CARINITY EDUCATION

Shalom

Accept. Aspire. Achieve.

Annual Report 2023
(Based on 2022 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:

Prep – Year 10 in 2022; 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 2022 our school grew to include year 10 students. At the end of 2024 we will celebrate the graduation of our first cohort of year 12 students.

At the time of the August Census, Carinity Education Shalom had 159 enrolments; 136 of which identify as First Nation Australians. The average male to female enrolment ratio was 84:73, while an average of 88 enrolments identified as using English as a second language at home.

Our students come from culturally diverse backgrounds; approximately 87% identify as First Nation Australians, many of whom speak English as a Second Language.

TOTAL ENROLMENTS:

Throughout the 2022 school year, Carinity Education Shalom had an average enrolment of 156 students; this can be further broken down to show an average of 92 enrolments in the Primary School and 64 enrolments in the Secondary School.

Fluctuations in enrolments throughout the year was due to families moving and cultural observances (Sorry Business).

WORKFORCE INFORMATION

Staff Composition, including Indigenous Staff: *[1]

Carinity Education Shalom commenced 2022 Academic Year with the following staff:

- Director of School Campus ..... 1 x full time
- Head of Primary ..... 1 x full time
- Primary Teachers ..... 6 x full time
- Youth Worker-Learning Support (Primary) ..... 8 x full time, term time only
- Head of Secondary ..... 1 x full time
- Secondary Teacher ..... 6 x full time
- Youth Worker-Learning Support (Secondary) ..... 3 x full time,
  ..... 1 x part time, term time only
- Youth Worker-Indigenous Family Liaison Officer . 1 x part time (0.5)
- School Chaplain ..... 1 x full time; 1 x part time
- Administration staff ..... 3 x full time; 1 x part time
- ICT Support Technician ..... 1 x part time
- Cook ..... 1 x part time
- Cleaning Staff ..... 4 x part time
- Maintenance and Grounds Staff ..... 3 x full time

During Semester Two, we welcomed back one Primary School Teacher from Paternity Leave.

34% of our staff identify as First Nations Australians.

[1] *Australian Education Regulation 2013 s60 (1)(c)*

Qualifications of all Teachers:

Qualification	Number of classroom teachers and school leaders at the school who hold this qualification
Doctorate or higher	1
Masters	6
Graduate Certificate; Post Graduate Diploma	3
Bachelor	18
Associate Degree	1
Diploma	2
Certificate	3

FUNDING INFORMATION

For details of school funding, visit the My School website:
https//www.myschool.edu.au/schools/48044

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.

Parent, student and teacher satisfaction with the School *[2]

Data collected from surveys conducted during 2022 with parents, caregivers and students have demonstrated an alignment with our Mission Statement.

All parents and caregivers surveyed agreed:

- They feel welcome at school and school events and, feel they can approach staff with any concerns about their child;
- staff care about their child's wellbeing, and supports their child's spiritual and cultural growth and;
- the school has a strong sense of community.

A majority of parents and caregivers feel:

- Their child's learning needs are being met and, they are kept well informed through school newsletters, Facebook and text messages.

A majority of students surveyed feel:

- Safe and accepted at school, like coming to school and feel expectations and rules were clear;

[2] *Australian Education Regulation 2013 s60 (1)(f)*

- Staff care for them, motivate them to learn and to try their hardest and, give support to their learning;
- The school supports their Christian learning and spiritual growth, and they feel part of the Shalom Family.

All parents, caregivers and students agree Carinity Education Shalom endeavour to remove barriers to education by providing a bus service, uniforms, breakfast and lunches and transport to medical appointments.

Staff surveyed acknowedged the importance of cultural competency training and clarification at school to help implement cultural awareness and recognition within daily practices.

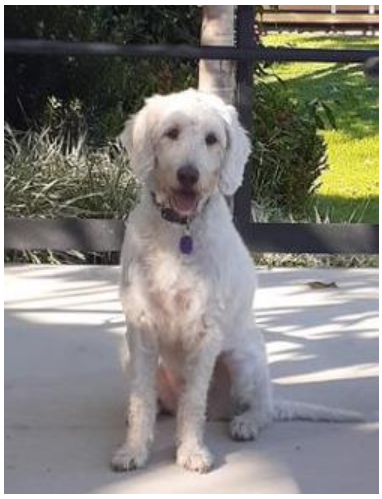
Community Engagement

Our school recognises 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.

During 2022, our school community met with members of Wulgurukaba Walkabouts, and through collaborative discussions, both students and Elders agreed on the selection of the 'Baragan,' also known as the kangaroo, as our PBL (Project-Based Learning) totem animal.

The choice of the kangaroo as our totem animal was driven by its remarkable characteristics, which align with our core values. The kangaroo symbolises a strong sense of family orientation and operates seamlessly as part of a mob, exemplifying teamwork and unity. By sticking together and looking after one another, the kangaroo serves as a powerful reminder of the importance of community support. The kangaroo's strong tail and backbone also represent progress and resilience in its forward movement.

We have obtained formal permission to use the kangaroo as our totem animal and incorporate its associated language word into our school culture. Respecting and honouring the cultural significance of Indigenous elements is paramount, and our collaboration with the Wulgurukaba people demonstrates our commitment to cultural sensitivity and inclusive partnerships.



In Term 4 2022, Chickpea, a therapy dog, became a welcomed addition to the Shalom community under the skilled guidance of our Head of Primary, Toni Simmonds. Chickpea seamlessly integrated into our primary school, adeptly building relationships with our staff and students, and providing invaluable emotional regulation and social skill development assistance. Equipped with specialized training, Chickpea excelled in assisting students in regulating their emotions and her presence during challenging times helped to alleviate stress and anxiety. Her frequent visits brought smiles to faces and fostered a welcoming environment throughout the primary school. The therapeutic benefits of Chickpea's presence were apparent, as students found comfort in her presence, which fostered emotional well-being and a positive learning environment.

We have also formed partnerships with the following community agencies:

- Mendi Blackhawks' "Sky's the Limit" Program targeting year 3 and 4 leadership skills
- JCU Speech Pathology Program: weekly speech therapy sessions
- JCU Social Work Program: project-based initiative that specifically targets the social and emotional well-being of students.
- Queensland Health Immunisation Program for secondary students

- Queensland Health Eye and Hearing Screening for Prep Grade students
- Ryan Catholic College First Nation students Voluntary Reading Program
- Heatley Secondary College STARS Foundation program

Pastoral Care

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
- School-Wide Positive Behaviour Support (SWPBS) is a proactive and comprehensive framework that brings together school communities to foster a positive, secure, and nurturing learning environment. By implementing strategies like the Emotional Thermometer, Zone of Regulation and Catastrophe Scale, and an anti-bullying program, SWPBS takes a proactive approach to prevent behavioural issues and create a supportive atmosphere. One essential proactive aspect of SWPBS is the consistent recognition and celebration of positive behaviour and student effort, including the term attendance parties and student rewards.
- Student Case Management

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 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 2022 included:

- Family engagement nights including school discos and pool parties
- Easter Service
- Reconciliation Week Celebrations including Mabo Day

- NAIDOC Celebrations
- School Athletics Carnival that also saw the development of three school sporting houses: Gabul (pythons), Gurar (brolgas) and Badjigal (turtles).
- Inter-School Sport
- Year 6 Formal
- Christmas Celebrations

DISTINCTIVE CURRICULUM OFFERINGS

In 2022 our curriculum catered for students from Prep to Year 10. 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 First Nations 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 2022, the school provided a distinctive curriculum that was interpersonal and responsive to the needs of the students.

STUDENT OUTCOMES

Average student attendance rate (%) for the whole school: *[3]

The average student attendance rate for the whole school in 2022 was 70%

Average student attendance rate for each year level: *[4]

Year levels	Average attendance rate for each year level as a percentage in 2022
Prep Grade	72%
Year 1	74%
Year 2	74%
Year 3	68%
Year 4	74%
Year 5	72%
Year 6	71%
Year 7	70%
Year 8	64%
Year 9	73%
Year 10	61%

A description of how non-attendance is managed by the school: *[5]

Carinity Education Shalom manages non-attendance through a collaborative approach involving students, parents, and the wider community. The school emphasises the importance of regular attendance for students' academic, personal, and social development. We actively promote key messages about the value of attending school and implement strategies to improve attendance.

To encourage 100% attendance, Carinity Education Shalom provides various support measures, including a free bus service, breakfast, and emergency lunches. We also ensure students have the necessary learning materials and offer school uniforms if needed. The school maintains small class sizes with Youth Worker Support and, recognises and celebrates high attendance. Additionally, the school has a system to identify and address reasons for absences, involving school support staff, Head of School, and external professionals when necessary.

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[3] *Australian Education Regulation 2013 s60 (1)(d)(i)*

[4] *Australian Education Regulation 2013 s60 (1)(d)(i)*

[5] *Australian Education Regulation 2013 s60 (1)(d)(ii)*

Carinity Education Shalom has a well-defined system for managing absences. The Administration Officer checks daily rolls and sends SMS messages to confirm absences. At the same time, the Indigenous Youth & Family Support Officer follows up on moderate absences and works with students and families to create attendance plans. The Head of School and Director of School Campus analyse attendance reports, celebrate high attendance, and address persistent absences through appropriate interventions. Teachers and Youth Workers also play a role in monitoring attendance and supporting students.

Further action to support student attendance is conducted in accordance with ISQs "Managing Student Absences and Enforcing Enrolment and Attendance" guidelines. By integrating internal attendance strategies and ISQ's guidelines, Carinity Education Shalom ensures a comprehensive and effective approach to managing student absences, fostering a positive learning environment that encourages regular attendance for all students.

Overall, the school is committed to ensuring students understand the significance of attending school and providing the necessary resources and support to promote regular attendance.

NAPLAN results for Years 3, 5 and 7 and 9 in 2022 *[6]

Benchmark Data for Year

In 2022, Carinity Education Shalom experienced a modest number of enrolments, particularly at the individual year level. As an educational institution, we prioritise the utmost confidentiality and protection of student information, recognising it as a paramount responsibility.

In 2022, Carinity Education Shalom was recognised as one of the top five primary and secondary schools in North Queensland for the most improved NAPLAN results over a five-year period. We are thrilled to receive this recognition, which underscores our unwavering dedication to educational excellence and highlights the collective efforts of our dedicated staff and motivated students.

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

[6] *Australian Education Regulation 2013 s60 (1)(e)*