



# Carinity Education Shalom, Townsville

## Annual Report 2022

(Based on 2021 data)

### CARINITY SCHOOLS' MISSION STATEMENT:

To remove barriers to education and to nurture the intellectual, social, physical, emotional and spiritual development of students.

### CARINITY VALUES:

At Carinity Education Shalom we embrace the Carinity CREATE values of Compassion, Respect, Excellence, Accountability, Teamwork and Engaging Positively.

### SCHOOL SECTOR:

Independent

### YEAR LEVELS OFFERED:

Grades Prep to Year 9 in 2021; moving to Grade 12 in 2024

### CO-EDUCATIONAL OR SINGLE SEX:

Co-Educational

### CHARACTERISTICS OF THE STUDENT BODY:

Carinity Education Shalom (formerly Shalom Christian College), under the ownership of Carinity Education, was accredited as a new school in 2019 offering classes from Prep to year 7. In 2021 our school grew to include year 9 students. It is envisaged by the end of 2024 Carinity Education Shalom will offer classes from Prep to Year 12.

At the time of August Census, Carinity Education Shalom had 136 enrolments; the male to female enrolment ratio was 78:58, while the number of students who were identified as using English as a second language at home was 85 enrolments.



## WORKFORCE INFORMATION

### STAFF COMPOSITION, INCLUDING INDIGENOUS STAFF:

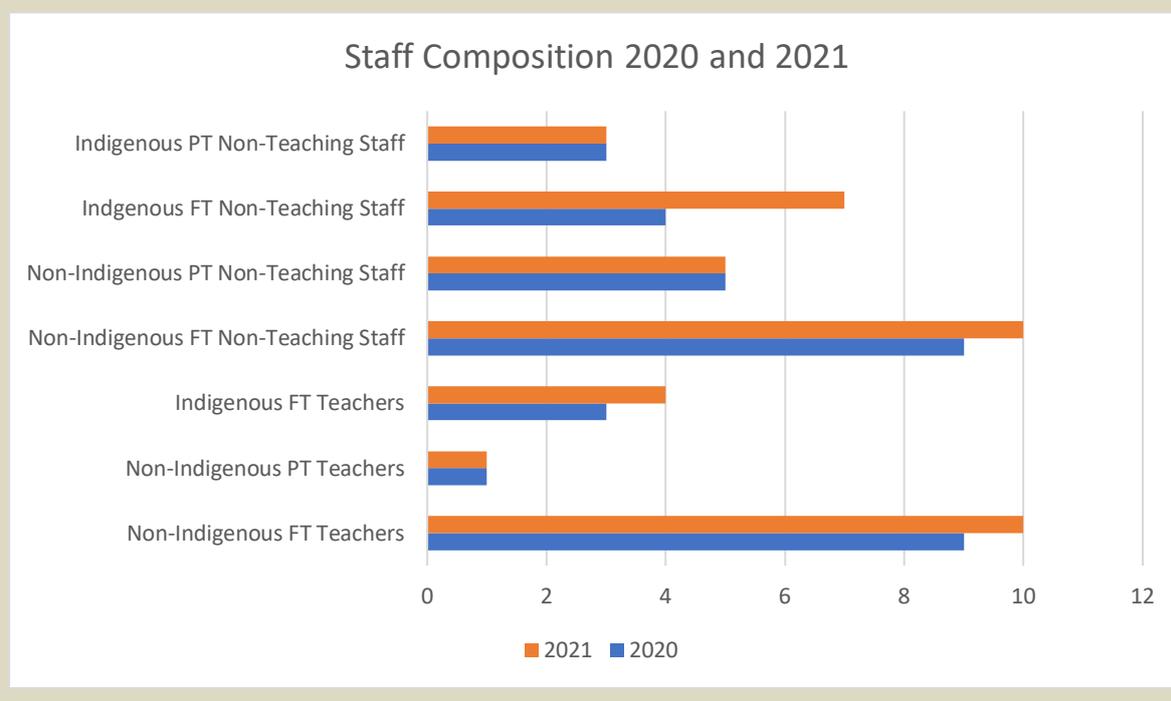
Shalom Christian College commenced the 2020 Academic Year with the following staff:

- Director of School Campus..... 1 x full time
- Head of Primary..... 1 x full time
- School Chaplain ..... 1 x full time; 1 x part-time (0.4)
- Primary Teachers ..... 6 x full time
- Youth Worker-Learning Support (Primary) ..... 7 x full time
- Secondary Teacher..... 5 x full time
- Youth Worker-Learning Support (Secondary) ..... 2 x full time
- Youth Worker – Student Wellbeing..... 1 x full time
- Youth Worker-Indigenous Family Liaison Officer ..... 1 x part time (0.5)
- Behaviour Support Management Specialist..... 1 x part time (0.2)
- Administration staff ..... 3 x full time
- ICT Support Technician ..... 1 x part time (0.6)
- Cook ..... 1 x part time (0.9)
- Cleaning Staff..... 4 x part time (0.4 each)
- Maintenance and Grounds Staff..... 3 x full time

Mid-year we increased staff by the following:

- Primary Teacher..... 1 x full time

Staffing composition and growth is demonstrated on the table below:



## QUALIFICATIONS OF ALL TEACHERS:

Qualification	Detail the number and/or the percentage of classroom teachers and school leaders at the school who hold this qualification
Doctorate or higher	0
Masters	5
Graduate Certificate; Post-Graduate Diploma	3
Bachelor	13
Associate Degree	1
Diploma	5
Certificate	4

## Funding Information

For details of school funding, visit the My School website:

<https://www.myschool.edu.au/schools/48044>

## SOCIAL CLIMATE

### SATISFACTION DATA:

Carinity Education Shalom aims to provide an inclusive and culturally strong Christian environment for students to reach their potential. During 2021 a process of formal surveys with families and carers, and staff were conducted, providing useful feedback on school performance in areas of learning, well-being, engagement, and school climate.

Due to COVID19 restrictions the Indigenous Youth and Family Support Worker and Youth Workers were not able to visit families to explain and complete the surveys; in the end the Parent/Carer Survey received only eight responses. The survey consisted of 28 questions with a five-point rating scale from “Strongly Agree” to “Strongly Disagree”.

All parents/carers who responded either strongly agreed or agreed their “children feel safe at school” and “have opportunities to do interesting things (excursions, sport)”. Results from the survey indicated all parents/carers either strongly agreed or agreed Carinity Education Shalom “helps with education by removing barriers (bussing, uniforms, lunches)” and “helps with health



and the needs of my student (glasses, hearing, doctor appointments)”.

Parents/Carers also either strongly agreed or agreed their children were “encouraged to attend regularly”, “expect my child to do his or her best” and “notice my child’s achievements (sports, learning, helping others)”.

One parent was neutral on communication (“school gives me plenty of notice about events or changes”, “contacts me

regularly” and “I can talk to school staff about my concerns”). One parent was neutral on “the school supports my child’s culture”.

“Positive Behaviour for Learning” professional development opportunities for staff are encouraged and supported from feedback from parents/carers and staff regarding behaviour management.

The Staff Survey consisted of 11 questions with a three-point rating scale from “Always” to “Never”; the Staff Survey received a 50% response rate. Of these responses more than 70% felt Carinity Education Shalom was “a safe place in which to work”, their “work at this school is valued” and they are “encouraged to access and participate in quality professional development”. Eighty five percent of responders selected “Always” to “students are treated with unconditional positive regard” and “are encouraged to do their best”.

### **SOCIAL CLIMATE**

Carinity Education Shalom aims to be a welcoming and inclusive community that nurtures our young people's academic, cultural, and spiritual growth. We have high expectations of and for our students, and we work hard to develop a positive environment where our students learn in a context of resilience, achievement, and enjoyment.

Our school recognises that the contribution of knowledge and wisdom by the Elders, families, staff, and community is at the core of the education process. Our Campus Chaplain regularly engages with the Wulgurukaba people to restore and develop relationships between traditional landowners and the school. Their contributions and wisdom were extremely valuable to developing the school's social and cultural climate.

All the staff know each child by name, and our priority is to maintain a culturally safe, secure environment where all children experience belonging. Carinity Education Shalom is a community of staff, parents and community stakeholders working collectively to support the needs of the students. We adopt a holistic approach to student development through Christian values and Australian Indigenous culture and seek to follow the example of Jesus. Carinity Education Shalom has intentionally developed a comprehensive Pastoral Care program that caters to the needs of the students by incorporating the following programs: -



- Daily Breakfast Program: breakfast provided for all students
- School Chaplaincy Program: emotional and spiritual well-being
- The Shalom Way: rewarding and acknowledging student effort
- School-Wide Positive Behaviour Support: a framework that brings together school communities to foster a positive, safe, and supportive learning environment. (Emotional Thermometer, Zone of Regulation and Catastrophe Scale, anti-bullying program)
- Student Case Management

- Deadly Choices: program aimed to empower Aboriginal peoples and/or Torres Strait Islander Peoples to make healthy choices for themselves and their families
- Mendi Blackhawks Sky's the Limit Program targeting year 3 and 4 leadership skills
- JCU Speech Pathology Program: weekly speech therapy sessions

Carinity Education Shalom also offers a free bus service to pick up and drop off our students who live in various suburbs across Townsville, including Townsville City, Wulguru, Deeragun, Mt. Louisa, Condon, Kelso, and Kirwan.

### EXTRA-CURRICULAR ACTIVITIES

Throughout the year, Carinity Education Shalom held several events to which students, families, and the community were invited and encouraged to attend and participate. These events provided an opportunity for students to showcase their talents and to strengthen connections with their families and the broader community. Events in 2021 included:

- Parent Meet and Greet Night – Both Primary and Secondary school
- Easter Service
- NAIDOC Celebrations
- Year 6 Formal
- Christmas Celebrations



### DISTINCTIVE CURRICULUM OFFERINGS

In 2021 our curriculum catered for students from Prep to Year 9. Students developed Personalised Learning Plans with their classroom teacher, identifying academic and personal goals for each semester.

The curriculum was delivered using an explicit teaching pedagogical framework, and all teachers incorporated the 'Bandscale Teaching Strategies for Aboriginal and Torres Strait Islander Learners' to support our Australian Indigenous students.

The school curriculum is distinctive, with a strong emphasis on supporting the whole child, not just academically but culturally, emotionally, and spiritually. Indigenous knowledge and processes are highly valued and were embedded in the Australian Curriculum subjects. The Australian General Capabilities were also included in the curriculum with a focus on personal and social capabilities.

As a vibrant Christian community, we follow the example of Jesus Christ, and our curriculum was developed within a Christian worldview. A holistic approach to education presented multiple opportunities for all students to succeed and reach their unique potential. In summary, in 2021, the school provided a distinctive curriculum that was interpersonal and responsive to the needs of the students.

## **IMPACT OF COVID19**

Carinity Education Shalom experienced some impact from COVID 19 in 2021. A few families chose to isolate themselves for brief periods due to health concerns, and they were offered 'Learning from Home Packages' created by teachers and delivered by our Youth Workers. Classroom teachers and staff were in regular contact with those families via phone. Our Indigenous Youth and Family Support Worker's routine home visits throughout the year were reduced to mitigate risk.

Throughout the year, bussing procedures included checking students' temperatures before boarding and cleaning seats and touch points daily. Consistently reinforced throughout the year were COVID hygiene practices for all on-site individuals, including staff, students, and visitors.

## **STUDENT OUTCOMES**

### **AVERAGE STUDENT ATTENDANCE RATE (%) FOR THE WHOLE SCHOOL:**

The average student attendance rate for the whole school in 2021 was 78%

### **AVERAGE STUDENT ATTENDANCE RATE FOR EACH YEAR LEVEL:**

<b>Year levels</b>	<b>Average attendance rate for each year level as a percentage in 2021</b>
Year Group – Prep	70%
Year Group – Year 1	85%
Year Group - Year 2	75%
Year Group – Year 3	76%
Year Group – Year 4	77%
Year Group - Year 5	89%
Year Group – Year 6	80%
Year Group – Year 7	70%
Year Group – Year 8	64%
Year Group – Year 9	83%

## HOW NON-ATTENDANCE IS MANAGED BY THE SCHOOL:

At Carinity Education Shalom we use the following to manage student attendance:

1. A positive school culture with a welcoming, supportive, and culturally safe school environment that promotes student engagement with learning, student wellbeing and positive relationships and, just as importantly, includes parent support.
2. A school attendance procedure that promotes high expectations of student attendance.



Student non-attendance is monitored through bus pick up, classroom teachers and administration. If the school is not notified of an absence, contact is made with the parent/carer.

Monitoring of student non-attendance and patterns of non-attendance are taken seriously, with continual absences passed onto the school Indigenous Youth and Family Support Worker. In these situations, the Indigenous Youth and Family Support Worker will attempt to make contact with families by phone and often visiting families to discuss possible reasons for non-attendance and to offer support where possible.

Further action to support student attendance is conducted in accordance with ISQs “Managing Student Absences and Enforcing Enrolment and Attendance” guidelines.

## NAPLAN results for Years 3, 5 and 7 and 9 in 2021:

In 2021, Carinity Education Shalom had a small number of enrolments, particularly at the individual year level, and maintaining the confidentiality of student information is paramount.

For more details on NAPLAN results visit My School website <http://www.myschool.edu.au/48044>