core business of learning and teaching, centred on the teachings and example of Jesus Christ, is the focus of everything that we do, comprising learning in academic, vocational, spiritual, cultural and social spheres. Outcomes in 2024 were again a reflection of the hard work of both students and staff, especially of our 633 Year 12 students.



98% of our Year 12 students received a QCE or QCIA.



61% of our Year 12 students were awarded a VET qualification (Certificates I, II, III or IV, Diploma or Advanced Diploma).

Catholic Education Week

Catholic Education Week was held from 21–27 July, emphasising that Catholic schools are communities of faith, hope and love. Catholic Education Diocese of Cairns was honoured to host this year's statewide launch event, and the presentation of the annual Spirit of Catholic Education Awards.

Reflecting the unique nature of Far North Queensland, the launch and award event took a different form this year, with participants from across Queensland meeting at dusk on the lawns of Bishop's House for a Welcome to Country and to view a symbolic First Nations' artwork specially constructed on the lawn for the event by Gimuy Walubara Yidinji elder, Henry Fourmile.

The attendees then moved across the road to Crystalbrook Riley for the Spirit of Catholic Education Awards Dinner, to celebrate those staff and volunteers who make a real difference in the lives of our students, reflecting our Catholic ethos.

The Cairns Diocesan recipient was Kelly Shepherd, Principal of St Gerard Majella Primary School, Woree, in recognition of the inspirational way in which she works with her community.

The following day, school leaders (staff and student) from each diocese in Queensland gathered in St Monica's Cathedral for a special Mass, led by Archbishop of Brisbane, the Most Reverend Mark Coleridge, to mark the launch of Catholic Education Week for 2024.



Docemus Awards

For the Diocese of Cairns, another celebration was held on the Friday evening of Catholic Education Week: the annual Docemus Awards, hosted by St Mary's Catholic College, Woree.

As always, the recipients of the awards represented the very best of what Catholic Education Diocese of Cairns has to offer – professional, committed, caring staff who always have the best interests of our students and communities at heart.

2024 DOCEMUS AWARD RECIPIENTS

Primary Teacher	Jessica Sinton	Good Counsel Primary School, Innisfail
Secondary Teacher	Anja van Hooydonk	St Mary's Catholic College, Woree
Early Career Teacher	Olivia Luxford	Good Counsel College, Innisfail
School Officer	Sandra Stephens	Holy Spirit College, Manoora
Volunteer	Nigel Filippelli	St Thomas' School, Mareeba
Leadership	Kym Bennett	St Augustine's School, Mossman
Lifelong Contribution	Dot Shea	St Thomas' School, Mareeba

Cyclone Jasper Clean-Up

Tropical Cyclone Jasper crossed the coast between Cooktown and Port Douglas in the week before Christmas 2023. The cyclone dumped record rainfall over the Cairns regional catchment area, leading to the worst floods for more than a century.

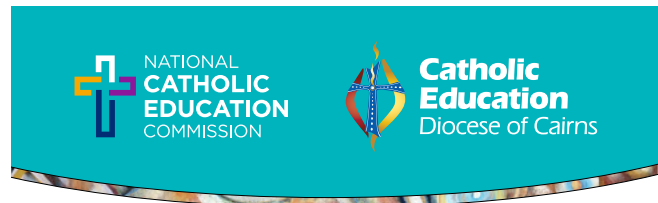
Two of our primary schools – St Augustine’s in Mossman and St John’s in Silkwood – suffered significant damage, with the repair bill totalling more than \$2 million. With the support of CEDC’s Building and Planning team, arrangements were put in place to clean the affected facilities immediately after the waters receded, and to order replacement resources and equipment. A massive effort by school staff, supported by CEDC, allowed school to commence on site for 2024 with minimal disruption, albeit with some classes in temporary facilities. During Semester 1, further rectification work was completed and students and staff were able to continue learning and teaching as normal. I would like to express my gratitude to all who assisted in making this so.

Australian Catholic Education Conference 2025

Catholic Education Diocese of Cairns will host the 2025 Australian Catholic Education Conference at the Cairns Convention Centre from 20-22 August, 2025. It will be the first time that this prestigious conference has ever been held outside a capital city.

Under the theme, ‘hope, anchored in faith’, which is connected to the 2025 Jubilee Year theme, ‘Pilgrims of Hope’, the conference branding features the artwork of local First Nations artist Susan Reys, and reflects the Aboriginal and Torres Strait Islander people in Far North Queensland.

The organisation of such an event is very complex, so an Organising Committee – chaired by CEDC Deputy Executive Director, Ian Davis – was formed, comprising leaders and staff from both the National Catholic Education Commission and CEDC. A series of five Working Groups, responsible for functions such as determining the program and guest speakers, seeking sponsorship, organising logistics and overseeing finances, then began work. By year’s end, key presenters were locked in, sponsorship targets had been exceeded, the conference website was operational, and registrations were open.



Australian Catholic Education Conference

Cairns 20 - 22 August 2025



hope, anchored in faith

Work will continue all the way up to and including the conference, when we aim to host 1,500 educators for a thought-provoking and useful learning and collaborative experience (as well as showing them the beauty of Far North Queensland).

New Catholic Education Public Website

A completely new public website was developed during the course of the year, going live in Term 4. The site has a fresh, colourful and positive look, designed to allow people to quickly find the information they require, whether that be to explore schooling options for their children, browse career opportunities with CEDC, or explore the meaning and relevance of a Catholic education in the 21st century. It clearly emphasises our mission and commitment to providing a world-class education for all students, is easy to navigate and will be a great way to introduce people to all that we offer.



New Catholic Education website homepage

Welcome to Bishop Joe Caddy

Since the retirement of our Bishop Emeritus, the Most Reverend James Foley, in mid-2022, we have been fortunate to have worked closely with Fr Kerry Crowley as our Diocesan Administrator. He has been a great inspiration and support, and I thank him most sincerely for his tireless commitment to our educational ministry.

In August this year, we welcomed our new Bishop, the Most Reverend Joseph Caddy AM, to the diocese. Bishop Joe is no stranger to our part of the world, being a regular visitor to Port Douglas in particular. His Ordination ceremony in St Monica's Cathedral was a wonderful occasion, and our schools were well-represented by school and student leaders.

Bishop Joe's commitment to working with all sectors of the community, especially the vulnerable, is unquestioned, given his work for many years as Vicar-General of the Archdiocese of Melbourne. I am certain he will prove to be a wonderful choice as our shepherd in the Far North.

As I retire as Executive Director at the end of 2024, after 10 years in the role and more than 30 years in Catholic Education, I look back at a year of continuing achievement and growth, as well as focus on an exciting future for Catholic Education in our Diocese. It has been a great privilege to have been able to make my own contribution to our mission and to the learning and personal development of thousands of young people. I have been ably supported by so many people across our office, schools and diocese and I want to thank all of those who have contributed – staff, students, parents, community leaders, partners and supporters.

I believe that in our incoming Executive Director, Diarmuid O'Riordan – certainly not a stranger to us, having served as Deputy Executive Director here a decade ago – we have someone who will lead CEDC to further strengthen, innovate and make a real difference to the lives of our young people; ensuring that we continue to offer every student, in every school, a world-class education enriched by their encounter with the Catholic faith.



Bishop Joe Caddy AM at the smoking ceremony of his Ordination

Board of Governance

Key Features

The Board currently consists of four ordinary members, the Bishop's representative, secretary and the three invited Executive Leadership Group members.

Three or four guest presenters attend each meeting reporting on their various directorate bodies and / or programs.

The format of the meetings is well defined and follows an agenda set out by the Executive Leadership Group with agenda input from members when submitted.

Meetings (six per year) generally run around two hours, followed by an informal shared dinner.

The Board has been briefed by every directorate (including all departments within each one) over the course of our six meetings.

Meetings are always well attended, presentations professional and very informative, with the member discussion and questioning often varied and lengthy.

Summary

The Board is comprised of experienced professionals with a wide range of skills, professional knowledge and a shared common goal of the betterment of educational outcomes for the students of the diocese through the provision of world-class education.

Membership of our Board remained unchanged for 2024, with the exception of the transition from Apostolic Administrator Fr Kerry Crowley to our new Bishop Joe Caddy AM. We warmly welcomed Bishop Joe, who has a long-standing commitment to, and involvement with, Catholic schools throughout his previous roles within the Church.

During the year we conducted a search for a suitable person to join the Board as Chair of the Finance Subcommittee. At year's end, we selected the highly-experienced Mr Andrew Cornes (a partner of Grant Thornton Cairns) to commence in this position at the beginning of 2025.

We farewelled our retiring Executive Director, Bill Dixon, at the end of the year and thanked him for his lifetime of commitment to the works of the Church and to Catholic Education Diocese of Cairns in particular.

Major Events

- Selection and appointment of the new Executive Director of Education, Diarmuid O'Riordan, and the transitioning of retiring Executive Director Bill Dixon.
- Purchase of Mulgrave Rd site to become the new centralised head office of CEDC.
- Welcoming of the new Bishop, Joe Caddy AM, and the integrating of the board with his governance requirements.
- Assisting the Queensland Catholic Education Commission with the internal review process of its entire operations and governance structures.

Board Members

Mr Warren Dunn - Chair
Ms Marie Leonie Sequeira - Deputy Chair
Mr Vince Musumeci
Prof Maree Dinan-Thompson
Mr Bill Dixon (ex-officio)
Mr Ian Davis (ex-officio)
Dr Andrea O'Brien (ex-officio)
Fr Kerry Crowley (Semester 1) /
Bishop Joe Caddy AM (Semester 2) (ex-officio)

About Us

Catholic Education in the Diocese of Cairns is a dynamic and growing organisation that actively invites co-creation, enabling a system of schools that are places of rich learning for now and into the future.

Our vision is to offer every student in every school a world-class education enriched by their lived encounter with the Catholic Faith. Catholic Education Services is committed to this vision through co-leadership with schools to build communities of learning that provide a safe, nurturing and academically challenging environment.

Our schools are places where we create opportunities for every student and every staff member so that they are inspired to contribute to our society, innovate, explore possibilities, and achieve excellence.



Our Schools

 **30**
Schools in total

 **8**
Secondary colleges

 **20**
Primary schools

 **2**
P-12 schools

Our Staff


 **2007**

Teaching & non-teaching staff
(headcount - excluding relief & casual)

 **166**
Staff (headcount) per 1000 students

 **53%**
Staff identify as Catholic

 **94%**
Retention of teaching staff

 **85%**
Retention of non-teaching staff

50.9%

Students

identify as
Catholic

12.3%

Students

identify as
First
Nations

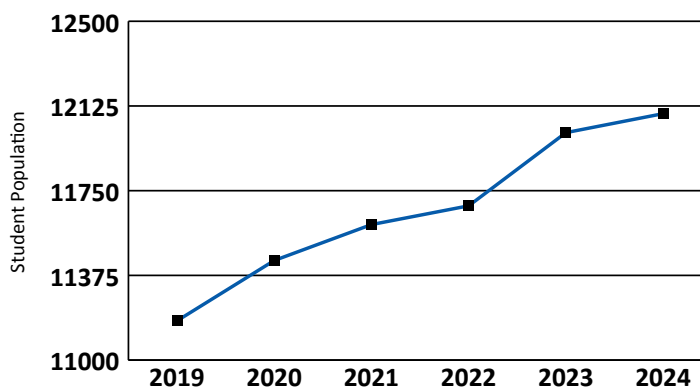
13.7

Students

to each
teacher
ratio

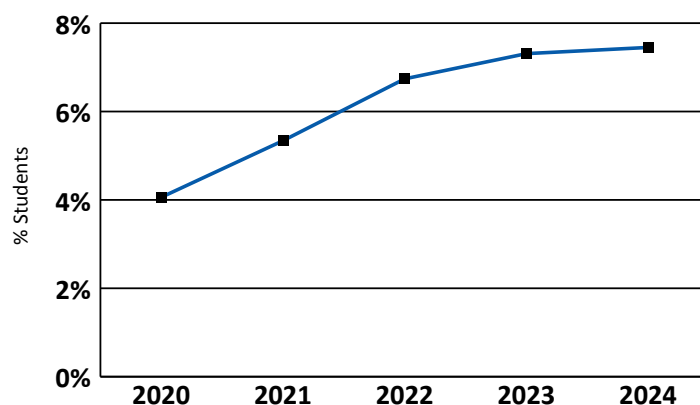
Our Students

5-year Enrolment Trend (State Census)



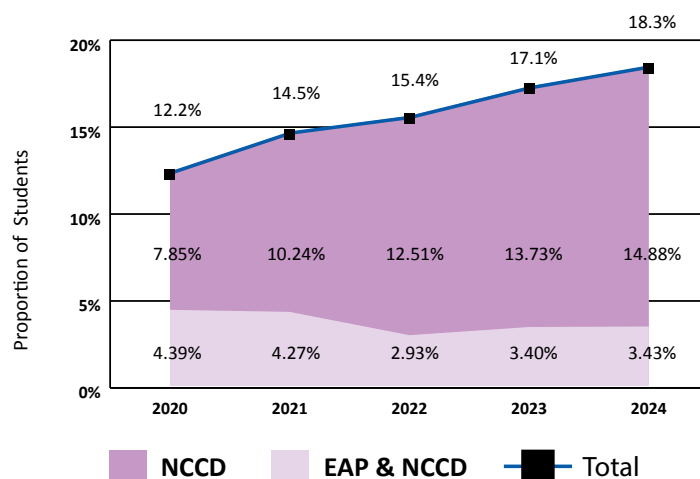
In 2024 the student population is 12,091

Percentage of Students with English as an Additional Language/Dialect



In 2024, 7.45% have English as an Additional Language/Dialect

Students with an Educational Adjustment Program (EAP) / Nationally Consistent Collection of Data (NCCD)



In 2024, EAP 3.43% and NCCD 14.88% of students classified

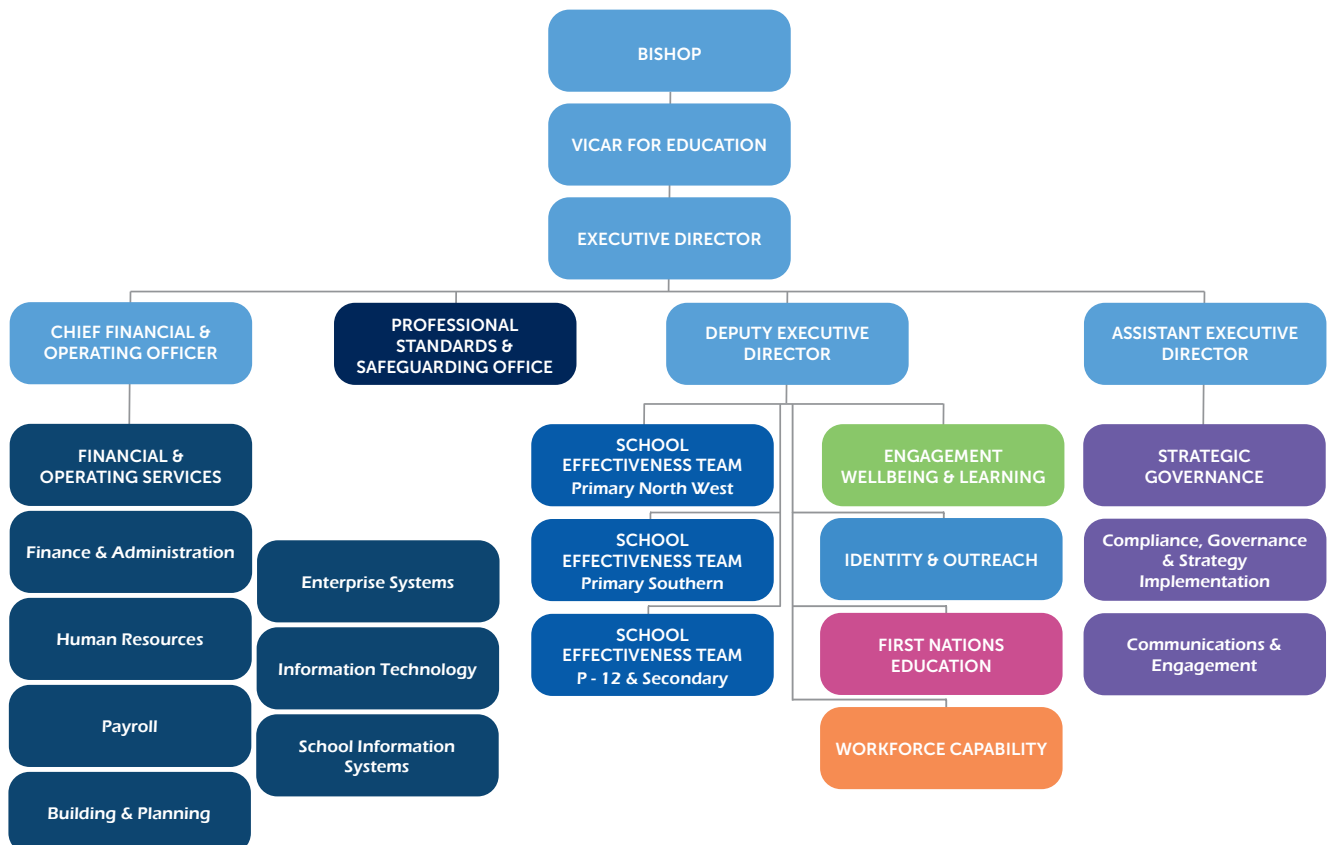
Governance

Leadership and strategic management of Catholic Education Diocese of Cairns is the responsibility of the Executive Director of Catholic Education Diocese of Cairns. Through a team of professionals, and in co-leadership with Principals, the Executive Director manages and facilitates a number of significant delegations which include:

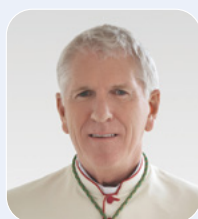
- Support of the mission of the Church as delivered through Catholic Education.
- Support of schools by providing services that strengthen school capacity.
- Provision of leadership and forward planning to develop organisational capability.
- Distribution to schools of government allocated funds and their accountability.
- Monitoring quality of schools and compliance/accountability with requirements of governments, Church, and parents.
- Within limits, provision of some centralised, specialised student services, where this is the most effective and efficient approach.

Our staff are supported to experience success and satisfaction in their vital roles.

CEDC Organisational Structure



Executive Leadership Group



**Bishop
Joe Caddy AM**
Bishop of Cairns



Fr Kerry Crowley
Diocesan
Administrator



William Dixon
Executive
Director



Ian Davis
Deputy Executive
Director



Dr Andrea O'Brien
Assistant
Executive Director



Paul McArthur
Chief Financial &
Operating Officer

Strategic Leadership Team

The broader Strategic Leadership Team (SLT) provides support and advice to the Executive Leadership Group across all Directorates and is strengthened by co-leadership meetings which include Principals.



William Dixon
Executive
Director



Ian Davis
Deputy Executive
Director



Dr Andrea O'Brien
Assistant
Executive Director



Paul McArthur
Chief Financial &
Operating Officer



Wayne Wood
Director School
Effectiveness
P-12 & Secondary



Lea Martin
Director School
Effectiveness
Primary



**Sr Ann-Maree
Nicholls**
Director School
Effectiveness
Primary



Mel Turner
Director School
Effectiveness
Primary



Kylie Agale
Director First
Nations Education



Marissa Clark
Director Workforce
Capability



Brooke Daniels
Director
Engagement
Wellbeing &
Learning



Rachel McLean
Director Identity
& Outreach

Strategic Directions 2024 Work Plan

The CES 2024 Work Plan describes five key collaborative focus areas designed to improve outcomes across our ten priorities. These focus areas have been discerned through a reflective process including the analysis of a broad range of systematically collected quality data on student learning, engagement, and wellbeing outcomes.

Business as usual sits outside the scope of specific projects or initiatives in these focus areas.

Our Vision is to offer every student in every school a world-class education enriched by their lived encounter with the Catholic Faith.

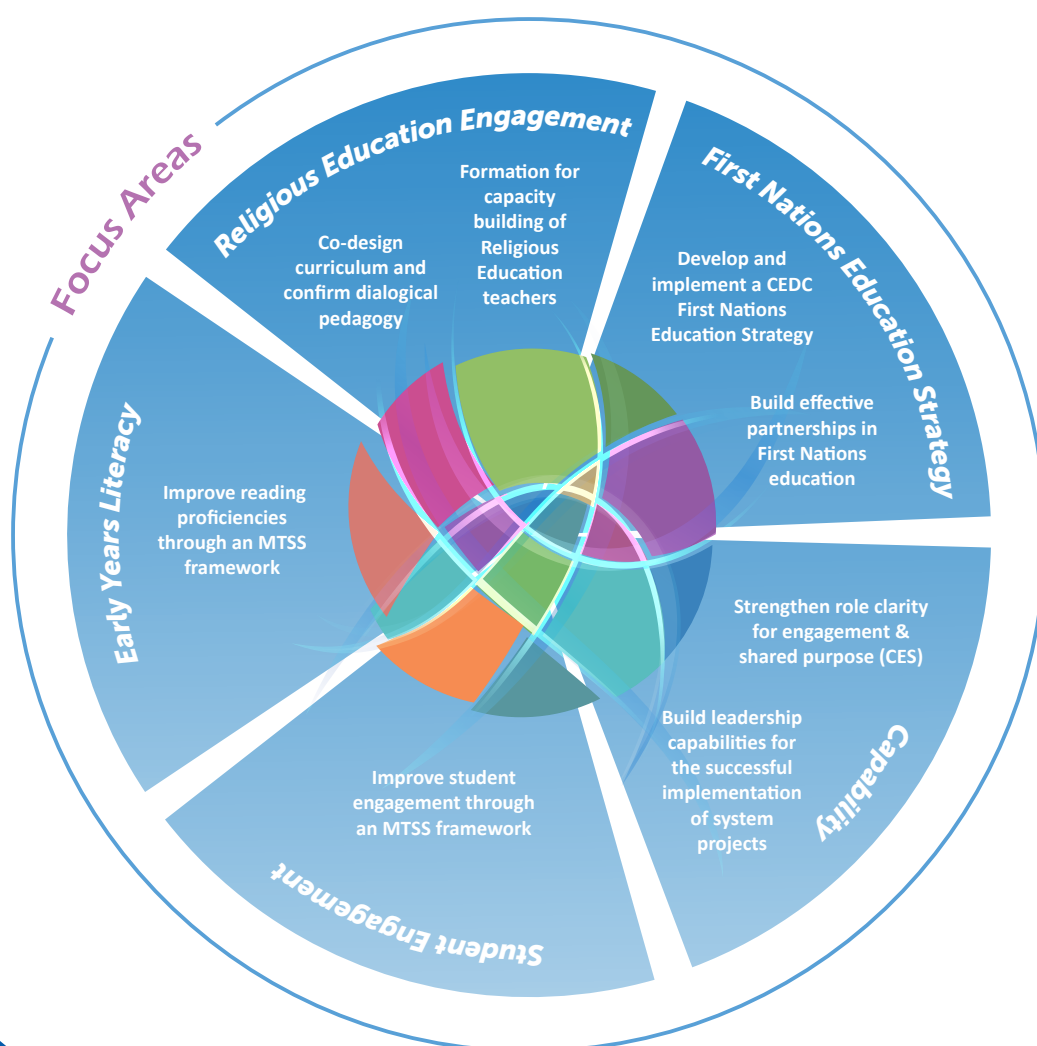
Enablers

Data
Governance
Framework and
dashboards for
monitoring and
reporting

One Platform
Steering
Committee
and solution
focussed
roadmap

School Board
and Parent and
Community
Engagement
Strategy

Compliant
practices that
align with
regulatory
frameworks
& stakeholder
expectations



Encounter Catholic Identity

Highlights

Every staff member of CEDC has been provided formation experiences to develop their understanding of Catholic Identity through targeted and site-specific formation experiences for staff, students and families.

Every CEDC school has provided a Religious Education curriculum that is compliant with Brisbane Catholic Education and Qld Curriculum and Assessment Authority course requirements. This curriculum has a Scope and Sequence that is responsive to the local needs of the school.

Student Voice Forums have been facilitated by CES staff to harness the wisdom of, and learn from, primary and secondary students. This has resulted in the development of a CEDC Student Participation Framework and ongoing Student Voice Forum opportunities.

Leaders have been equipped to embed the language of Catholic Dialogue Schools in their leadership and animation of Catholic Identity.

In 2024, 33 teachers and leaders have been sponsored and supported through the Graduate Certificate of Religious Education to grow their religious and theological literacy.

The Encounter Catholic Identity Framework has been embedded in CEDC Policies, Frameworks and outward facing and internal communication channels.



Student Voice Forum



Summary

Formation

Religious affiliation in CEDC for students, staff and parents has remained constant. In 2024, staff and parents/carers expressed a strong agreeance with how Catholic Identity is animated at CEDC (91% and 92% respectively). Engagement with families through contextual prayers and retreat experiences continues to be a focus for CEDC as we work in partnership with families as first formators of children.

Religious Education

Significant work has occurred since 2019 animating Religious Education for all students. Feedback surveys show that there has been a slight improvement in student engagement in Religious Education lessons (up 2% from 2023); this will remain an area of focus for CEDC.

Student Voice

Student Voice was identified as an area of opportunity from a policy, framework and procedural position based on Strategic Directions and feedback survey data. Two student voice forums were held in 2024, attended by over 100 students from 12 of our schools to provide feedback to the Senior leaders of CEDC. As a result of this input, two Forums and a Diocesan Summit will be coordinated and led by students and staff in 2025.

Leadership of Catholic Dialogue Schools

In collaboration with the Workforce Capability Directorate, work has commenced on developing a Leadership Framework through a Catholic Dialogue School context. To build capacity, leaders of CEDC have been formed in the art of dialogue, spiritual conversation and theological reflection; skills that form and inform the leadership and animation of Catholic Identity.

Develop and Grow Religious and Theological Literacy

Teachers and leaders have been supported through the sponsorship of the Graduate Certificate of Religious Education; planned formation experiences offered through schools and CEDC; and the facilitation of an annual Religious Education Curriculum conference. There continues to be excellent enrolment of staff seeking post-graduate studies in Religious Education with a total of 58 teachers graduating from the GCRE program since its inception in 2020. Accreditation data (to Teach Religion and Teach in a Catholic School) of our staff continues to grow as our reporting processes improve and formation experiences grow. Finally, the second Religious Education Conference had all 30 schools attending with feedback showing a Net Promoter Score of 83 by attendees.

Graduate Certificate in Religious Education			
Year	Number Enrolled Semester 1	Number Enrolled Semester 2	Number Graduated
2020	26	31	4
2021	29	24	25
2022	25	19	4
2023	35	27	20
2024	25	33	5

Embedding Encounter Catholic Identity Framework

Collaborating with schools and leaders from other CES Directorates, we have reviewed and aligned CEDC Policies and Frameworks and grew understanding around a common Catholic Dialogue School language for use in outward-facing and internal communication channels.

First Nations

Highlights

The inaugural Nulung-Kayn Kasi student leadership evening and quarterly mentoring of First Nations Student Leaders.

Formation of the First Nations Education Reference Group to develop the First Nations Education Strategy.

Meetings with Professor Martin Nakata AM from James Cook University to inform the First Nations Education Strategy.

Reconciliation Week and NAIDOC week celebrations make connection with traditional owners and elders.

Reconciliation Action Plan continues to be enlivened and a working group continues to ensure its relevance and enactment.

Indigenous Liaison Officer Network days continue to be valued and a source of wisdom for CEDC.



12.4% Students

identify as First Nations.
(1,564 student enrolments)



3.5% Staff

identify as First Nations.
(71 staff employed)



St Monica's College students at the Nulung-Kayn Kasi student leadership evening

Summary

In 2024 the First Nations Education Directorate focused on two areas of the Catholic Education Workplan:

- i) Develop and Implement a Catholic Education Diocese of Cairns First Nations Education Strategy and,
- ii) Build effective partnerships in First Nations Education.

2024 continued to be a year of reaching out to others seeking experience and expertise for the development of an effective First Nations Education strategy that will make a difference to the wellbeing and learning outcomes of all First Nations students. This has included the CES Strategic Leadership Team meeting with Professor Martin Nakata AM from James Cook University who shared his current practice at the university and also his work with an extensive network of schools.

The Strategic Leadership Team also met with the Stronger Smarter Institute and was introduced to the work they are doing across Australia.

2024 was also a year of looking at the resources, especially people, within CEDC and the establishment of base line learning and wellbeing data and measures of success. A reference group was formed during the year which draws on the wisdom of all stakeholders in the diocese and includes Professor Felicia Watkin Lui.

Building effective partnerships is essential to ensure a relevant and contextual strategy for now and the future. Education partners are essential as is the development of relationships with elders and significant First Nations organisations. 2024 saw the planning and participation in NAIDOC Week celebrations, elders events and youth leadership forums. In partnership with the Identity and Outreach directorate we were also involved with in-country experiences and with the continued healing processes.



1389 (11.5%)
First Nations
students
enrolled



451
P-3 First
Nations
student
enrolments



192
First Nations
student
boarders



68
First Nations
Year 12
graduates



NAIDOC Week at Mount St Bernard College

Engagement, Wellbeing & Learning

Highlights

Since 2022, we have been implementing Multi-Tiered Systems of Support (MTSS) as a consistent approach across our schools. MTSS provides our schools with the framework, professional development and coaching support required to embed data-informed whole school systems and practices aimed at improving engagement and learning.

Student engagement refers to the degree of attention, curiosity, interest, optimism and positive connections that students have when they are learning, underpinned by evidence-based, whole school approaches that promote positive behaviour and engagement. MTSS is now in its third year of implementation.

We support teachers to enable all students to access their learning, in a safe supportive, environment, using data-informed and evidenced-based inclusive practices. In 2024 17.1% of students across CEDC were included on the Nationally Consistent Collection of Data for students with a Disability register (NCCD).

The future is here and the use of Artificial Intelligence in education is a key issue for our schools and communities. Balancing the exciting opportunities that AI presents in a safe and secure learning environment is a key challenge for CEDC in 2024 and beyond.

We work in partnership with schools to understand and identify evidence-informed practices that enhance overall school improvement, meet legislative and Diocesan requirements and reduce in-school variability.

With the success of MTSS -E (Engagement), the introduction of MTSS-A (Academic) focused on reading and mathematics in both primary and secondary contexts.

Student Support Services

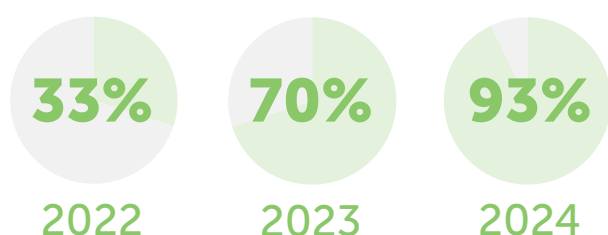
<p>Our student support staff work directly with schools in supporting individual students with diverse learning needs.</p> <p>635 requests received for individual student support</p>	 <p>Consultants Student Engagement</p>	 <p>Consultants Inclusive Education</p>	 <p>Consultant English as an Additional Language or Dialect (EALD)</p>	 <p>Occupational Therapists</p>
	 <p>Physiotherapists</p>	 <p>Psychologists</p>	 <p>School Based Counsellors</p>	 <p>Speech Language Pathologists</p>

Hours of school support services provided (School Support Report)

Term 1	Term 2	Term 3	Term 4	TOTAL
1,666	1,295	1,602	1,446.5	6,009.5 Hours

MTSS-E highlights

- Consistent growth of CEDC schools involved in the MTSS-E project.
- Continued partnership with Associate Professor Shiralee Poed.
- Presentation of CEDC work at the 2024 International Positive Behaviour Intervention and Supports (PBIS) conference.
- Development of professional learning resources for Classroom Management for Student Engagement.
- Presented work of CEDC at the Queensland Statewide Positive Behaviour for Learning Conference.
- Presented the work of MTSS-E in CEDC at the Queensland Catholic Education Commission Inclusive Education Conference.



Percentage of CEDC schools engaged in MTSS-E

MTSS-A highlights

- Trialled Oral Language Screener for Prep to Year 2.
- 100% of Primary Schools engaged in the introduction of the DIBELS Reading Screener for Prep to Year 8.
- Launched the CEDC Mathematics Framework.
- Launched a collaborative partnership with ACU.
- Reviewed our system-wide position on reading, resulting in updates to key system policies, procedures and practices.

AI highlights

Completed research and development of CEDC Artificial Intelligence Position & Framework to guide schools on innovative engagement with AI in learning and teaching in a safe and secure manner.

School support services highlights

- Over 6,000 hours of school support services provided.
- Career Education: Provide schools with quality connections to industry, tertiary education and government agencies.
- 10,000 books, home readers and teacher resources were catalogued, covered and packed into 55 boxes to replenish and restore the St Augustine's School, Mossman library collection, following Cyclone Jasper.

Student support services highlights

- 10,608 occasions of service provided.
- 22,316 individual student counselling sessions provided.
- 232 NCCD quality assurance reviews completed.
- Facilitated over 150 professional learning events.

Term	Request for student specific support	Student support sessions (CSSS)
1	151	3047
2	197	2776
3	196	2500
4	92	2285
Total	635	10,608



MTSS-E Team: Katrina Neville, Dr. Shiralee Poed, Colin Cutler, Tim Ryan and Marnie Carrison

Capability

Highlights

Invested more than \$600,000 in Diocesan scholarship programs, resulting in the recruitment, attraction and future retention of new teachers into our workforce.

Introduced tailored in-class support and peer observations across schools to equip Early Career Teachers (ECT) with the tools and guidance for success.

Trained more than 150 teaching and non-teaching staff in professional conversation skills to enhance workplace culture, accountability, and relationships.

Focused and collaborative development of key organisational strategic frameworks including the Leadership, Cultural Aspiration and Employee Engagement Frameworks.

Designed and delivered comprehensive professional team development and induction programs for a range of office, school, middle and senior leadership groups.

Developed a professional learning policy and guidelines grounded in extensive research around best professional practice principles for principals, teaching staff and corporate development.

Scholarships and Preservice Support

Year	Year 12 Scholarships	Final Year Scholarships (JCU, CQU)	Career Change Scholarships	ACU Scholarships 3rd and 4th Year
2022	4 students \$80,000	-	-	-
2023	9 students \$180,000	8 recipients - \$8,000	6 recipients \$120,000	3rd: 6 students 4th: 4 students
2024	8 students \$160,000	8 recipients - \$8,000	3 recipients \$60,000	3rd: 6 students 4th: 6 students
2025	-	\$1,200 per person (numbers to be confirmed)	-	-



Capability Study Group meets at the Australian Consulate to talk Singapore Education



Bill Dixon presents Georgina Stone with a CEDC Teaching Scholarship

Summary

Workforce Planning

Anticipating future workforce needs by understanding trends and proactively addressing challenges ensures we maintain a high standard of education and are prepared for any disruptions.

Recruitment and Retention

Attracting and retaining staff in remote and regional settings remains challenging. Scholarships and innovative strategies are essential to make these positions more attractive and sustainable, ensuring quality education for students in these areas.

Employee Wellbeing

Ensuring the wellbeing of early career teachers, experienced teachers, support staff, and school leaders is crucial. Support systems like mentoring, professional development, and wellbeing resources create a positive work culture that benefits both staff and students. Open communication and continuous feedback further enhance satisfaction and wellbeing.

Leadership Development

Developing aspiring and skilled leaders is vital for a robust leadership pipeline. Investing in leadership development fosters visionary leaders who drive positive change and excellence within our schools.

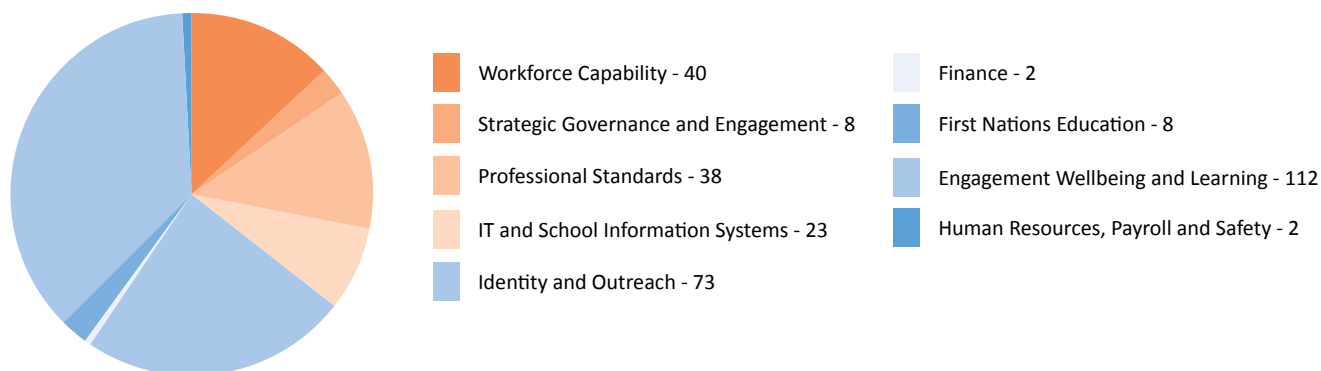
System Impact

The impact of the Cairns Catholic Education culture statement, induction programs, employee life cycle mapping, and leadership frameworks will be a focus. These provide structure and guidance for professional growth and leadership, enhancing the quality of education.

Process Improvement

Prioritising and streamlining processes, projects, and pathways ensures resources are focused on initiatives with the greatest benefits. Optimising workflows and feedback improves efficiency and effectiveness.

Professional Development offerings 2024 (not counting in-school professional development sessions)



Early Careers Program 2024

33

Contextualised
Support
Participants (In
class, or individual
school context)

45

Early Career
Participants across
Diocese

30

Mentor Network
and ECT
Coordinator
program
participants

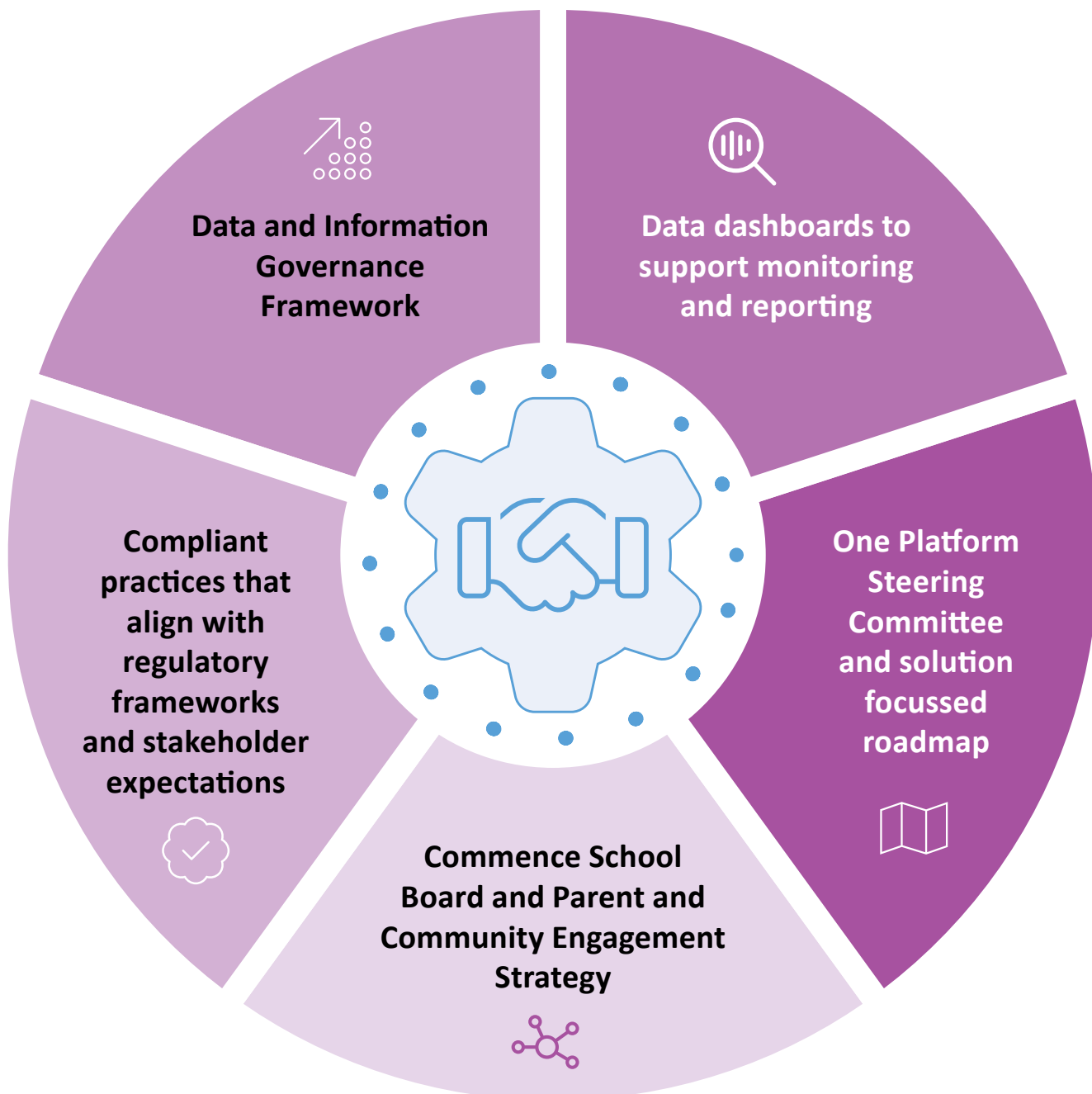
6

New
contextualised
in-school induction
processes created
for ECTs

Enablers

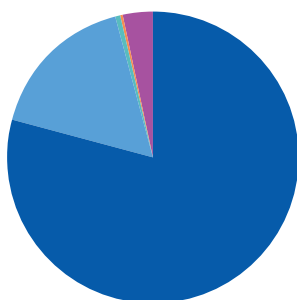
Our Enablers are the foundations from which work on the 10 Priorities is built. System Enablers require rigour and structure to scaffold the ongoing development of strategies towards the achievement of the Strategic Directions 2021-2025.

The Enablers are strongly interwoven, and this interaction ensures that work is clear, aligned and outcomes-focused.



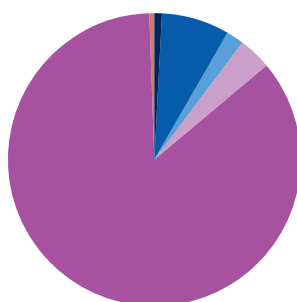
Finances

2023
Total Revenue
\$300,405,043



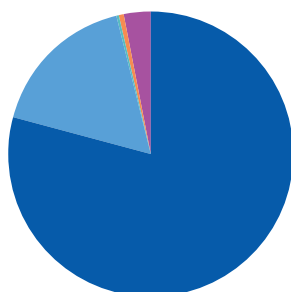
Other revenue	3.1%
Interest Received	0.4%
P and F Association	0.4%
School fees and levies	16.8%
Government recurrent grants	79.3%

2023
Total Expenses
\$291,357,381



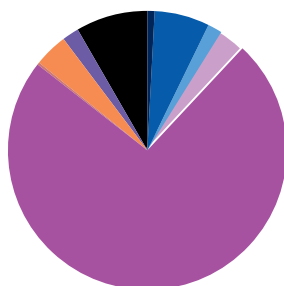
Other expenses	8.2%
Trading	1.9%
Tuition expenses	3.9%
System levies	0.3%
Employee expenses	73.5%
Site Operations	3.2%
Interest Expense	1.7%
Depreciation and Amortisation	6.4%
Boarding	0.8%

2024
Total Revenue
\$314,038,476



Other revenue	2.9%
Interest Received	0.4%
P and F Association	0.4%
School fees and levies	16.1%
Government grants-recurrent + capital	75.9%

2024
Total Expenses
\$311,496,878



Other expenses	7.7%
Trading	1.8%
Tuition expenses	3.6%
System levies	0.3%
Employee expenses	68.8%
Site Operations	3.0%
Interest Expense	1.6%
Depreciation and Amortisation	6.0%
Boarding	0.8%



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**Catholic
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Diocese of Cairns

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