

ANNUAL REPORT

2024



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DR AMANDA BELL

Board Chair

The past twelve months saw important consolidation and future planning within Montessori International College. The new Strategic Approach became a foundation on which to reconnect with the community, reengage with staff and look ahead to the important growth potential of MIC.

Importantly, progress was made reviewing and planning for a new campus Master Plan that will allow the College flexibility and innovative spaces to enhance the Montessori experience and provide opportunities for more students in the future.



Dr Amanda Bell

NATALIE SMITH

Principal

2024 has been a year of meaningful progress and renewed purpose for Montessori International College, as we began to bring our refreshed strategic vision to life. At the heart of this work was the launch of our master planning project, a significant and deliberate step towards ensuring that we can grow sustainably and continue to meet the evolving needs of the College community. This long-term plan will guide how we invest in our infrastructure, allocate resources, and expand our services, all while staying true to our Montessori ethos and commitment to delivering transformative educational experiences for young people through the Montessori way of learning.



An important part of this journey has been listening carefully to the voices within our College community. This year, we launched our parent community survey, providing an essential opportunity to hear directly from the families who engage with our work every day. Their feedback has been invaluable, highlighting what we're doing well, but also pointing clearly to where we need to grow and evolve. We're taking these insights seriously and will use them to shape the next phase of our strategy and strengthen our connection with the community over the coming year.

Although my time as Principal has been relatively brief, it has been a privilege to lead such a remarkable organisation. I've been inspired by the resilience, care, and collaboration I've witnessed throughout our community, and I leave confident in the direction we are heading. The strong foundation we've built over the past two years will continue to carry Montessori International College forward, and I look forward to seeing how the College grows in the years to come.

A handwritten signature in black ink, which appears to read 'N. Smith'.

Natalie Smith





ABOUT MONTESSORI INTERNATIONAL COLLEGE

MIC is an independent, non-denominational, co-educational Montessori school renowned for its innovative learning spaces and expertly trained teachers. Situated on the Sunshine Coast in Queensland, the College caters for children from pre-kindergarten to secondary school. We are the largest Montessori school in Australia.

MIC students enjoy a learner-friendly education. They experience hands-on, multi-dimensional, broad-based learning and the support of a caring and inclusive community. Learning occurs in carefully prepared environments, under the guidance of carefully trained teachers. These learning spaces provide a comprehensive participatory framework for MIC students to engage their intellectual curiosity and realise their creative potential.

MIC is pioneering new ways of knowing and working within a school setting. Surrounded by nature, our students appreciate the outdoor classroom experience; they feel connected to and proud of their College community. With inspirational leadership and teaching staff, MIC students look to the future with curiosity and optimism.



STRATEGIC APPROACH

Our INTENT

Guided by our Montessori philosophy, we are a pre-K to 12 learning village that nurtures the whole child. Here learners confidently celebrate their individuality and ignite their curiosity as they become advocates for positive cultural and environmental change in their world.



Our VALUES

COURAGE

RESPECT

GENEROSITY

INTEGRITY

Our GUIDING PRINCIPLES





Our STUDENTS

STUDENT BODY

The school has 369 students made up of 44 per cent boys and 55 per cent girls. The College had a broad mix of diversity and international families in 2024.

- 1 per cent of students were indigenous
- 24 per cent of students had a disability
- 19 different countries and their cultures were represented in the student body

STUDENT OUTCOMES IN NAPLAN

Standardised National Assessment Program – Literacy and Numeracy testing

NAPLAN 2023 Literacy and numeracy assessments were undertaken in Years 3, 5, 7 and 9. Please visit the My School website for a full breakdown of Montessori International College NAPLAN results for 2024. The results can be found in graphs, number and bands.

<https://www.myschool.edu.au/school/48042/naplan/results>

YEAR 12 OUTCOMES

MIC had seven Year 12 students in 2024.

Percentage of students awarded a Senior Education Profile	100%
Percentage of students awarded a Queensland Certification of Education at the end of Year 12	100%
Percentage of students awarded a Queensland Certificate of Individual Achievement	0%
Percentage of students who received an ATAR	29%
Percentage of students awarded one or more Vocational Education and Training (VET) qualifications	71%



STUDENT ATTENDANCE

The average student attendance rate for the whole College in 2024 was 92 per cent.

Average student attendance rate per year level

YEAR LEVEL	AVERAGE ATTENDANCE RATE	YEAR LEVEL	AVERAGE ATTENDANCE RATE
PREP	90.1%	YEAR 6	88.9%
YEAR 1	89.4%	YEAR 7	91.2%
YEAR 2	92.3%	YEAR 8	84.4%
YEAR 3	90.7%	YEAR 9	89.1%
YEAR 4	92.5%	YEAR 10	87.1%
YEAR 5	88.2%	YEAR 11	88.8%
		YEAR 12	86.5%

ATTENDANCE MANAGEMENT

Daily non-attendance: Parents will receive an SMS from the administration if their child is absent without notification. Parents are asked to submit an absentee notification via the Schoolzine app before the commencement of the school day.

Ongoing non-attendance: If a student has extended absences, a classroom Guide will contact the parents through email to ask about an expected return date and to offer support if needed.

Reluctance to attend school: If a child is reluctant to attend school, the parents, Guide, and Deputy/Assistant Principal will meet to discuss the situation and create a re-entry plan. This plan may include adjustments to the length of the school day and online consultations with a MIC counsellor before and during the return to school.



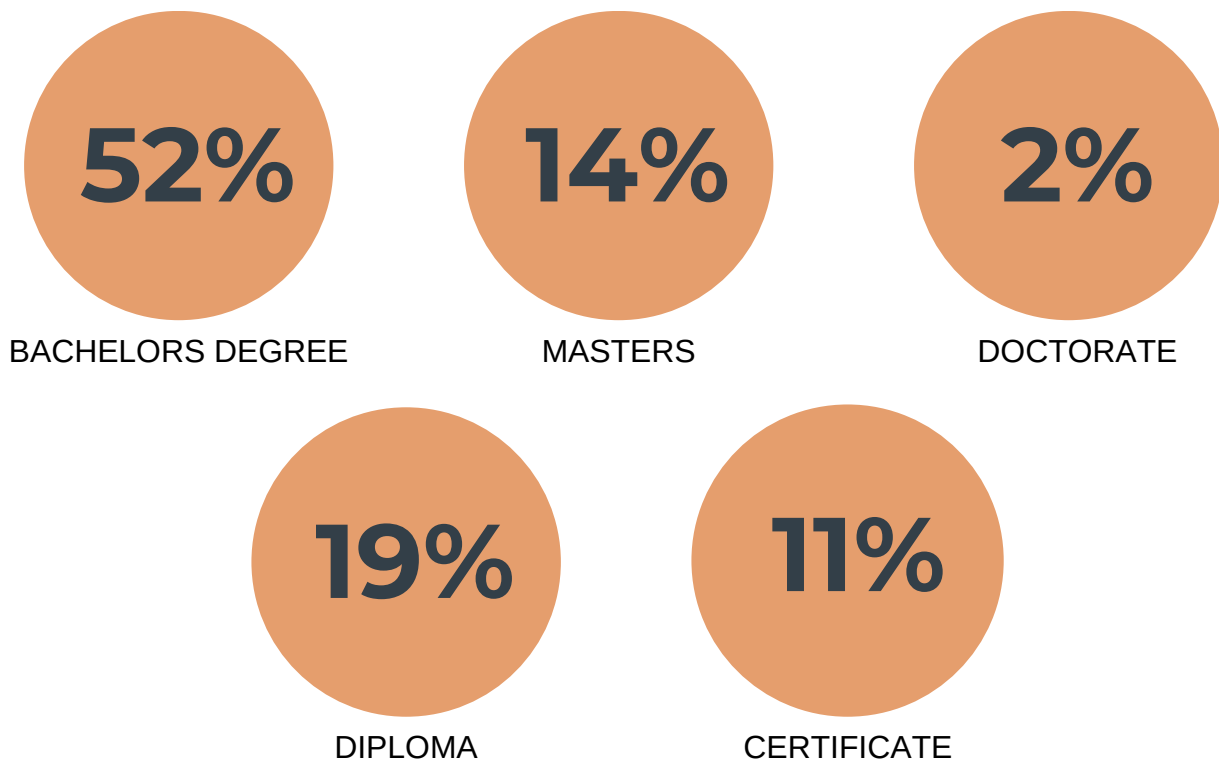
Our STAFF

Our staff are the glue that holds the fabric of the College together. Their dedication, knowledge, passion for a Montessori way of teaching and deep care for our students create the distinctive learning environment that is MIC.

STAFF MAKEUP

TEACHING STAFF	31
FULL-TIME EQUIVALENT TEACHING STAFF	27.9
NON-TEACHING STAFF	23
FULL-TIME EQUIVALENT NON-TEACHING STAFF	17.5

TEACHER QUALIFICATIONS



PROFESSIONAL DEVELOPMENT

Montessori International College supports staff development by offering relevant training and learning opportunities throughout the year. In 2024, these included:

- Association of Catholic Counsellors Conference
- Best practice note taking, record keeping & privacy in schools
- Coaching and leadership support
- CPR and A+A Refresher
- Cultivating Flourishing Learning Communities
- Dealing with Difficult Parents
- Early Childhood Tuition Fee
- ECA Executive Leaders Program 2022/23
- Exam Training
- External Assessment Event
- FACTS Elevate Conference
- Fire Training
- First Aid
- First Aid
- First Aid and CPR
- Forums for School Leaders: Australian Curriculum Version 9.0
- Heads of Principals Forum
- In Safe Hands Legal Workshop
- Introduction to Tools & Shelters
- ISQ Principals Briefing
- ISQ Principals Masterclass
- ISQ School and Curriculum Leaders Update Workshops
- ISQ School Marketing Workshop
- Macq PD Workshop
- Mastering Parent Engagement Workshop x 4
- Montessori 2025 Conference
- Montessori Theory and Philosophy MWEI Montessori World Educational Institute
- Montessori Training - 3 stages of learning
- Primary Learning Support Intervention
- Primary Tuition 6-9
- School Law Qld 2022
- School Workforce Summit
- Sports and Rec Syllabus Review and Revision Webinar 1 hour
- Staff Evacuation Training
- State Conference
- Strengths In Leadership Workshop
- True Relationships and Reproductive Health Education Sessions
- WHSO Training

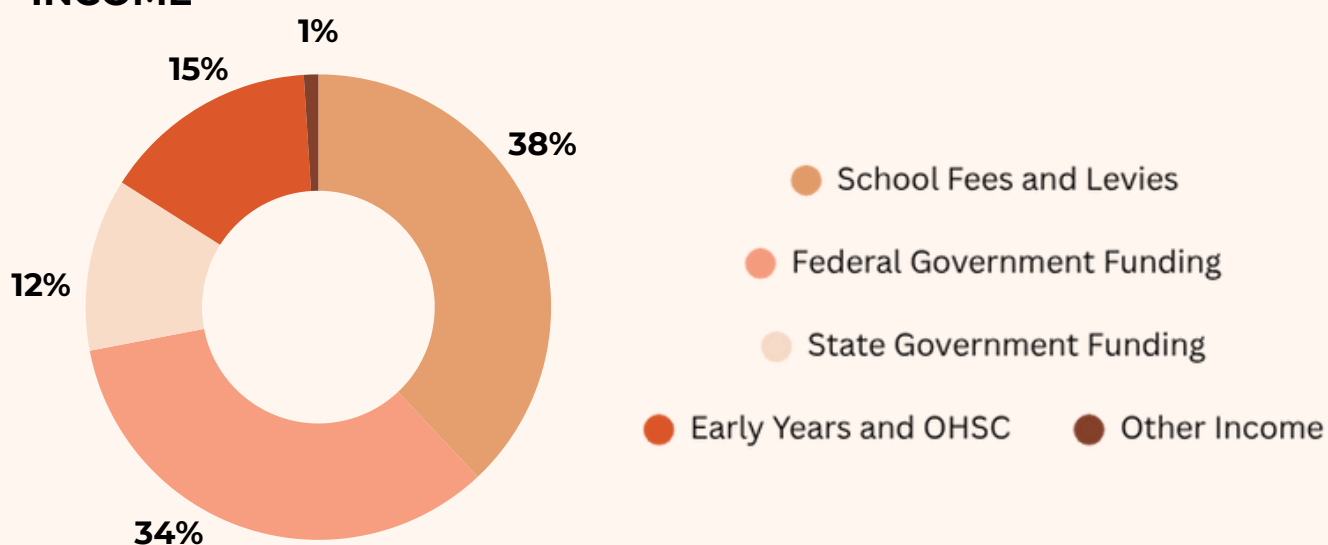




Our FINANCES

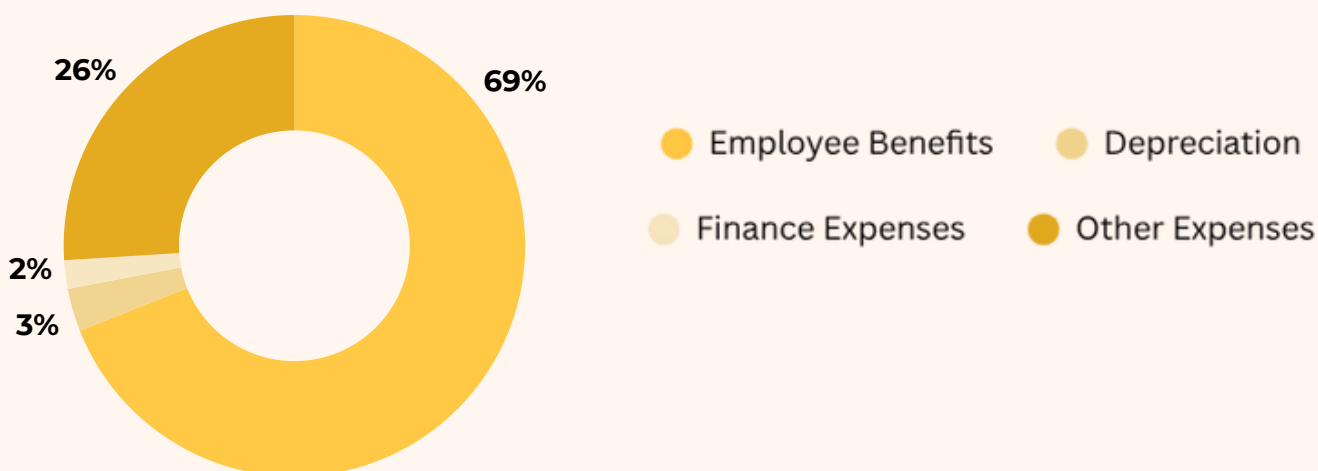
In 2024 the College's income received was \$9.67 million. The diagrams below provide information regarding the College's major sources of funding and expenditure.

INCOME



TOTAL INCOME: \$9,267,293

EXPENDITURE



TOTAL EXPENDITURE: \$9,025,894



Our COMMUNITY

Strengthening relationships within our community is a high priority for MIC. A new parent group, the MIC Collective was created with a mission to bring the community back together through events and better connection with the college leadership team. The MIC Collective sit alongside the Parent Ambassador group, who have representatives in each class that guide and inform their parent groups.

SURVEYS

PARENTS

In 2024, MIC conducted a Family Engagement Survey to assess parent engagement and gather feedback on the college's practices. The survey was developed in collaboration with the Executive Leadership Team and MIC Collective to ensure relevant and well-phrased questions, leading to a high response rate of 94 entries, representing 37% of families.

We received a net promoter score (NPS) of 20, which is positive and parents rated the overall quality of the school an average of 3.8 out of a possible 5, with 5 being 'Excellent' and 1 being 'Poor'.

The survey's mix of quantitative and qualitative questions provided a robust foundation for evaluating current practices and informing future decisions. Several key themes emerged, highlighting both positive experiences and areas needing attention.

STAFF

At the end of this year we began conducting monthly staff happiness surveys, these will continue and will allow us to sense check staff sentiment regularly and respond accordingly. A more substantial staff survey is planned for 2025.

CONTACT US



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