



Annual Report 2023



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Foreword



Welcome to the Brisbane Catholic Education Annual Report for 2023.

At BCE, we live and breathe our vision of being a faith-filled learning community that creates a better future for our students.

The 2023 year began by welcoming new members to our Executive Team. We were joined by Durm O’Riordan as Deputy Executive Director of Learning Services, Sharon O’Keeffe as Head of Catholic Identity and Karen Harrison as Strategy and Performance Executive. Together with Patrick O’Sullivan as Corporate Services Executive, Leigh Williams as Head of Information Technology Services, Cathy Heffernan as Head of People and Culture and Donalee Moriarty as Company Secretary, we remained united in our vision and mission throughout the year.

A significant milestone was the decision to develop a new BCE Strategic Plan that will take effect in 2025. In continuing our improvement journey and to remain true to our mission, vision and values, we see the new strategic plan as an opportunity to adapt to the changing education landscape and cater to the needs of our students now and into the future. In June, we began organisation-wide consultation to listen to the voices of our staff, schools and communities as we align our work with future demands and develop the Strategic Plan 2025-27, which will be released in 2024.

This year also saw us embark on a significant culture transformation where we identified the culture we aspire to create. This is a culture where we are committed to Catholic identity, student learning, and safeguarding. A place where we trust and empower our people, care about their wellbeing and pursue high performance and innovation. After a period of culture discovery activities during 2023, a culture roadmap was created that defines the initiatives we will implement over the next three years including a workload reference group to prioritise the workloads and wellbeing of our teachers and a leadership capability uplift to develop high impact leaders across BCE.

Other activities of note this year included BCE hosting the Queensland Aboriginal and Torres Strait Islander Catholic Education Conference for the first time in its 10-year history and our recommitment to meaningful change with the launch of our second Innovate Reconciliation Action Plan. We were privileged to have staff travel to experience World Youth Day 2023 and the return of pilgrimage to the Holy Land, Assisi and Rome, the first since the global pandemic. We also committed to Archbishop Mark Coleridge’s Apostolic Priorities, ‘With Lamps Ablaze’ for the Archdiocese of Brisbane for 2023 and beyond.

Our Education Strategy 2024-27 was endorsed by the Catholic Education Council in late 2023. It ambitiously declares that we will deliver transformational experiences that inspire a joy of learning, where excellence and equity enable all to grow and thrive. I look forward to sharing this strategy and many more in 2024, which is shaping up to be an exciting year filled with integrity, optimism and confidence. At BCE, we offer an education to believe in. One that allows every young person to have a voice, to flourish, learn and make a difference in this world.

Sally Towns


Dr Sally Towns
Executive Director
Catholic Education Archdiocese of Brisbane



Our Organisation

Fast Facts Snapshot¹

Our Schools



146

Schools

107

Primary

28

Secondary

11

P-12


Our Students

Student enrolments over the past 5 years

2023	76,828
2022 ²	76,442
2021 ²	75,967
2020 ²	74,579
2019 ²	72,569

- **12.1%**³ of students in the Archdiocese of Brisbane attend a Brisbane Catholic Education school
- **60.0%** of students identify as Catholic
- **31+** different religious faiths amongst students
- **6.43%** of students have a language background other than English³
- **3.4%** of students identify as Aboriginal and/or Torres Strait Islander

Our Employees



- **10,756** employees (headcount)⁴
- **94.9%** of employees are school based
- **5.1%** of employees are office based
- **59.6%** of employees are teachers
- **104** employees per 1000 students (FTE, all BCE)⁴
- **89.3%** staff retention rate
- **66.5%** of staff in schools identify as Catholic
- **36+** different religious faiths amongst staff

1. Data as at Commonwealth Census date (4/08/2023); 2. As previously reported in Annual Report 2020-2022; 3. Data as at State Census date (24/02/2023); 4. Does not include relief staff. Data as at State Census date (23/02/2023)



About Us

Brisbane Catholic Education contributes to the development of young people through education, including their formation in Christian life, drawing on a contemporary Catholic worldview. We provide high quality learning and teaching for more than 76,800 young people enrolled in our schools and colleges and employ over 10,500 staff, most of whom work in schools. Our boundaries stretch from Queensland's southern border, west to Gatton and Gayndah and north to Childers and Hervey Bay.

Our system structure — clusters of schools supported by an office — is one of our greatest strengths as it enables collaborative practices. By working together for our Vision through our Mission, we share knowledge, leverage our expertise, and promote a culture which enables each young person to grow and develop to their full potential.

Our Vision is that we are a faith-filled learning community creating a better future.

Our Mission is to teach, challenge and transform through our service, support, and leadership for Catholic education in the Archdiocese of Brisbane.

- We teach through animating Jesus and the vision of the Gospel
- We challenge by striving for excellence; embracing change; and offering a holistic education
- We transform by responding to the challenges of our time by exercising a preferential option for the vulnerable, inspired by the Holy Spirit to engage in Jesus' Mission in our world to transform society.

Our Values include:

- Excellence – inspired by our Catholic tradition, strive for excellence
- Integrity – as witnesses to the Good News of Jesus Christ, act ethically
- Justice – as people of faith, foster respectful relationships, advocating for and empathising with those at the margins
- Hope – empowered by the Spirit, embrace the future with confidence.



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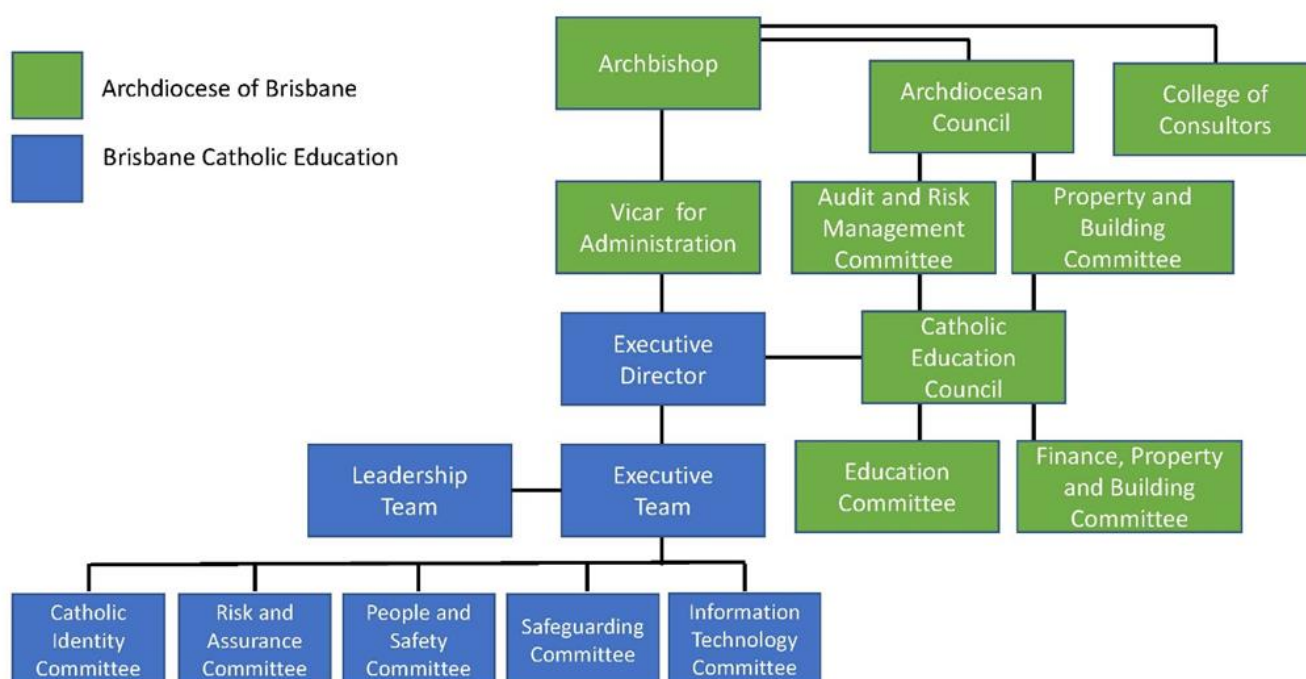


Governance

Good governance ensures we have effective and transparent processes in place for making decisions, demonstrating accountability, and meeting our civil, legal, and canonical obligations. Our governance structures – including policies, processes, systems, and structures – enable us to meet our responsibility for the administration and management of all Archdiocesan and parish schools in the Archdiocese of Brisbane.

Brisbane Catholic Education’s governance committees assist the organisation in discharging its responsibilities through transparent decision-making and contribute to efficient and effective governance.

Brisbane Catholic Education Governance Structure



Catholic Education Council

Under the leadership of Chair Mrs Jenny Parker, the Catholic Education Council acts as an advisory body to the Archbishop and Brisbane Catholic Education, and:

- provides advice on the responsibilities, policies, and priorities of Brisbane Catholic Education
- monitors policy implementation in schools for which Brisbane Catholic Education is responsible and where appropriate, policy regarding religious education in Religious Institute schools
- provides oversight of policies, procedures, and systems to safeguard assets, ensure the accuracy and reliability of records and ensure adherence to Archdiocesan policies.

In early 2023, the then Vicar General Bishop Ken Howell approved the establishment of two CEC committees:

- CEC Education Committee: provided advice and recommendations to the Catholic Education Council on educational priorities for the Archdiocese of Brisbane Catholic schools.
- CEC Finance, Property and Building Committee: provided advice and recommendations to the Catholic Education Council to support the management and governance of Brisbane Catholic Education by making decisions and exercising the authorities delegated by the Archbishop.



The Executive Team

The Executive Team consists of the executives of the organisation.



Sally Towns
Executive Director



Diarmuid O'Riordan
Deputy Executive Director
and Learning Services
Executive



Patrick O'Sullivan
Corporate Services
Executive



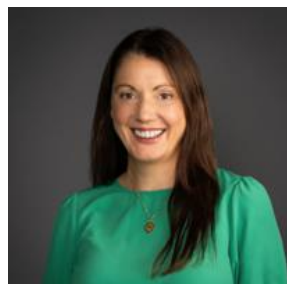
Karen Harrison
Strategy and Performance
Executive



Sharon O'Keeffe
Head of Catholic Identity



Cathy Heffernan
Head of People and Culture



Leigh Williams
Head of Information and
Technology



Donalee Moriarty
Company Secretary

During 2023, the Executive Team set the strategic direction for Catholic education in the Archdiocese of Brisbane and provided support to the Executive Director in relation to delegated governance responsibilities.

Leadership Team

The Leadership Team consists of the section/functional heads of the organisation. It provides support to the Executive with a focus on leadership, strategic direction, governance, and stewardship. The Leadership Team in 2023 included:

- Alan Carter, Head of Planning and Construction and Head of School Resources & Sustainability
- Catherine Abercrombie, General Counsel
- Cathy Heffernan, Head of People and Culture
- Claire Pirola, Safeguarding Specialist
- Chris Garnier, Head of Finance
- Derek Maclean, Head of School Progress and Performance
- Ken Sawers, Head of System Performance and Improvement
- Leigh Williams, Head of Information and Technology
- Marisa Dann, Head of Education
- Nick Gallen, Head of Strategy and Sustainability
- Sharon O'Keeffe, Head of Catholic Identity.



Internal Governance Committees

To coordinate key governance matters, the following internal governance committees operated in 2023:

- Catholic Identity Committee: provided insight and direction to programs of work including leadership for mission, formation of students and staff, and sustaining and enhancing authentic Catholic identity and culture, within Brisbane Catholic Education. Other programs of work include the Catholic Identity Framework and the Religious Education curriculum.
- Risk and Assurance Committee: provided independent oversight in relation to risk management, a robust system of internal controls, compliance management, internal assurance, and external reviews and audits to ensure an enterprise approach to risk and compliance strategy and processes to support the achievement of Brisbane Catholic Education's strategic objectives.
- People and Safety Committee: provided oversight and direction to the work of the People and Culture function in achieving the vision and mission of Brisbane Catholic Education and its strategic objectives.
- Safeguarding Committee: provided oversight of Brisbane Catholic Education's safeguarding practices and framework for children and adults at risk and drove safeguarding cultural change and increased BCE's adherence to the National Catholic Safeguarding Standards.
- Information Technology Committee: provided leadership, strategic direction, governance, and stewardship in relation to organisational information and technology priorities, strategy, and resourcing. This ensures an enterprise approach to data and technology, investments, and processes to support the achievement of Brisbane Catholic Education's strategic objectives.



Our Year in Review

The Brisbane Catholic Education *Strategic Plan 2021–2025: Future Learning Communities* was developed following extensive consultation and engagement in 2020 and sets Brisbane Catholic Education’s direction for the next five years. This report maps our progress and achievements during 2023, against the *Strategic Plan 2021–2025: Future Learning Communities*.

In 2023, the Executive Team made the decision to develop a new strategic plan for Brisbane Catholic Education that will take effect in 2025. While the current plan has served us to a point in time and will continue to guide us, to ensure we remain true to our mission, vision and values, we need to adapt to the changing education landscape and cater to the needs of our students now and into the future.





Catholic Identity

Providing opportunities to enhance Catholic Identity remains a critical focus for Brisbane Catholic Education, as we aim to:

- deepen the spiritual, scriptural, and theological capacity of our students, staff, and community
- celebrate our Catholic story through dialogue, ritual, prayer, and action
- embed a contemporary approach to our Catholic worldview and identity.



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Several key initiatives were implemented to further these objectives. In 2023, BCE:

- provided staff with opportunities for faith formation and celebration through various overnight retreats
- supported the spiritual and theological formation of students through PoTENTIAL, Kaleidoscope, and Spreading Joy programs
- supported the spiritual and theological formation of Early Career Teachers (ECT) through the ECT Encounter, ECT Communion, and ECT Mission programs
- supported the spiritual and theological formation of schools through individualised support via school visits, twilight presentations, and Formation for Mission modules
- provided various professional development opportunities including delivery of the Religious Education Accreditation Program, Catholic Sexual Ethics Course in partnership with ACU, and programs focusing on teaching Religion with The Sydney Jewish Museum and the Islamic Sciences and Research Academy
- developed a refreshed Catholic Identity Framework



- collaborated with our Queensland network to develop the BCE Religious Education Curriculum Guidelines
- reviewed the suite of formation experiences to align with the new Catholic Identity Framework and Strategic Plan
- coordinated and completed Religious Education Program School Reviews to ensure programs are responsive to the changing needs of students and the community, structured appropriately, based on high-quality learning and teaching practices, and regularly monitored and evaluated
- embarked on a review of both Catholic Identity and Religious Education teams to create a unified team from 2025
- focused on embedding the link between Catholic identity and contemporary safeguarding practices.



Learning and Teaching

Providing high-quality learning and teaching remains a critical focus for Brisbane Catholic Education, as we aim to:

- build sustained foundational practices in literacy, numeracy, and Catholic perspectives
- transform practice to wholly engage each student in deeper learning.



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Several key initiatives were implemented to further these objectives. In 2023, BCE:

- leveraged extensive feedback to develop the Education Strategy for launch in 2024
- partnered with universities to deliver professional learning programs in Early Years Literacy (University of Melbourne), Critical Thinking (University of Queensland) and Primary Mathematics (Monash University)
- expanded the FisherONE offering to provide a broader range of senior subjects, extended enrolments to other diocese and Religious Institute and Ministerial Public Juridic Person schools, developed an online pedagogical model for staff development related to FisherONE, and established the FisherONE Board and Vision and Mission Statement
- established Research, Innovation and Impact as a new focus area dedicated to continuous improvement
- published 46 Illustrations of Practice (exemplar units of work) aligning with the Australian Curriculum (v.9) across various learning areas and in Religious Education
- developed and published resources for the implementation of Respectful Relationships Education



- developed curriculum resources and professional learning programs to support the implementation of the Australian Curriculum (v.9) with a focus on embedding First Nations perspectives including the First Nations in the Arts protocol guide and syllabus and guidelines for First Nations language offerings
- provided additional support to 32 Priority Support Schools resulting in improved student learning and wellbeing outcomes.

Key NAPLAN achievement for Brisbane Catholic Education include:

	Year 3	Year 5	Year 7	Year 9
Reading	▲	▲	■	▲
Writing	▲	■	■	▲
Numeracy	▲	■	■	■

Key	
▲	The average achievement of Brisbane Catholic Education students was above the average achievement of all Australian students.
■	The average achievement of Brisbane Catholic Education students was not above the average achievement of all Australian students.

In 2023:

- 94.9% of Brisbane Catholic Education students completed school with a Queensland Certificate of Education or Queensland Certificate of Individual Achievement
- 88.5% of Brisbane Catholic Education's Aboriginal and Torres Strait Islander students received a Queensland Certificate of Education or Queensland Certificate of Individual Achievement
- Vocational Education and Training (VET) continued to be a significant aspect of senior learning in Brisbane Catholic Education schools with 5,273 VET Certificates awarded to 2,637 of the 3,723 students who completed Year 12. Of these, 48.4% (1,841) students attained a VET Certificate III or higher.



Wellbeing

Wellbeing remains a critical focus for Brisbane Catholic Education, as we aim to:

- create safe environments that nurture all aspects of wellbeing
- advocate for the common good through social justice and ecological action.



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Several key initiatives were implemented to further these objectives. In 2023, BCE:

- provided Youth Mental Health First Aid training for school staff to enhance student mental health support
- partnered with the Queensland University of Technology to present the Inclusive Education Symposium for all BCE Principals and Support Teachers: Inclusive Education
- engaged the University of Queensland to support BCE implementation of Multi-Tiered System of Supports across learning, wellbeing and behaviour across BCE schools
- reviewed bullying processes to inform system-wide improvements including revised resources and regular data monitoring systems
- commenced the Complaint Management Project to improve BCE's response to safeguarding concerns and complaints with a focus on early intervention and continuous improvement
- introduced the Tell Them From Me survey with results informing the development of the 2024-27 Education Strategy.



BCE is committed to ensuring the wellbeing and safety of students. In 2023, BCE:

- provided staff training in verbal de-escalation and physical intervention techniques to further equip personnel to ensure student safety
- reviewed and updated policies and procedures to enhance student safety, attendance and wellbeing
- strengthened safeguarding practices through a review of Student Protection policies and procedures, enhanced training to prevent harm to students, and the establishment of a Child Safety Investigation Unit to respond to allegations and prevent future harm
- commenced the Volunteer Management Project aimed at improving safety practices for the engagement and support of volunteers working with children and in our offices
- updated the Child and Youth Risk Management Strategy to align with the National Catholic Safeguarding Standards to uplift awareness of student safety in schools and offices
- fostered a culture of student voice through the ongoing Student Voice Program, launched the inaugural Student Voice Awareness Day, facilitated student participation in school improvement initiatives and celebrations of student voice, and strengthened open dialogue between students and the Executive to progress student voice initiatives.

BCE is committed to ensuring the wellbeing and safety of staff. In 2023, BCE:

- established a Health, Safety and Wellbeing Strategy (2023-2025) with a supporting Employee Wellbeing Framework
- launched a network of Wellbeing Champions across BCE schools and published a suite of wellbeing resources to support implementation
- actively supported principal wellbeing through a redesign of the Principal Peers Support Program and the establishment of the Ford Health Complete Wellbeing Premium Program. This program, offered to all Principals from 2024, provides holistic, personalised support for physical and mental wellbeing
- prioritised staff mental health by developing and publishing resources, training and information on preventing and responding to psychosocial hazards including providing guidelines and risk registers for all schools
- actively addressed occupational violence and aggression through the development of an organisational position statement and a Parent/Caregiver Code of Conduct
- created a targeted awareness campaign featuring videos, posters and black spot identification efforts to address the risks associated with slips, trips and falls in school environments
- promoted and embedded a safety culture through leadership workshops, safety due diligence training for the Executive and Leadership teams, and coaching and training for Workplace Health and Safety Officers and school staff
- received the prestigious Best Rehabilitation and Return to Work Management System at the Queensland Workwell Awards.



Our People

Our People remain a critical focus for Brisbane Catholic Education, as we aim to:

- build a talented, committed, and high performing workforce
- invest in the professional and spiritual development of staff
- create meaningful pathways and opportunities for leadership.



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Several key initiatives were implemented to further these objectives. In 2023, BCE:

- reviewed and converted over 1,000 fixed-term contracts to continuing contracts, ensuring compliance with legislative changes and providing employee stability
- negotiated and approved the EB10 agreement, securing improved terms and conditions for school-based employees
- enhanced teacher development through the Highly Accomplished and Lead Teacher (HALT) program, providing centralised support for teachers undertaking certification
- provided comprehensive support for Early Career Teachers through development, mentorship, orientation and learning initiatives to assist them in transitioning to proficient registration with the Queensland College of Teachers
- launched a multi-year Cultural Roadmap to cultivate a high-performing and engaged workforce, with a focus on wellbeing, aligning with BCE's aspirational culture



- developed the Leadership Capability Framework, identifying key leadership behaviours (Encounter Me, Lead Me, Teach Me, and Care for Me) to drive cultural change and guide leadership development programs
- established the Culture Coalition, a cross-sectional employee group, to support the design and implementation of the Cultural Roadmap, Culture Survey and Culture Framework
- developed a new People Performance Framework empowering leaders to drive performance excellence, facilitate professional growth, manage underperformance and promote employee wellbeing and engagement
- developed a contemporary, best-practice Human Resource Information System (Ignite) to be launched in 2025, focusing on prioritising safety, performance and engagement throughout the employee lifecycle
- implemented a comprehensive Talent Management Plan to attract, retain and develop exceptional talent. This plan fosters a positive employee experience in which our people can flourish to deliver quality learning and wellbeing outcomes for our students
- implemented succession planning for Executive, Leadership and business-critical roles to ensure continuity and growth
- undertook further benchmarking of employee incentives for rural and remote employees to ensure competitiveness and attract top talent
- introduced the Talent Hiring Journey with the implementation of a hiring manager toolkit that emphasises safeguarding best practices in all recruitment tools
- executed successful branding and social media campaigns on platforms like LinkedIn, Facebook and Instagram to target key talent areas including teachers, rural and remote talent, guidance counsellors and graduates.



Diversity and Inclusion

Diversity and Inclusion remains a critical focus for Brisbane Catholic Education, as we aim to:

- grow communities that value, celebrate and respond to individual identity and cultural diversity
- improve access to education and opportunity.



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Several key initiatives were implemented to further these objectives. In 2023, BCE:

- finalised and endorsed a comprehensive Employee Diversity, Equity and Inclusion (DEI) Strategy aimed at fostering a diverse and inclusive workforce that reflects the demographics of our student body and wider communities to improve student outcomes
- approved and launched its second Innovate Reconciliation Action Plan 2023–2025. This plan outlines concrete actions to advance reconciliation efforts
- supported 141 schools to develop and publish their Reconciliation Action Plans on the Reconciliation Australia Narragunnawali Platform
- successfully hosted a 3-day conference for educational professionals across Queensland with a focus on Aboriginal and Torres Strait Islander education
- hosted Cultural Awareness Days at Ngutana-Lui, promoting a culturally safe and inclusive environment for staff, students and families
- provided internship opportunities for First Nations BCE alumni who are pursuing a Certificate III in Information Technology Services, offering valuable work experience within the organisation



- actively engaged with local communities to successfully raise over \$7,000 for the MacKillop Bursary Fund, selected by artist Jennifer Kent, to aid Catholic education for young people
- launched the Women in Leadership Program which aims at strengthening our commitment to increasing female representation in leadership roles across the organisation
- implemented a new Flexible Work Arrangements Procedure, establishing a contemporary and consistent framework for requesting, considering and managing flexible work options, empowering employees to achieve a healthy work-life balance
- reviewed the Workplace Gender Equality Agency Annual Report to capture insights into gender pay gaps and how we compare across the organisation. This data will inform and guide future DEI initiatives across the organisation.



Enablers

Outside of our strategic priorities, Brisbane Catholic Education also ensured the successful delivery of the 2021–2025 Strategic Plan through the delivery of improved systems and enterprise-wide business processes. In 2023, BCE:

- implemented a vulnerability management platform across all servers, providing real-time visibility of security risks. Furthermore, standardised cybersecurity controls and responsibilities were established through the published School IT Cybersecurity procedure
- streamlined processes including automated subject timetabling for primary schools, piloting the Learning Dashboard in preparation for launch in 2024, and automating School Annual Reporting processes
- upgraded wired and wireless networking equipment in 60 schools to ensure optimal performance and security
- centralised contracts for IT services to address safeguarding and cybersecurity controls across BCE schools
- provided leadership and oversight for many of Cairns Diocese's technology systems and software, fostering collaboration and achieving economies of scale
- enhanced project management processes through the program management office, including regular monitoring, led to a significant increase in the successful completion of project deliverables
- established a centralised policy library for enhanced policy management, coordinated reporting, and expert advice on policy compliance and best practices
- established a number of reports and dashboards to support monitoring, reporting and implementation across our strategic priorities
- restructured the Communications and Engagements team, developed an Internal Communications Framework and implemented a School Leader Checklist tool to ensure greater alignment across our internal and external communication channels
- piloted a Marketing and Engagement Officer role to support enrolment growth through advertising, community engagement, and brand reputation activities in schools. Due to the success of this pilot, the team was expanded with two permanent Marketing and Engagement Officers to support growth and sustainability
- piloted a Risk and Compliance Officer role to provide immediate risk and compliance support in schools. The pilot demonstrated significant benefits, leading to its deployment across all primary schools in 2024
- demonstrated agility in strategic planning by proactively advancing the development of the next Strategic Plan to commence in 2025, one year earlier than planned
- developed a comprehensive Data Strategy and Data Integration Strategy alongside a program of work to elevate data governance maturity, fostering responsible data management practices
- explored issues and opportunities that may emerge over the next decade and delivered a Visioning Paper outlining potential directions to ensure BCE remains adaptable and responsive to the evolving educational landscape.



Celebrations and Awards

Celebrations



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BCE schools celebrate Student Voice Awareness Day

The inaugural Student Voice Awareness Day was successfully launched on Monday 4 September 2023. Students across BCE participated in activities that aimed to raise awareness of the power of students using their voices and how student voices can be used to benefit the whole school community.



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FisherONE named Microsoft Showcase school

Queensland's first online Catholic learning campus, FisherONE, is proud to announce its selection as a Microsoft Showcase School for the academic year 2023-2024, joining an elite group of educational institutions globally that are pioneering innovative approaches to learning. FisherONE leverages technology to create student-centred, immersive, and inclusive learning experiences that inspire lifelong learning and cultivate essential future-ready skills.



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St Ignatius School commissioned First Nations mural for their 120th anniversary

St Ignatius School Toowong commemorated its 120th anniversary with the unveiling of a mural that honours the Turrbul and Yuggera People. Designed by renowned First Nations Artist Brenda Mau, the mural chronicles the timeless narrative of the area on which St Ignatius School stands today.



© Brisbane Catholic Education 2023

Pilgrims represent BCE at World Youth Day 2023

20 pilgrims made up of teachers, campus ministers, and executives attended the gathering of young people within the Catholic Church. Starting in Madrid, the pilgrims travelled through Avila, Salamanca and Segovia, visiting sacred sites along the way, gathering with 1.5 million Catholic youth to attend mass delivered by Pope Francis in Lisbon, and concluding in Fatima Portugal.



Awards



© Brisbane Catholic Education 2023

Our Lady of the Rosary School wins Kids in Space Project

Our Lady of the Rosary School Caloundra's Year 5 budding scientists won first place at the Queensland finals of The Andy Thomas Space Foundation 'Kids in Space' Challenge by using the Makers Empire 3D design and print app to create nine 3D printed life support systems to save mankind from a hypothetical asteroid collision with the moon.



© Brisbane Catholic Education 2023

BCE Prayer Coordinator wins Spirit of Catholic Education Award

Marymount College Burleigh Waters Prayer Coordinator, Mary Dolores, was named the winner of the Archdiocese of Brisbane's prestigious Spirit of Catholic Education Award for her unwavering fidelity to her faith and long-standing commitment to Catholic education.

Foundation Principal earns The Archbishop's Award for Leadership

Holy Spirit College Fitzgibbon Foundation Principal, Stephan le Roux was awarded this award for his ability to create a school which embodies the essence of a Catholic education. Stephan has worked hard to craft a college community that is the school of choice for Northside families seeking a co-educational Catholic education for their children.



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2023 Excellence Award Winners

The 2023 Brisbane Catholic Education Excellence Awards night was a huge success with Archbishop Mark Coleridge in attendance to present the awards. The 2023 award winners were:

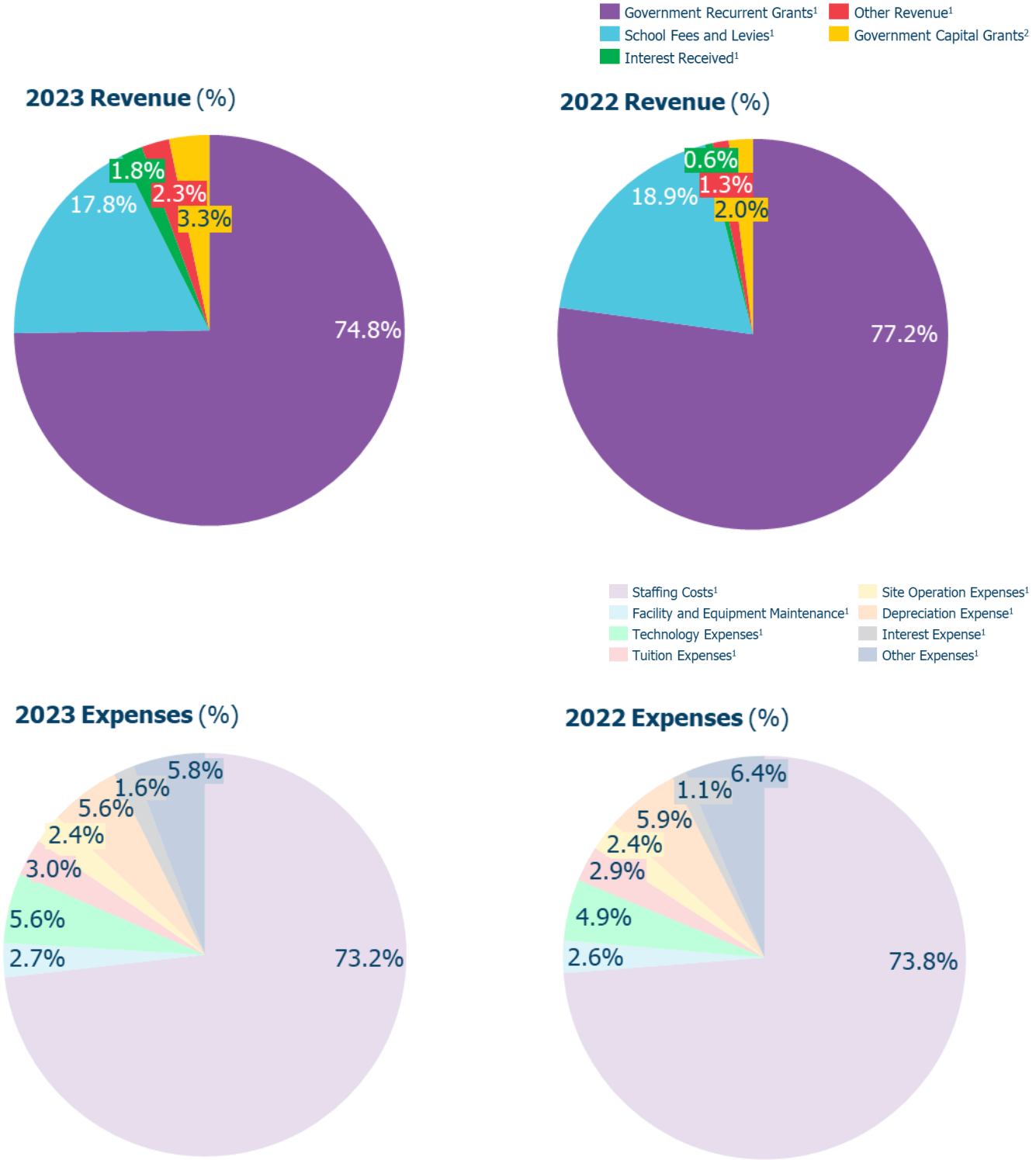
Award	Winner
The NGS Super Award for Excellence in Learning and Teaching in Primary School	Claire Byrne St Joseph's School, Bardon
The NGS Super Award for Excellence in Learning and Teaching in Secondary School	Kelly Chase Assisi Catholic College, Upper Coomera
The TUH Award for Excellence in Safety and Wellbeing	Joanne Breakspear Christ the King Catholic Primary School, Deception Bay



Award	Winner
The ACU Award for Excellence as an Early Career Teacher in a Primary School	Jody Nelson St Matthew's School, Cornubia
The ACU Award for Excellence as an Early Career Teacher in a Secondary School	Breanna Allan Mary MacKillop College, Nundah
The ACU Award for Excellence in Strengthening Catholic Identity	Kim Brett Our Lady's College, Annerley
The BCE Award for Excellence in Championing Student Voice	Renee Devereaux Safeguarding
The BCE Award for Excellence in a School-Based Non-Teaching Role	Simon Whyte Southern Cross Catholic College, Scarborough
The RemServ Award for Excellence in a BCE Office Role	Amy Cartlidge Employee Relations and Student Protection
The Archbishop's Award for Leadership	Stephen le Roux Holy Spirit College, Fitzgibbon
The RemServ Award for Excellence in Learning and Teaching by a School Team	High Impact Pedagogical Practice Team Marymount College, Burleigh Waters



Financial Overview



Notes: 1) Revenue/Expense from Operating Activities; 2) Revenue from Non-operating Activities.



**Brisbane
Catholic
Education**

teaching • challenging • transforming