



GEMS
CHRISTIAN
EDUCATION

Annual Report 2025

Report based on 2024 data



EMERALD
CHRISTIAN
COLLEGE
LEARNING FOR LIFE



ONTRACK
COLLEGE
EMERALD
Ontrack for Life

1st May 2025
GEMS Christian Education
PO Box 1993
6373 Gregory Highway
Emerald QLD 4720

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EXECUTIVE PRINCIPAL'S FOREWORD

It is with pleasure that I present the Annual Report to our school community. The following report provides information and data on a range of key indicators within the school and serves a dual role in meeting State and Federal legislation regarding statutory requirements, as well as providing the wider school community with a snapshot of our school achievements in 2024.

GEMS Christian Education, through its educational activities, embraces a close relationship between school and home, working closely together to develop children into young men and women with sound Biblical ethics and morals. Every student is encouraged to examine and develop a Biblical view of what is real, what is true and what is of value in their lives. As students recognize their identity, we encourage them to diligently use all the resources, talents and gifts that God has given them.

At GEMS Christian Education we promote a vision to provide education which inspires character and leadership, and we strive to lead the students along a pathway of values-based experiences in their learning. This approach has been instrumental in creating a rich learning environment where values, character traits and leadership attributes are promoted amongst students and staff. The school mission statement of providing quality Christian education through partnership with local churches, parents, teachers and students, recognises the Bible as our sole standard of faith, truth and practice. The Bible provides the framework for all truth and is the foundation upon which our decision making is based as we prepare students for life in the world and eternity is applied to all facets of the school. GEMS Christian Education is proud of its well-equipped classrooms, technological resources, and curriculum.

- Emerald Christian College opened on the 5th February 2001 as Emerald Educational College, and shortly after changed its name to Emerald Christian College.
- GEMS Christian Education Ltd began in 2001 as Emerald Christian College Ltd, changing to its current name in 2018.
- Emerald Christian College opened in 2001
- Little GEMS Early Childhood opened in 2015
- Ontrack Special Assistance College opened in 2018



Rhonda Davis
Executive Principal

GEMS CHRISTIAN EDUCATION STRATEGIC FRAMEWORK

Strategic Framework

The strategic intentions of the Board of GEMS Christian Education Ltd are guided and underpinned by:

- Our moral owners, Hopelands Church, continue to seek to glorify God, change lives, impact the community and touch nations through the ministry of GEMS Christian Education Limited.
- Our Constitution, Statement of Faith and Core Purpose is central to working in partnership with families, churches and the broader community to be a Christian community built on the teachings of Jesus Christ that are preparing hope-filled students for lifelong, quality learning.
- Our Biblical values are based on a personal relationship with Jesus Christ and are expressed in our GEMS and FACETS and are lived out, taught and promoted in our Christian learning community.

Strategic Intentions

We pursue the following strategic intentions towards our core purpose so that:

- Our students will embrace the values of God, Excellence, Members and Service; discover who they are as individuals, and pursue God's purpose for their lives.
- Our staff will embrace our core values and personally display Christ to the students utilising stimulating, creative, innovative curriculum and teaching practice.
- Our resource sustainability will allow us to continue to provide and maintain an outstanding and inspiring place of teaching and learning within an environment of seeking partnerships with the wider community.
- Our culture is Christ-centred, driven by our GEMS and demonstrated by our FACETS and will be a welcoming, accessible and inclusive Christian educational community through partnerships with local, national and global communities.
- Our governance will proactively ensure we provide effective strategic and operational leadership to achieve our core purpose and to glorify God.

Core Purpose

Our Core Purpose is to be a Christian community built on the teachings of Jesus Christ that is preparing hope-filled students for lifelong, quality learning across a number of educational enterprises.

Motto

Learning for Life

Core Values

The core values, which are the heart of our ministry, are 'Gems'. When these 'gems' are established in the heart of an individual, the individual students develop 'facets' that cause them to shine with brilliance and beauty in the world around them.

GEMS

G - God

In each individual, we foster a personal relationship with God through an understanding of His truth, His purposes, His character.

E - Excellence

In every thought, word and action, we challenge each member of our company's community to realise their potential in the context of 'life in abundance', enabling them to participate meaningfully in contemporary society.

M - Members

We encourage good relationships, right attitudes and commitment between members of the community.

S - Service

We encourage service To God, family and community through educational programs that are based on social justice and compassion.

FACETS

F - Friendly: Concerned, kind

A - Appreciative: Uniqueness, individuality, observant, resourcefulness and thoroughness

C - Compassionate: Caring, considerate, tolerant, respectful, kind, patient, sincere and merciful

E - Encouraging: Available, concerned, confident, cooperative, faithful and persuasive

T - Truthful: Discerning, honest, responsible, tactful, truthful and virtuous

S - Self-Controlled: Tactful, tolerant, patient and peaceful

Entities of GEMS Christian Education Limited

- Emerald Christian College: Prep to Year 12
- Little GEMS Early Childhood Centre: Daycare and kindergarten
- Ontrack College: Years 7 to 10

Emerald Christian College

Prep – Year 12

Annual Report presented by Executive Principal Rhonda Davis



EMERALD
CHRISTIAN
COLLEGE
LEARNING FOR LIFE

Emerald Christian College Annual Report 2025 (Based on 2024 data)

Annual Report provided by Executive Principal Rhonda Davis

Contextual Information¹

School Sector:

Independent

Year Levels Offered:

Years Prep – Year 12

Co-educational or Single Sex:

Co-educational

Location

Outer Regional

Characteristics of the Student Body:

| | |
|--|-----|
| Total enrolments | 94 |
| Girls | 47 |
| Boys | 47 |
| Full-time equivalent enrolments | 94 |
| Indigenous students | 7% |
| Language background other than English | 17% |

Total Enrolments - Emerald Christian College:

The total enrolment numbers for 2024 is 94 students

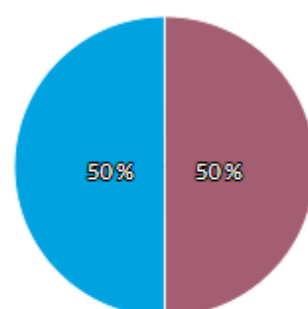
¹Australian Education Regulation 2023 s60 (2)

Students

Total enrolments: 94

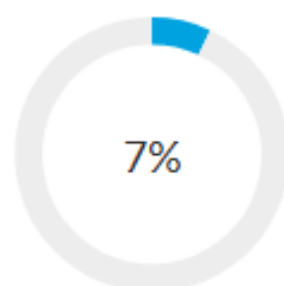
Boys 47

Girls 47



Full-time equivalent enrolments: 94.0

Indigenous students

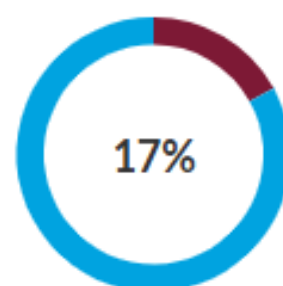


Language background other than English

Yes (17%)

No (83%)

Not stated (0%)



Workforce Information

Staff Composition, Including Indigenous Staff: ²

| Type | Primary | Secondary | Both | Indigenous | Total | Staff FTE |
|-------------|---------|-----------|------|------------|-------|-----------|
| Principal | - | - | 1 | 1 | 1 | 1.0 |
| Teaching | 6 | 6 | 0 | - | 12 | 11.4 |
| No-Teaching | 3 | 0 | 6 | - | 9 | 6.2 |

Qualifications of all Teachers: ³

| Qualification | Detail the number and/or the percentage of classroom teachers and school leaders at the school who hold this qualification |
|---------------|--|
| Doctorate | 5% |
| Masters | 5% |
| Bachelor | 90% |



² Australian Education Regulation 2023 s60(3)

³ Australian Education Regulation 2023 s60 (1)(a)

Funding Information

School Income Broken Down by Funding Source ⁴

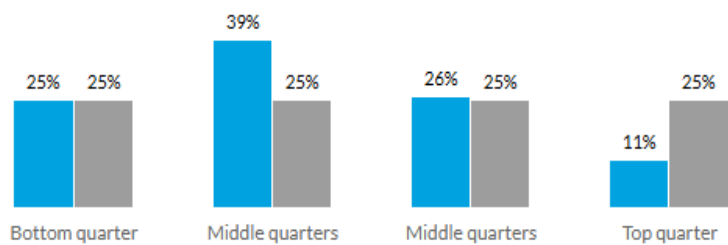
The following tables are an analysis of Emerald Christian College income as reported on My School website, www.myschool.edu.au

Student background

Index of Community Socio-Educational Advantage (ICSEA)

| | |
|-------------------------|------|
| School ICSEA value | 1002 |
| Average ICSEA value | 1000 |
| School ICSEA percentile | 48 |

Distribution of Socio-Educational Advantage (SEA)



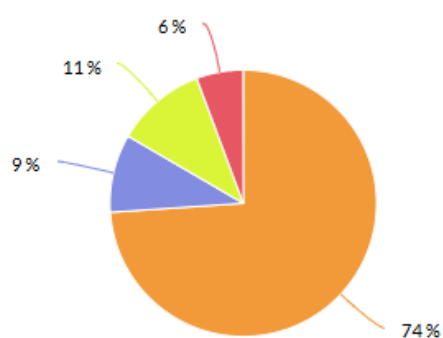
■ School distribution ■ Australian distribution
Percentages are rounded and may not add to 100



⁴ Australian Education Regulation 2023 s60 (1)(c)

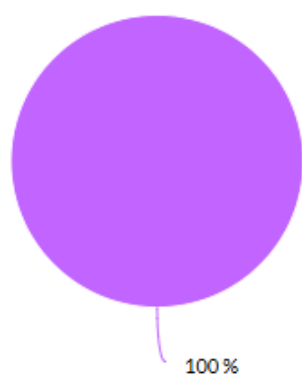
Finances

Total gross income



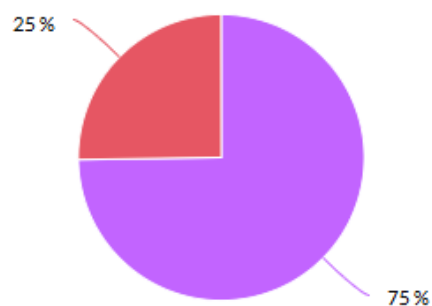
(excluding income from government capital grants)

Total capital expenditure



Percentages are rounded and may not add up to 100%

Total capital expenditure last 3 years¹



¹ Accumulated capital expenditure is the sum of three consecutive years.

Social Climate

Parent, Teacher and Student Satisfaction with the School ⁵

Each year the Company follows the following process to monitor its operations and make improvements.

| Task | Timeframe | Person Responsible |
|---|-----------|---|
| Revise 5-year Strategic Plan and seek approval from the Board | Term 1 | Executive Principal and Board Directors |
| Complete previous years accounts and audit | Term 1 | Finance Officer and Accountant |
| Teacher Professional Development process underway | Term 1 | All staff |
| Senior staff to develop their Operational Plan from Company Strategic Plan | Term 2 | Senior staff |
| Annual Reviews of Senior Staff | Term 3 | Executive Principal |
| Review Company Strategic Plan and department Operational Plans for completion and set new targets for next year | Term 4 | Executive Principal with Senior Staff |
| Support staff reviews | Term 4 | Executive Principal and Senior Staff |

Recommendations:

The Emerald Christian College community identified the following improvement recommendations:

- Increase pathways for Year 12 students
- Increase subject offerings in Year 7-10

⁵ Australian Education Regulation 2023 s60 (1)(b)

Student Outcomes

Average student attendance rate (%) for the whole school: ⁶

Student attendance rate:

The average student attendance rate for the whole school in 2024 was **95%**

| All Students | Indigenous students | Non-Indigenous Students |
|--------------|---------------------|-------------------------|
| 95% | 94% | 95% |

Student attendance level (proportion of students attending 90% or more of the time):

| All Students | Indigenous students | Non-Indigenous Students |
|--------------|---------------------|-------------------------|
| 84% | 90% | 83% |

Average student attendance rate for each year level: ⁷

| Year levels | Average attendance rate for each year level as a percentage in 2024 |
|-------------|---|
| Prep | 95% |
| Year 1 | 95% |
| Year 2 | 97% |
| Year 3 | 97% |
| Year 4 | 96% |
| Year 5 | 95% |
| Year 6 | 96% |
| Year 7 | 92% |
| Year 8 | 97% |
| Year 9 | 89% |
| Year 10 | 93% |
| Year 11 | 97% |
| Year 12 | 95% |

⁶ Australian Education Regulation 2023 s60 (1)(g)

⁷ Australian Education Regulation 2023 s60 (1)(f)

A description of how non-attendance is managed by the school: ⁸

Absenteeism is managed in accordance with Emerald Christian College Policies on Absenteeism, Pastoral Care and Behavior Management. Student absences are monitored daily and managed by the Heads of Departments. Parents are contacted to discuss irregular or persistent absences. Formal procedures are actioned for unauthorized absences. An SMS message is sent to all unreported absence families for them to contact the school for their child's unexplained absence.

NAPLAN results for Years 3, 5 and 7 and 9 in 2024 ⁹

Privacy and Interpretation of Data

The fundamental principle for reporting performance information is to support school improvement throughout Queensland and to provide a profile of all schools to the community. The reporting of student achievement information is managed according to appropriate privacy provisions and ensures that publicly available information is accurate and easily interpreted.

In classes that have small enrolment numbers, particularly at individual year levels, care is taken not to identify individual students. Care is also needs taken in the interpretation of information where trends may be volatile. When reporting on small numbers or 'cohorts' of students, an annual variation in enrolment of just one or two students can have a significant effect on data from one year to the next. This is where setting information in context is of prime importance.

When publishing information on student achievement and school performance:

- Careful consideration is given to the nature of reporting where there are fewer than five students in a group, cohort or reporting field;
- Information cannot be published where all persons in a particular group have achieved identical results, irrespective of group or cohort size.

All published information will:

- Maintain the privacy of individual student information;
- Minimise the likelihood of false assumptions and conclusions being inferred from the data.



⁸ Australian Education Regulation 2023 s60 (1)(d)

⁹ Australian Education Regulation 2023 s60 (1)(d)(i)

NAPLAN Benchmark Data

The following tables are an analysis of Emerald Christian College outcomes as reported on My School website, www.myschool.edu.au

Benchmark Data for Year 2024

| | | | | |
|--|--------|--------|--------|--------|
| Results The average NAPLAN score for all students at the school in each domain, compared to the average score of students in Australia for that domain A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison to be available. | | | | |
| Reading | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | 427 | 484 | 485 | - |
| Average Score (National) | 404 | 492 | 535 | - |
| Writing | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | 449 | 484 | 485 | - |
| Average Score (National) | 416 | 485 | 540 | - |
| Spelling | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | 424 | 479 | 523 | - |
| Average Score (National) | 401 | 486 | 540 | - |
| Grammar and Punctuation | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | 429 | 449 | 489 | - |
| Average Score (National) | 409 | 498 | 537 | - |
| Numeracy | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | 419 | 456 | 455 | - |
| Average Score (National) | 404 | 489 | 540 | - |

Year 12 Outcomes: ¹⁰

| Outcomes for our Year 12 cohort 2024 | |
|---|---|
| Number of students awarded a Senior Education Profile | 1 |
| Number of students awarded QCE or VET qualification | 1 |
| Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT) | - |
| Number of students awarded one or more Vocational Education and Training (VET) qualifications | 1 |
| Number of students awarded a Queensland Certificate of Education at the end of Year 12 | 1 |
| Number of students who received an ATAR | - |
| Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer | - |

Post-school Destination Information¹¹

| School Year 2024 | Number of Students in each category |
|---|--|
| University (degree) | - |
| VET total (Cert IV+ III, I-II, apprenticeship, traineeship) | - |
| Entered the workforce | 1 |
| Seeking work | - |
| Total Year 12 students | 1 |

¹⁰ Australian Education Regulation 2023 s60 (1)(d)(ii)

¹¹ Australian Education Regulation 2023 s60 (1)(e)

Ontrack College

Years 7 – 10

Annual Report presented by Executive Principal Rhonda Davis



Ontrack College Annual Report 2025 (Based on 2024 data)

Annual Report provided by Executive Principal Rhonda Davis

Contextual Information¹²

School Sector: *

Independent

School's Address:

41 Capricorn Highway; Emerald

Total Enrolments:

22 students

Year Levels Offered:

7 - 10

Co-educational or Single Sex: *

Co-educational

Characteristics of the Student Body: *

Ontrack College is a co-educational Special Assistance School for students in Grades 7-10 in Emerald, CQ. Ontrack strives to provide excellence in Christian Education for a disadvantaged and disengaged student population by recognising young people's individual educational and social needs. Ontrack provides assistance to students and families who often come from backgrounds of trauma and abuse. We do this by providing a flexible and supportive learning environment that supports students to overcome the barriers they have previously encountered when accessing education.

Total Enrolments: *

The total enrolment for 2024 was 22 students.

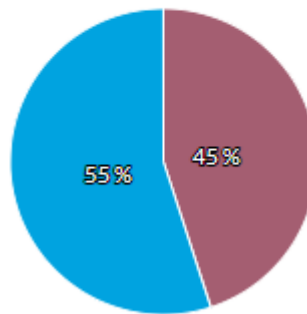
¹² Australian Education Regulation 2013 s60 (1)(a)

Students

Total enrolments: 22

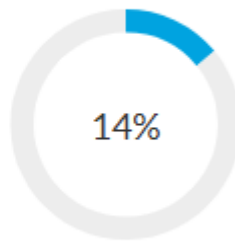
Boys 12

Girls 10



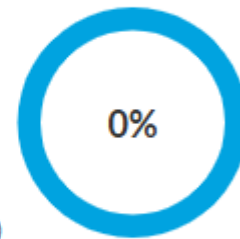
Full-time equivalent enrolments: 22.0

Indigenous students



Language background other than English

Yes (0%)
No (100%)
Not stated (0%)



Funding Information

School Income Broken Down by Funding Source ¹³

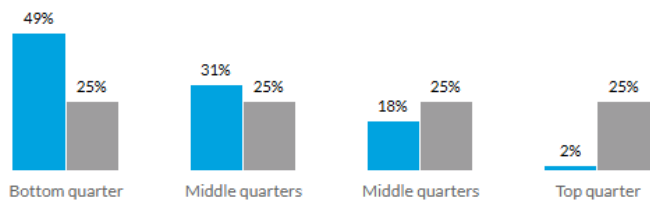
The following tables are an analysis of Ontrack College income as reported on My School website, www.myschool.edu.au

Student background

Index of Community Socio-Educational Advantage (ICSEA)

| | |
|-------------------------|------|
| School ICSEA value | 910 |
| Average ICSEA value | 1000 |
| School ICSEA percentile | 12 |

Distribution of Socio-Educational Advantage (SEA)



■ School distribution ■ Australian distribution
Percentages are rounded and may not add to 100



¹³ Australian Education Regulation 2023 s60 (1)(c)

Workforce Information

Staff Composition, Including Indigenous Staff: *14

| Staff | Total | Indigenous | Staff FTE |
|--------------|-------|------------|-----------|
| Principal | 1 | - | 1.0 |
| Teaching | 3 | - | 1.6 |
| Non-Teaching | 3 | - | 2.3 |

Qualifications of all Teachers: *15

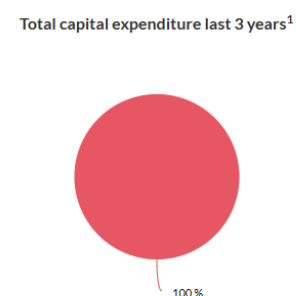
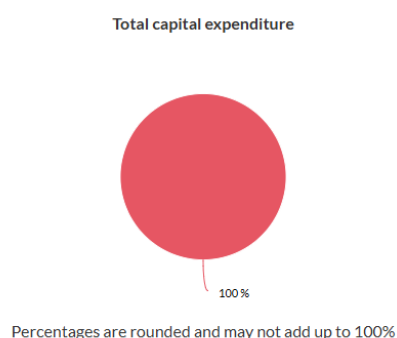
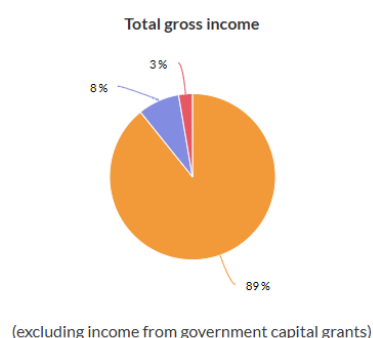
| Qualification | Detail the number and/or the percentage of classroom teachers and school leaders at the school who hold this qualification |
|---------------|--|
| Masters | 1 |
| Bachelor | 1 |
| Certificate | 1 |

School Income Broken Down by Funding Source *16

The following tables are an analysis of Ontrack College's income as reported on *the My School* website.

<http://www.myschool.edu.au/>

Funding Information



¹ Accumulated capital expenditure is the sum of three consecutive years.

¹⁴ Australian Education Regulation 2013 s60 (1)(c)

¹⁵ Australian Education Regulation 2013 s60 (1)(b)

¹⁶ Australian Education Regulation 2013 s60 (1)(g)

Social Climate

Parent, Teacher, and Student Satisfaction with the School ^{*17}

Ontrack College emphasizes the central importance of relationships and prioritizes collaborations with families as well as community networks. We employ a full-time Youth Worker/Chaplain who supports both our young people and their families pastorally. The majority of students and families engage regularly with our staff and have a positive opinion of the social climate at Ontrack College.

Distinctive curriculum offerings

Ontrack College has the goal to re-engage students with life-long learning. This means we emphasize literacy and numeracy development. We take a practical, real-world approach to learning across the remaining subjects of the Australian Curriculum. This means that learning opportunities are based on real life experiences of the students or those they meet in the community. In this way, we interrupt the pattern of disengagement many of our students have experienced and form positive relationships with people while developing competencies and skills.

Every student at Ontrack College benefits from an individual education plan which is developed with the input of families, pastoral staff, support workers and the young person themselves. Older students have the opportunity to begin vocational education in a number of areas, and complete work experience placements.

Student Outcomes

Average student attendance rate (%) for the whole school: ¹⁸

Student attendance rate:

The average student attendance rate for the whole school in 2024 was **76%**

| All Students | Indigenous students | Non-Indigenous Students |
|--------------|---------------------|-------------------------|
| 76% | 68% | 79% |

¹⁷ Australian Education Regulation 2013 s60 (1)(f)

¹⁸ Australian Education Regulation 2023 s60 (1)(g)

Student attendance level (proportion of students attending 90% or more of the time):

| All Students | Indigenous students | Non-Indigenous Students |
|--------------|---------------------|-------------------------|
| 51% | 33% | 51% |

Average student attendance rate for each year level: ¹⁹

| Year levels | Average attendance rate for each year level as a percentage in 2024 |
|-------------|---|
| Year 7 | 56% |
| Year 8 | 81% |
| Year 9 | 78% |
| Year 10 | 86% |

The average student attendance rate for the whole school in 2024 was 76%.

Average student attendance rate for each year level: *²⁰

| All Students | Indigenous students | Non-Indigenous Students |
|--------------|---------------------|-------------------------|
| 76% | 68% | 57% |

| Year levels | Average attendance rate for each year level as a percentage in 2024 |
|-------------|---|
| Year 7 | 58% |
| Year 8 | 81% |
| Year 9 | 78% |
| Year 10 | 86% |

¹⁹ Australian Education Regulation 2023 s60 (1)(f)

²⁰ Australian Education Regulation 2013 s60 (1)(d)(i)

A description of how non-attendance is managed by the school: *²¹

Absenteeism is managed in accordance with GEMS (Ontrack) Policies on Absenteeism, Pastoral Care and Behaviour Management. Student attendance is monitored daily and absences are followed up with a text message to parents who have not phoned in an absence. If there is no response to the text message, a phone call is made on the same day. If further follow-up is necessary, the college's youth worker contacts the parents/carers to set up a time for a home visit.

NAPLAN results for Years 3, 5 and 7 and 9 in 2024 *²²

The following tables are an analysis of Emerald Christian College outcomes as reported on My School website, www.myschool.edu.au

Benchmark Data for Year 2024

| | | | | |
|--|--------|--------|--------|--------|
| Results | | | | |
| The average NAPLAN score for all students at the school in each domain, compared to the average score of students in Australia for that domain | | | | |
| A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison to be available. | | | | |
| Reading | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | NA | NA | - | - |
| Average Score (National) | NA | NA | - | - |
| Writing | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | NA | NA | - | 474 |
| Average Score (National) | NA | NA | - | 574 |
| Spelling | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | NA | NA | - | - |
| Average Score (National) | NA | NA | - | - |
| Grammar and Punctuation | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | NA | NA | - | - |

²¹ Australian Education Regulation 2013 s60 (1)(d)(ii)

²² Australian Education Regulation 2013 s60 (1)(e)

| | | | | |
|--------------------------|--------|--------|--------|--------|
| Average Score (National) | 409 | 498 | - | - |
| Numeracy | | | | |
| | Year 3 | Year 5 | Year 7 | Year 9 |
| Average Score (School) | NA | NA | - | - |
| Average Score (National) | NA | NA | - | - |

Year 12 Outcomes: *²³

Ontrack College is a 7-10 school and does not offer the Senior phase of learning at this time.

Post-school Destination Information*²⁴

Ontrack students graduate after Year 10 and enter directly into the workforce or a VET course.



²³ Australian Education Regulation 2013 s60 (1)(h)(i)

²⁴ Australian Education Regulation 2013 s60 (1)(h)(ii)

Little Gems

Daycare and Kindergarten

Director: Engelie Nel



Little Gems Early Childhood Centre

Core Purpose

Little GEMS is a co-educational independent Early Childhood Centre, offering Daycare and Kindergarten from age 3, operated by GEMS Christian Education Ltd. Little GEMS is committed to giving children the best start in their journey of learning. This is accomplished by creating a learning environment that supports the development of each student in the academic, spiritual, social, personal and sporting aspects of their life. We recognise and promote the concept that learning is a partnership involving students, parents, teachers and the community.

Moto

Little GEMS fully adopts the Moto “Learning for Life” of GEMS Christian Education Limited.

Core Values

“Little GEMS” fully adopts the core values of “GEMS and FACETS” of GEMS Christian Education Ltd.



Little GEMS Programs

This two-room, \$1.4 million facility, named after Lorraine Grierson, Founding Principal and June Drysdale, one of the two foundation teachers of the College. Little Gems caters for a variety of College programs and serves as the ‘front door’ to the College. It begins what will be for some future students, a fifteen-year learning journey to Year 12 graduation. The building is the best of its kind in the Central Highlands and holds a prominent space on the property, easily seen from the highway in front of the College.

These students are an integral part of the college student population. They wear a uniform, attend library classes and interact with the rest of the college at times. The funding arrangements, staffing needs and regulatory requirements are more complex than Prep to Year 12; however, this service was requested by our families over a number of family surveys, and now it is here!

- **Daycare**

Students may enroll from their third birthday and enjoy the program from 7 am to 5 pm on weekdays all year except for one month over Christmas (48 weeks a year). Students participate in a genuine play-based curriculum that introduces them to the learning journey they are starting on as well as building the social skills and routines needed for future successful learning.



- **Kindergarten**

The 600 hours a year (in our case five days a fortnight) program for children aged 3 ½ to 4 ½ (or the year before Prep) is conducted by our Kindy teachers and support staff. The generous room size (20% larger than regulation) and outdoor areas (50% more than regulation) allow for a first-class program in this critical early stage of learning.

