
Charlotte Mason College

Independent school reporting 2022

Learning to live in goodness, truth and beauty

ANNUAL REPORT

Charlotte Mason College

Authored by: Mr Timothy Peden, Principal



Contact information

Postal address	30 Narangba Rd., Kallangur, QLD 4503
Phone	07 31862954
Email	reception@cmc.qld.edu.au
Webpages	<p>Additional information about Charlotte Mason College is located on:</p> <ul style="list-style-type: none">• The website https://cmc.qld.edu.au• The My School website
Contact person	reception@cmc.qld.edu.au

Charlotte Mason College in 2022

Charlotte Mason College is a co-educational Christian private school offering both on-campus and distance education to Primary and Secondary students. We were established with the goal of teaching using the philosophy of Charlotte Mason and using best educational practices.

At Charlotte Mason College (CMC), our mission goes beyond the mere acquisition of knowledge and skills. We believe in allowing children to embrace an enriching life, immersed in all that is good, true, and beautiful.

Our approach is centred around three core principles:

Pursuit of Goodness: We focus on Christian character training and instilling essential habits for success in life. The CMC program adopts Charlotte Mason's gentle, common-sense methods of child training, nurturing a foundation of goodness in every student.

Embracing Truth: Students are encouraged to explore knowledge across the sciences, humanities, and arts. We engage them with the wisdom of great thinkers and leaders throughout history, delving into quality classic literature, 'living books,' and practical experiences.

Appreciation of Beauty: The CMC environment fosters a warm, loving, and positively affirming atmosphere in both home and classroom settings. We believe in surrounding students with aesthetic beauty and order, introducing them to classic artworks and music composers to inspire their creativity and appreciation.

With a relatively small size, Charlotte Mason College cultivates a friendly and close-knit school community. This environment allows all children to be truly understood and appreciated, creating a supportive space for their growth and development.

CMC is a school of choice for parents who value the unique Christian classical liberal arts approach that a Charlotte Mason education offers. Education is a partnership between the school and parents, recognising the significance of active involvement in a child's educational journey.

In summary, Charlotte Mason College stands as a beacon of Christian education, instilling values that extend beyond the classroom and equipping students to lead purposeful and fulfilling lives in a rapidly changing world.

School progress towards its goals in 2022

Between our initial accreditation in June 2017 and the August census of 2022, CMC grew to 312 students at the August Census.

Facilities Improvement Goals:

We have set some exciting Facilities Improvement Goals, which are a testament to our dedication to providing a quality learning environment for all students, especially in the wake of the COVID pandemic.

One of the most significant achievements has been the tremendous growth in the number of Distance Education (DE) students. Despite the challenges posed by the pandemic, our school's commitment to excellence in remote learning has attracted a substantial increase in DE students. This growth is a testament to the trust and confidence placed in our institution by families seeking top-notch education from the safety and comfort of their homes.

To further support and enhance our DE program, we proactively established a dedicated Distance Education "Hub." This purpose-built space serves as a focal point for our DE teachers, providing them with the resources and environment they need to deliver exceptional online education. The Hub has become a thriving centre for creativity, collaboration, and innovation, ensuring our DE students receive the same high-quality education as those attending on-campus classes.

We have undertaken a significant infrastructure project in line with our commitment to continually improving our facilities. We recently brought a new demountable classroom on-site, effectively expanding our capacity to accommodate more students and offer a conducive learning space. Moreover, work is well underway to construct two modern classrooms and an administrative area at the front of the college. This strategic move will not only optimise accessibility for our college community and guests but also provide an inviting and welcoming ambience for everyone who visits our campus.

These Facilities Improvement Goals showcase our school's proactive and forward-thinking approach to adapting to changing circumstances. We remain dedicated to creating an enriching and inclusive learning environment that empowers students to reach their full potential. The progress made in our facilities serves as a testament to our commitment to offering the best educational experience to all students, ensuring they are equipped for success both now and in the future. With continuous improvements and an unwavering focus on excellence, we are excited about the boundless possibilities that lie ahead for our school community.

Curriculum Goals:

Strategic Curriculum Planning for Christian Education with a Biblical World View using Charlotte Mason Methods: At Charlotte Mason College, we have invested considerable time and resources in developing a clear and comprehensive plan for all grade levels, ensuring a seamless and enriching learning experience for our students. One of our key achievements this year has been the building and implementation of a two-year cycle for Years 1 to 10 curricula. This strategic approach enables us to create a well-structured and balanced curriculum that caters to the diverse needs of our students while also fostering their holistic development. Furthermore, to ensure our teachers and curriculum team are well-equipped with the necessary knowledge and expertise, we provided access to professional development (PD) programs. These initiatives have been specifically designed to deepen their understanding of the Australian Curriculum and address the unique requirements for non-state schools in Queensland. By collaborating with organisations like Independent Schools Queensland (ISQ) and other support networks, we have strengthened our knowledge base and expertise, enabling us to enhance the quality of education we continuously provide.

Empowering Teachers for Excellence: The belief in nurturing and supporting our teaching staff is at the core of our educational philosophy. As part of our commitment to delivering exceptional education, we employed additional staff members who specialise in curriculum development. These educators play a vital role in refining our teaching methodologies and creating an engaging and effective learning environment. In line with our dedication to the principles of Charlotte Mason education, we have crafted a comprehensive and unique guide called the "Charlotte Mason Style Guide." This guide outlines the principles and methods underpinning our teaching approach, ensuring a cohesive and enriching experience for teachers and students alike. Furthermore, we have embraced technology as a powerful tool to enhance our Distance Education (DE) program. By actively incorporating online technologies into our teaching methods, we are expanding our capabilities to cater to DE students, providing them with a high-quality education that mirrors the experiences of on-campus learners.

Envisioning a Bright Future: As we reflect on our progress this year, we are excited about the opportunities and potential for growth that lie ahead. Our commitment to continual improvement and innovation remains steadfast, and we will continue to refine our curriculum and teaching strategies to foster a dynamic and stimulating educational environment. By focusing on our student's academic and personal development, we aim to nurture well-rounded individuals who are equipped to navigate the challenges of the future confidently. We extend our heartfelt gratitude to our dedicated staff, supportive parents, and resilient students for contributing to our success. Together, we look forward to embracing new challenges, forging stronger connections with our community partners, and empowering the next generation of leaders with the biblical understandings, knowledge, skills, and values they need to thrive in an ever-changing world.

Enrichment and Extension Program.

We are proud to report that the Enrichment and Extension Program at Charlotte Mason College has seen significant development and expansion this year. As part of our commitment to personalised education, we have implemented various measures to

cater to the diverse needs of our students. PAT testing is available to all students to identify students eligible for differentiated subject work. Individualised achievement tests are utilised to determine the specific needs of identified students.. Individual Zoom lessons have been provided with tailored content for our Distance Education students to enhance their learning experience. We also believe in empowering our teachers, and thus, we have offered support and training to ensure a differentiated approach in their classrooms. Learning Support Staff and other teachers attended professional development sessions in outdoor-play-based learning, Multi-sensory Structured Learning, and other differentiation techniques. Moreover, we have improved our referral and testing processes, ensuring that every student receives the targeted support they need to thrive academically and personally. At Charlotte Mason College, we remain dedicated to providing an inclusive and enriching learning environment, ensuring that each student's unique potential is nurtured and celebrated.

School Community Goals

Throughout the year, our school community at Charlotte Mason College has been resilient in the face of challenges posed by the COVID pandemic. Despite the impacts, our students have shown exceptional dedication and commitment to their personal growth and community service. Notably, our Year 10 students in 2022 have successfully completed their Certificate in Volunteering, showcasing their passion for positively impacting the world around them.

Our commitment to fostering strong connections with the local community remains unwavering. For our annual musical production, we collaborate with a local Musical Theatre group, not only for stage props and production assistance but also to welcome numerous community members into our school to witness the magic of the performance. Additionally, we actively participate in events like the Pine Rivers Show, multiple open days, and special assemblies, where members of our community are warmly invited to share in the celebrations of our student's achievements, including the commemoration of ANZAC Day.

Furthermore, we value the active involvement of parents in our school community. We foster a strong partnership between home and school through various initiatives like Parent Information Sessions, Family BBQs, and Parent-Teacher interviews held twice a year. We believe that as a united community, we can inspire and support our students to reach their full potential, even in the face of challenging times. As we move forward, we remain dedicated to nurturing the sense of belonging and camaraderie that defines the spirit of Charlotte Mason College.

Future outlook

As we look towards the future, Charlotte Mason College is filled with optimism and determination. One of our significant achievements was the completion of our five-year cyclical review in 2022. (This review was submitted to NSSAB in early 2023) This review played a pivotal role in ensuring that our school's processes, systems, and policies align with the high standards set by the Non-State Schools Accreditation Board (NSSAB). By adhering to these rigorous standards, we reaffirm our commitment to providing our students with the best possible education and support, setting them up for success in their academic journey and beyond.

Our focus on growing as a Christian College remains a top priority. We firmly believe that nurturing a strong Christian foundation in our students fosters moral character, compassion, and a sense of purpose. Additionally, we are dedicated to developing robust support processes for students with diverse needs, ensuring that each individual receives the care and attention necessary for their holistic growth. To further enhance our educational practices, we are actively collaborating with organisations like Independent Schools Queensland (ISQ) and Christian Schools Australia, tapping into their expertise and best practices to evolve as an institution continually. With a clear vision of becoming the college we were established for, we enthusiastically embrace the future, looking forward to further growth and excellence in all aspects of Charlotte Mason College.

Our School at a Glance

School profile

Coeducational

Independent Christian school Offering

Prep to Year 10 in 2022 Student enrolments are listed below.

Table 1: Student enrolments at this school (On-campus + Distance Education)

Enrolment category	2017	2018	2019	2020	2021	2022
Total	111	214	220	180	215	312
Girls	58	100	106	96	112	162
Boys	53	114	114	84	103	150
Indigenous	0	9	8	11	15	19
Enrolment continuity (between February & November)	90%	90%	89%	89%	88%	91%

Notes:

1. Student counts are based on the Census (August) enrolment collection.
 2. Indigenous refers to the Aboriginal and Torres Strait Islander people of Australia.
 3. pre-Prep is a kindergarten program for Aboriginal and Torres Strait Islander children living in 35 Aboriginal and Torres Strait Islander communities in the year before school.
- In 2022, there were no students enrolled in a pre-Prep program.

Characteristics of the student body Overview

In 2022, Charlotte Mason College continued to uphold its commitment to providing an inclusive and diverse learning environment. Our student body reflects a broad range of socio-economic backgrounds, with 22% of students coming from the lower quartile, 31% from the second quartile, 28% from the third quartile, and 19% from the highest socio-economic quartile of the Australian population. Our approach to education, where each student is recognised as unique, has proven transformative, enabling previously struggling students to rediscover their passion for learning and achieve remarkable success.

As a school deeply rooted in its Christian identity and dedicated to offering a distinctive philosophical perspective, we naturally attract a predominantly Christian population

and families seeking the exceptional benefits of a Christian education imbued with traditional family values. Embracing the ideals outlined in the Mparntwe Declaration, we actively contribute to the Australian education system's goals of promoting excellence and equity. We aspire to nurture our students into confident, creative, and successful lifelong learners, empowering them to become active and informed contributors to their communities. In this region where freedom of choice is highly valued, we are proud to uphold our vision and mission, embracing each student's unique potential while fostering a nurturing and inclusive school community.

Average Class sizes

Table 2: Average on-campus classroom size information for each phase of schooling

Phase of schooling	2020	2021	2022
Prep			11
Year 1– Year 2 (P-2 2020 / 2021)	10	11	9
Year 3 – Year 4	11	11	12
Year 5 – Year 6	12	11	13
Year 7 – Year 8	11	11	17
Year 9 – Year 10	11	11	12
Year 11 – Year 12	N/A	N/A	N/A

Curriculum delivery

Our approach to curriculum delivery

At Charlotte Mason College, our approach to curriculum delivery is rooted in providing a well-rounded and enriching educational experience for our students. We have diligently structured our programs to align with the Australian Curriculum, ensuring that our students receive a comprehensive education that meets national standards. Additionally, we embrace the time-tested and effective pedagogy of Charlotte Mason, incorporating narration, nature studies, and learning through living books. This approach nurtures a love for learning and fosters critical thinking and creativity in our students. As we look towards the future, we are committed to further refining our curriculum to be more in line with the classical liberal arts approach. Our ultimate goal is to develop the whole person, preparing each student for life's journey and equipping

them with the knowledge, skills, and values necessary to thrive in an ever-changing world filled with diverse opportunities. At Charlotte Mason College, we remain dedicated to empowering our students to become well-rounded individuals, ready to embrace the challenges and opportunities that lie ahead.

Co-curricular activities

Despite the challenges posed by COVID, Charlotte Mason College remains committed to providing enriching and diverse opportunities for our students. While the number of activities off-site has been limited due to safety concerns, we have proactively developed Regional Activity Days (RAD) as a creative solution. RAD allows our students to come together in their local or regional areas to participate in a wide range of activities. Whether they choose to engage in local events or travel to regional gatherings, RAD provides a platform for our students to collaborate, learn, and explore new experiences.

Our Enrichment Program continues to thrive, offering an array of activities that foster holistic development and nurture students' passions. From engaging in Musical Theatre training and performances to honing their musical talents through instrumental or voice lessons, our students have the opportunity to embrace their creative potential. Additionally, sports and games, creative arts, and dance are all integral components of our Enrichment activities, encouraging students to explore different avenues of interest. Despite the challenges of the pandemic, Charlotte Mason College remains committed to providing a well-rounded education, equipping our students with the skills and experiences they need to flourish both academically and personally.

How information and communication technologies are used to assist learning

In 2022, Charlotte Mason College took significant strides in embracing technology as a supplementary tool for education while staying true to our core values and philosophy. We maintained a bank of Chromebooks throughout the year in all classrooms, providing students access to valuable educational digital resources. However, we remained steadfast in our commitment to balance technology with traditional teaching

methods, ensuring that computer-based learning did not overshadow real teaching and personal interaction. Our focus has always been on engaging students through genuine experiences, such as exploring the wonders of real books, participating in tutorial discussions, and immersing in hands-on activities.

Zoom emerged as a valuable platform for connecting students and teachers during the year. We utilised Zoom for individual and group video lessons, fostering seamless communication and ensuring that students, particularly those in distant regional areas, felt connected to their learning community. Regular and timetabled Zoom lessons gave our Distance Education students a dynamic and interactive learning experience. In addition, our college continued to leverage the 'Learning Management System' within TASS 'Student Café' and 'Parent Lounge,' an online portal that granted students and parents access to digital resources, assessment tasks, set activities, teacher feedback, and progress reports. As we move forward, Charlotte Mason College remains dedicated to striking a harmonious balance between embracing technology and preserving the essence of our cherished educational philosophy, empowering our students to thrive in an ever-changing world.

Social Climate

Overview

Our on-campus school offers a wonderful learning environment with many positive features. One of the most significant benefits is our limited class sizes, which creates an intimate setting where students feel safe and connected. We firmly believe that for a child to excel in their education, they must first feel secure and meet their individual needs.

One thing that makes our school truly special is our commitment to inclusivity. We welcome students from diverse backgrounds, including those with different learning journeys, such as homeschooling and state schools. This diversity enriches our community and provides a broader perspective for everyone.

At our school, we take a personalised approach to learning. Our unique blend of individualised curriculum and instruction ensures that each student receives the support they need to thrive academically and personally. As a result, students quickly get to know each other and form lasting friendships that transcend year levels.

Our learning experiences cover a wide range of subjects, ensuring that students receive a comprehensive education. We take pride in connecting these experiences through our Biblical worldview and Charlotte Mason Pedagogies, providing a holistic and meaningful education.

A cornerstone of our school is our Christ-centered approach. We foster an environment where students can grow spiritually while excelling in their studies. Alongside this, we set realistic expectations for our students, recognising and nurturing their unique abilities and potential.

Visitors to our school often remark on the caring and supportive atmosphere that pervades every aspect of our community. Our dedicated staff, committed to the success and well-being of each student, play a vital role in creating this positive environment.

In conclusion, our on-campus school offers a nurturing and inclusive setting where students can feel safe, connected, and excited about their learning journey. We are proud of our unique approach to education, which values each student's individuality and cultivates a strong sense of community. Together, we strive to create an inspiring environment that encourages personal growth, academic excellence, and a deep-rooted faith in every student.

Parent and community engagement

In our fifth year of operation, we are thrilled to report that parents have remained incredibly supportive, actively contributing their time to tutoring and participating in co-curricular activities. The school has successfully established a delightful tradition of hosting one musical theatre production each year, bringing joy and creativity to our students.

We take pride in the efforts taken to empower parents through online training sessions, where they have been introduced to the effective Charlotte Mason methods. This collaboration between parents and teachers has resulted in a more personalised and enriching educational experience for each child.

While the challenges of COVID had an impact on our ability to engage with the community physically, it has also brought forth a spirit of resilience and adaptability among our school community. We have found innovative ways to stay connected and maintain our commitment to providing a nurturing and stimulating learning environment for our students.

We extend our gratitude to all the parents for their unwavering support and dedication to our school's mission. Together, we continue to create a positive and inclusive educational journey for every child in our care. The future looks bright as we build on our successes and strive for even greater accomplishments in the years to come.

Staff Training for a Supportive and Respectful Learning Environment.

At Charlotte Mason, we take immense pride in our unwavering commitment to fostering an inclusive educational environment, accommodating many students with diverse learning or behavioural challenges. Our primary objective remains centred on nurturing and empowering our staff to effectively cater to the unique needs of all students, ensuring their success and growth. To achieve this, we are diligently developing a progressive pedagogical approach that adeptly engages students at their individual levels, fostering differentiation and ultimately promoting success for each learner. Our cohesive Learning Support Team collaborates with teachers and parents,

working tirelessly to enhance our student's academic journey and overall achievements. Through these dedicated efforts, we aim to create a harmonious and supportive learning community that embraces and celebrates the diverse talents and abilities of every student.

School funding School income broken down by funding source

School income reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the My School website.

How to access our income details

1. Click on the My School link <http://www.myschool.edu.au/>.
2. Enter the school name (Charlotte Mason College) or suburb of the school (Kallangur) you wish to search.
3. Click on the appropriate school's 'View School Profile' to access the school's profile.
4. Click on 'Finances' and select the appropriate year to view the school's financial information.

Note: If you cannot access the internet, don't hesitate to contact the school for a hard copy of the school's financial information.

Our staff profile in 2022

Workforce composition, including indigenous staff

Table 3: Workforce composition for this school

Description	Teaching Staff*	Non-teaching staff	Indigenous**staff
Headcounts	24	35	0
Full-time equivalents	20.8 FTE	26.4 FTE	0

** Indigenous refers to Aboriginal and Torres Strait Islander people of Australia.

Qualification of all teachers

Table 4: Teacher qualifications for classroom teachers and teaching school leaders at this school

Highest level of qualification	Number of qualifications
Doctorate	0

Masters	10
Graduate Diploma	8
Bachelor degree	6
Diploma	0
Certificate	0

Professional development

Expenditure on and teacher participation in professional development

The total funds expended on teacher professional development in 2022 was \$17,801

The major professional development initiatives are as follows:

- External consultant – Curriculum Compliance & Adjustments for Learning Support
- MSL Phonics Training.
- Independent Schools Qld – Seminars & Workshops.
- The Alpha School System (TASS) online admin system training
- Safety Training – Fire Emergency Procedures & First Aid Training
- Outdoor Play-based Learning

The proportion of the teaching staff involved in professional development activities during 2022 was 100%.

Staff attendance and retention

Staff attendance

Table 5: Average staff attendance for this school as percentages

Description	2017	2018	2019	2020	2021	2022
Staff attendance for permanent and temporary staff and school leaders	99%	99%	98%	95%	95%	96%

The proportion of staff retained from the previous school year

From the end of the previous school year, 93% of staff were retained by the school for the entire 2022.

Performance of our Students

Key student outcomes Student Attendance

The overall student attendance rate in 2022 is shown in the table below. Tables 6–7 show attendance rates at this school as percentages.

Table 6: Overall student attendance at this school

Description	2017	2018	2019	2020	2021	2022
Overall attendance rate* for students at the school	95	93.5	98%	95%	95%	92%
The attendance rate for Indigenous** students at this school	N/A	N/A	100%	90%	90%	81%

Table 7: Average student attendance rates for each year level at this school

Year Level	2017	2018	2019	2020	2021	2022
Prep	N/A	N/A	N/A	N/A	N/A	N/A
Year 1	N/A	100	99	96	95	93
Year 2	N/A	98	99	94	95	93
Year 3	N/A	96	99	96	96	95
Year 4	N/A	100	99	95	95	96
Year 5	N/A	97	99	94	95	88
Year 6	N/A	95	99	96	96	95
Year 7	N/A	91	99	95	95	90
Year 8	N/A	70	98	94	95	93
Year 9	N/A	89	99	95	94	91
Year 10	N/A	92	99	95	95	92
Year 11	N/A	N/A	99	N/A	N/A	N/A
Year 12	N/A	N/A	99	N/A	N/A	N/A