

ANNUAL REPORT

2025/26



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KATE HEMAT-SIRAKY

Board Chair

The 2025 reporting period has been one of purposeful progress for MIC.

Guided by our Strategic Approach, the College has continued to strengthen authentic Montessori practice, invest in our staff, enhance community engagement and lay the foundations for future growth.

Significant progress has also been made in the development of the College's Master Plan, which will help shape innovative learning environments and support the long-term sustainability of our unique learning village.

On behalf of the Board, I thank our students, families, staff and wider community for their continued commitment and support as we work together to realise the College's vision.

Kate Hemat-Siraky
Chair, Board of Directors



PRINCIPAL'S MESSAGE



MIC continues to evolve with confidence, and the 2025 reporting period has been one of strong growth, achievement and opportunity.

Across the College, we have witnessed our community flourish. More families are choosing MIC than ever before, our learning environments continue to thrive, and our students are embracing opportunities that reflect the richness and authenticity of a Montessori education. This growth is not simply measured in enrolments, but in the strength of our culture, the quality of our programs and the confidence with which our young people engage with the world around them.

Throughout the year, we have remained focused on providing exceptional educational experiences that inspire curiosity, independence and purpose. Whether in the Children's House, Primary School or Adolescent Community, students have continued to demonstrate resilience, creativity and a genuine love of learning.

Our staff continue to be the heart of this College. Their expertise, care and unwavering commitment to Montessori philosophy create an environment where every child is known, challenged and supported to reach their individual potential. This has also been a year of investing in our future. We have continued to strengthen the foundations that will support the College for generations to come, advancing key strategic initiatives, enhancing our campus and planning thoughtfully for sustainable growth. Every decision has been guided by a clear purpose: to preserve what makes MIC unique and Montessori-authentic while ensuring we are ready to meet the opportunities of tomorrow.

None of this would be possible without the partnership of our families, the dedication of our MIC College Board and the enthusiasm of our students. Together, we are building a vibrant and connected learning community that remains true to its Montessori principles while embracing innovation and continuous improvement.

As we look ahead, I am excited by what lies before us. MIC is well positioned for its next phase of growth, and I have every confidence that our community will continue to achieve extraordinary things together.

A handwritten signature in black ink, appearing to read 'Chris Peach'.

Chris Peach
Principal





ABOUT MIC

Montessori International College (MIC) is an independent, non-denominational Pre-K to Year 12 school offering an authentic Montessori education within a nurturing and inspiring learning community. Providing a seamless Montessori journey for children.

Set across 22 hectares of stunning Sunshine Coast bushland, MIC is recognised for its innovative learning environments, highly skilled educators, and commitment to developing confident, capable, and socially responsible young people. As a Green School, we place significant value on environmental stewardship, nature-based learning, and meaningful connections with our local and global communities. Small by design, our learning community allows us to provide a highly personalised educational experience where every child is known, valued, and supported.

This individualised approach, combined with an authentic Montessori education, empowers curiosity, independence, creativity, and a genuine love of learning. At MIC, children are active participants in their education. Through purposeful, hands-on learning experiences and thoughtfully prepared environments, they are encouraged to explore their interests, think critically, collaborate with others, and develop confidence in their own capabilities. Guided by experienced educators, students learn to ask meaningful questions, seek solutions, and engage with the world around them with curiosity and purpose.

From their earliest years through to graduation, students are supported to become confident, capable, and compassionate individuals. As they progress through the College, they develop the knowledge, skills, resilience, and sense of social responsibility needed to thrive in their communities.



STRATEGIC APPROACH

OUR INTENT

Guided by our Montessori philosophy, we are a Pre-K to Year 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

Montessori International College had a student population of **342 students** during the 2025/26 reporting period, comprising **43% boys** and **57% girls**.

The College community reflects a rich diversity of backgrounds, cultures and experiences. Students and families from **57 different countries represented** within the College, contributing to a vibrant and inclusive learning environment that celebrates global perspectives and cultural understanding.

The College is committed to providing an inclusive education for all learners. During the reporting period, **23% of students identified as having a disability**, with individualised support provided to ensure equitable access to learning opportunities. Additionally, **1.5% of students identified as Aboriginal and/or Torres Strait Islander**.

STUDENT OUTCOMES IN NAPLAN

Standardised National Assessment Program – Literacy and Numeracy testing

The National Assessment Program - Literacy and Numeracy (NAPLAN) is undertaken annually by students in Years 3, 5, 7 and 9 across Australia.

In 2025, MIC students participated in NAPLAN assessments across the areas of reading, writing, spelling, grammar and punctuation, and numeracy. These assessments provide valuable insights into student progress and achievement, while supporting schools to monitor learning outcomes over time.

For a comprehensive overview of Montessori International College's NAPLAN results, please visit the My School website. Results are available through a range of graphs, data tables and proficiency band reports: <https://www.myschool.edu.au/school/48042/naplan/results>

YEAR 12 OUTCOMES

Throughout the period, MIC had 6 Year 12 Students Graduates.

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 who received an ATAR	17%
Percentage of students awarded one or more Vocational Education and Training (VET) qualifications	67%



STUDENT ATTENDANCE

At MIC, we actively promote and monitor student attendance to support positive learning outcomes and ensure students are able to fully participate in all aspects of the College.

The average student attendance rate across the College was **91.3%**.

The table below outlines the average student attendance rate by year level:

YEAR LEVEL	AVERAGE ATTENDANCE RATE	YEAR LEVEL	AVERAGE ATTENDANCE RATE
PREP	92%	YEAR 7	88.9%
YEAR 1	91.4%	YEAR 8	82.6%
YEAR 2	92.7%	YEAR 9	92.4%
YEAR 3	89.8%	YEAR 10	84.9%
YEAR 4	93.7%	YEAR 11	85.8%
YEAR 5	91%	YEAR 12	82.4%
YEAR 6	94.2%		

STUDENT 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.



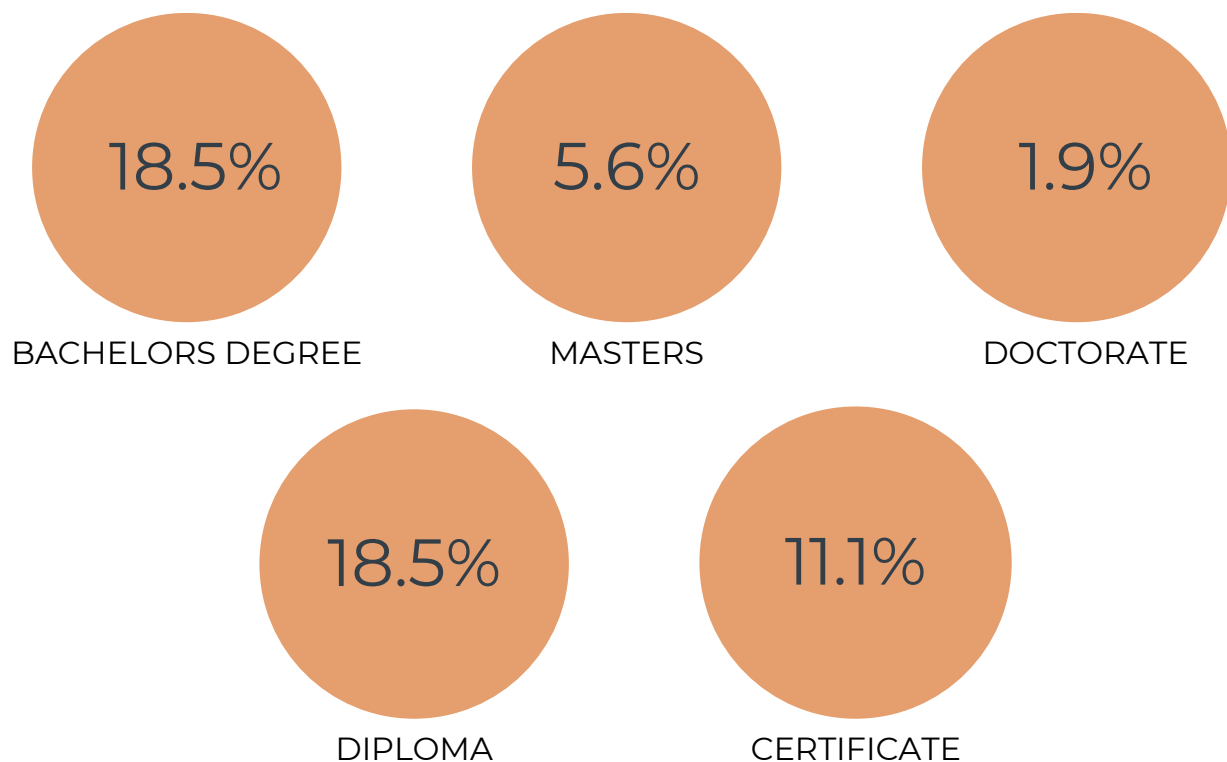
OUR STAFF

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	54
FULL-TIME EQUIVALENT TEACHING STAFF	42.9
NON-TEACHING STAFF	21
FULL-TIME EQUIVALENT NON-TEACHING STAFF	17.3

TEACHER QUALIFICATIONS





STAFF DEVELOPMENT

MIC is committed to fostering a culture of continuous professional growth and lifelong learning.

During the 2025 reporting period, staff participated in a range of professional learning opportunities designed to strengthen educational practice, support student wellbeing and further embed authentic Montessori pedagogy across the College.

Key professional learning initiatives included:

- Grassroots Conference
- CELA Community Early Learning Australia
- Montessori institute - online intro to Montessori Theory & Philosophy workshop
- 12-18 Reconnect Workshop - Real Work to Meet Real Needs
- MWEI Observations, assessments & record keeping workshop
- 6-12 Reconnect workshop - Day work with Joy through successful observations & Planning
- SMTC - Is your Environment truly children centred 3-6 years
- AMI Canada - Nurturing Neurodiversity
- ISQ Connect & Learn - Leading Whole School Inclusion
- Montessori in the Age of AI
- AI Powered ED - Responsible AI in Schools Summit
- True Sexual Education PD
- 6-12 Reconnect Workshop - Going Out
- Positive Discipline Facilitators Course
- Understanding and Supporting children with Neurodiversity
- Montessori Structured Literacy to Support all readers
- Advance 3-6 years Observation Program

The College's investment in professional learning supports the ongoing development of staff expertise and contributes to high-quality educational outcomes for students.



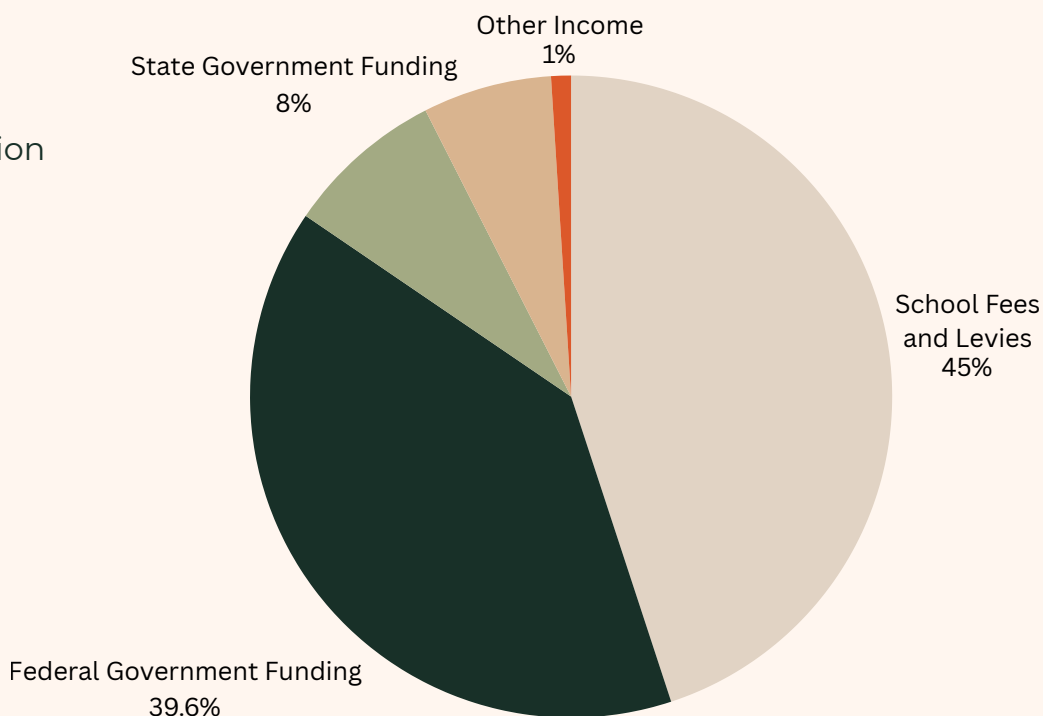
OUR FINANCES

During the 2025 reporting period, the College recorded a total income of **\$8.3 million** and total expenditure of **\$7.9 million**.

The charts below provide a breakdown of the College's income sources and expenditure for the reporting period.

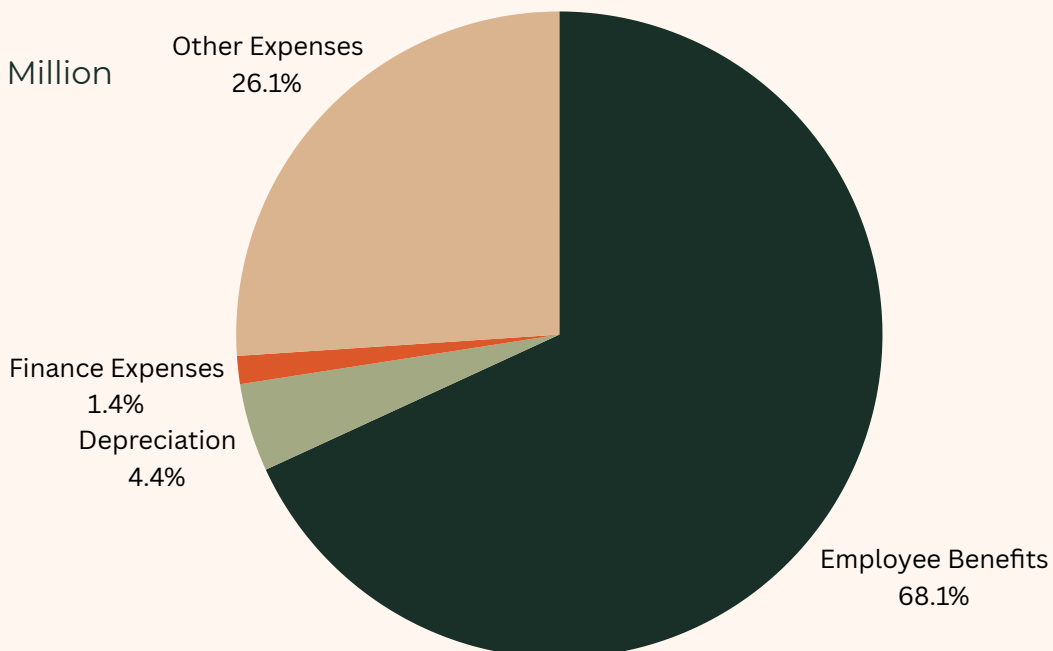
INCOME

TOTAL INCOME: \$8.3 Million



EXPENDITURE

TOTAL EXPENDITURE: \$7.9 Million



OUR COMMUNITY

Feedback & Engagement

Montessori International College values the feedback of its families and staff and uses annual survey data to inform continuous improvement and strategic planning. During 2025, the College undertook comprehensive family and staff surveys to better understand community experiences, identify strengths and guide future priorities.

SURVEYS

FAMILY SURVEY HIGHLIGHTS

The 2025 Family Survey highlighted several areas of strength, including positive relationships between students and Guides, the College's commitment to Montessori philosophy, and confidence in the direction of the College under new leadership. Families also identified opportunities for improvement in communication, visibility of student progress and community engagement.

2025 Compared with 2024:

- Parents who reported they could easily speak with their child's Guide **increased** from 75% to 80% (+5 percentage points).
- Parents who felt comfortable approaching their child's Guide with questions or concerns **increased** from 85% to approximately 88% (+3 percentage points).
- Communication satisfaction **decreased** from 58% to 45% (-13 percentage points), highlighting an area of focus for the College moving forward.
- The proportion of families who felt well-informed about school activities **decreased** from 81% to 65% (-16 percentage points).

These insights have directly informed the College's communication improvements and community engagement initiatives planned for 2026.

STAFF SURVEY HIGHLIGHTS

The 2025 Staff Survey reflected a positive increase in staff alignment with the College's vision, purpose and strategic direction.

2025 Compared with 2024:

- Staff who agreed that the College's mission makes their work feel important **increased** from 65.1% to 73.5% (+8.4 percentage points).
- Staff confidence that the College delivers on its promises to families **increased** from 30.2% to 36.7% (+6.5 percentage points).
- Staff who agreed that colleagues are committed to quality work **increased** from 65.2% to 71.4% (+6.2 percentage points).

The survey also identified opportunities to strengthen staff recognition, professional growth conversations and wellbeing support. These areas will continue to inform the College's people and culture priorities.

The College remains committed to listening to its community and using feedback to strengthen the educational experience for students, families and staff.

SCHOOL DAYS ARE:

Monday to Friday: 8.15am – 3.15pm

THE COLLEGE OFFICE IS OPEN:

Monday to Friday: 8.00am – 4.00pm

CONTACT US



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