CARINITY EDUCATION

Shalom

Accept. Aspire. Achieve.

School Annual Report 2024
(Based on 2023 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 11 in 2023; moving to Grade 12 in 2024

CO-EDUCATIONAL OR SINGLE SEX:

Co-educational

CHARACTERISTICS OF THE STUDENT BODY:

Carinity Education Shalom, previously known as Shalom Christian College and now under the ownership of Carinity Education, was accredited as a new school in 2019, offering classes from Prep to Year 7. In 2023, the school expanded to include Year 11 students. By the end of 2024, we will celebrate the graduation of our first cohort of Year 12 students.

Carinity Education Shalom is a culturally diverse school with approximately 92% of enrolments identifying as First Nation Australian.

Enrolments at the time of the August 2023 Census were 190; the average male to female ratio was 1:1; and more than 61% of enrolments identified as speaking English as a Second at home Language.

TOTAL ENROLMENTS:

Carinity Education Shalom had an average of 180 enrolled students throughout 2023; the Primary School (Prep to Year 6) showed an average enrolment of 104 students, while the Secondary School (year 7 – 11) showed an average enrolment of 76 students.

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

WORKFORCE INFORMATION:

Workforce Composition, Including Aboriginal and Torres Strait Islander Staff:

Carinity Education Shalom completed 2023 Academic Year with the following staff:

- Director of School Campus ..... 1 x full time
- Head of Primary ..... 1 x full time
- Primary Teachers ..... 8 x full time
- Senior Youth Worker – Learning Support ..... 1 x full time
- Youth Worker-Learning Support (Primary) ..... 7 x full time, term time only
- Head of Secondary ..... 1 x full time
- Secondary Teacher ..... 6 x full time
- Youth Worker-Learning Support (Secondary) ..... 4 x full time, term time only
- Youth Worker – Student Wellbeing ..... 1 x part time, term time only
- School Chaplain ..... 2 x full time
- Administration staff ..... 3 x full time;
  ..... 1 x part time, term time only
- ICT Support Technician ..... 1 x part time
- Cook ..... 1 x part time, term time only
- Cleaning Staff ..... 5 x part time
- Maintenance and Grounds Staff ..... 2 x full time

22% of our staff identify as First Nations Australians.

Qualifications of all Teachers: *[1]

Qualification	Number of classroom teachers at the school who hold this qualification
Doctorate or higher	1
Masters	6
Graduate Certificate: Post/Graduate Diploma	1
Bachelor	19
Associate degree	1
Diploma	2
Certificate	3

[1] *Australian Education Regulation 2023 s60 (1)(b)*

FUNDING INFORMATION:

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

https//www.myschool.edu.au/schools/48044

SOCIAL CLIMATE:

Carinity Education Shalom is a school where students and their families of any culture feel their identity is valued and respected. Christian values are at the core of everything we do, as we strive to create communities where people are loved, accepted, and supported to reach their full potential. We aim to create a loving, Christian, and accepting community where students reach their full potential. We support students' physical, emotional, and cultural needs to foster pride, resilience, and cultural connection. Our goal is to develop independent, capable individuals who are ready to participate in the community.

Parent, student and teacher satisfaction with the School:

Surveys conducted in 2023 with parents, caregivers, and students reveal a strong alignment with our Mission Statement.

Data from the Parent/Caregiver Survey showed:

100% of participants agreed the school made them feel welcome at the school and school events; staff cared about their child's well-being; felt there is someone they can talk to about their child's concerns; felt the school ran programs that removed all barriers to education; and felt they were kept well informed through school newsletters, Facebook and text messages.

97% or more of participants agreed the school had a strong sense of community; the school supported their child's spiritual and cultural growth; the school was meeting the learning needs of their child; and their child felt safe at school.

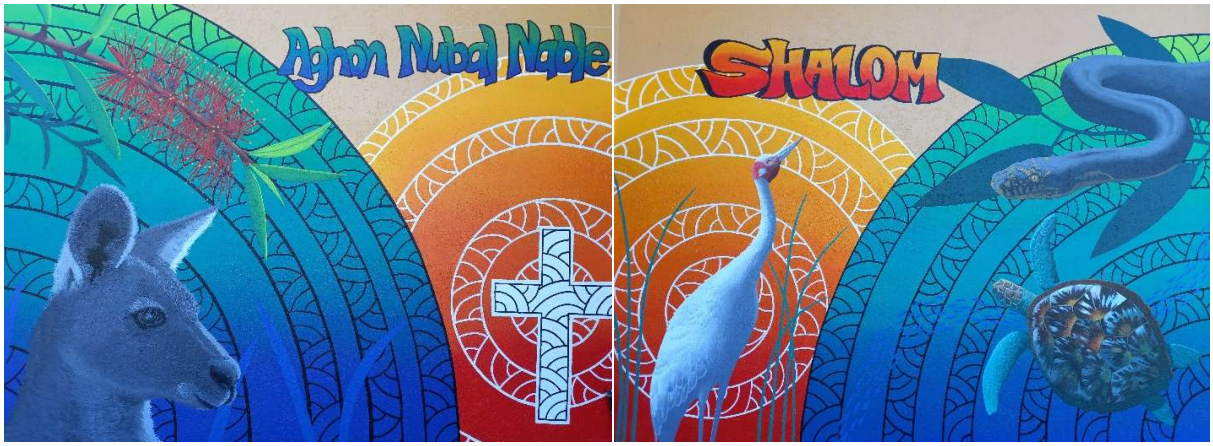
Data from Student Surveys showed most students liked coming school, felt safe and part of the Shalom community. A majority of students also felt the staff cared about them and agreed their teachers motivated them to learn. They also agreed the school supported their Christian Learning and Spiritual growth and encouraged their cultural growth.

Community Engagement

Our school acknowledges that the knowledge and wisdom of Elders, families, staff, and the community are fundamental to the educational process. Our School Pastor regularly connects with the Wulgurukaba people to build authentic and sustainable relationships between traditional landowners and the school. Their insights and guidance have been instrumental in shaping the school's social and cultural environment.

In 2023, our School Pastor regularly took a group of students to Yarrabah, an Aboriginal community just south of Cairns, where they listened to stories from elders, learned traditional dances, and participated in their Christian community. This relationship extended to our students being invited to join the Yarrabah community at the Laura Quinkan Indigenous Dance Festival, which celebrates music, dance, singing, and cultural performances. With permission, the students brought the dances back to school, with one of our Year 7 students becoming the songman and learning the accompanying songs in the language. These dances were performed at our NAIDOC event, special school events, community events such as Stables @ Riverway, and by invitation at other local schools, enriching our connection with the wider Townsville community.

In 2022, we were given permission to use the totem of the Kangaroo, referred to by the language word "Baragan," along with the phrase for "hello/welcome," "Aghon Nubal Nable," within our school community. In 2023, these elements were featured on a mural in front of the school library, along with our house group colours. A local Aboriginal artist painted this mural. Even though the artist grew up in the area, his ties are north and south of Townsville, permission was sought from the Wulgurukaba group for him to paint the mural and kept them involved in the design process. Respecting and honouring the cultural significance of Australian First Nation traditions is crucial, and our collaboration with the Wulgurukaba people reflects our dedication to cultural sensitivity, inclusive relationships, and authentic partnerships.



We continue to form and maintain partnerships with the following community agencies:

- **Mendi Blackhawks' "Sky's the Limit" Program:** Targets Year 3 and 4 leadership skills
- **JCU Speech Pathology Program:** Provides weekly speech therapy sessions
- **JCU Social Work Program:** Implements a project-based initiative that specifically targets the social and emotional well-being of students
- **Queensland Health Immunisation Program:** Administers vaccinations for secondary students
- **Queensland Health Eye and Hearing Screening:** Offers screenings for Prep Grade students
- **Ryan Catholic College First Nation Students Voluntary Reading Program:** Supports reading development
- **Heatley Secondary College STARS Foundation Program:** Engages students in various activities and support services

Pastoral Care

Our school is proud to be different, providing opportunities for young people to develop holistically to meet the demands of an ever-changing world. Carinity Education is a Positive Behaviour for Learning School and is committed to a supportive framework. Carinity staff are dedicated to creating co-designed learning environments, building positive relationships, and helping students develop a sense of belonging. Students and staff regularly discuss the significance of Carinity Values—Compassion, Respect, Excellence, Accountability, and Teamwork—and the guiding principles of the Positive Behaviour for Learning Framework, known as Accept, Aspire, and Achieve (the 3 'A's). Our school culture places a strong emphasis on respect and fosters an open environment where students feel comfortable talking to staff about their concerns.

We strive to create a learning environment where students can reach their full potential, learn from elders or local cultural groups, and build a relationship with Jesus. Every student has the opportunity to worship through song and dance and listen to ancient and new stories of God from elders, pastors, staff, and each other, while also discovering a personal relationship with Jesus. Our daily school life revolves around reflecting the life of Jesus, demonstrated through kindness, acceptance, grace, and unconditional love.

In 2023, we introduced Therapeutic Crisis Intervention (TCI) training to teach staff how to help children learn constructive ways to handle crises. Now, 90% of our staff have completed the program and hold a certificate. TCI is a trauma-informed, evidence-based systems approach. With a shared understanding of providing care, staff across the school

can work together in the best interests of the children, creating a trauma-sensitive environment where both children and adults are safe and feel safe.

Carinity Education Shalom has strategically developed a comprehensive Pastoral Care program to meet the diverse needs of students by incorporating the following initiatives:

- **Daily Breakfast Program:** Provides breakfast for all students.
- **School Chaplaincy Program:** Supports emotional and spiritual well-being.
- **Positive Behaviour for Learning:** Implements strategies such as the Emotional Thermometer, Zone of Regulation, Catastrophe Scale, and an anti-bullying program. PBL takes a proactive approach to prevent behavioural issues and create a supportive atmosphere, emphasising the consistent recognition and celebration of positive behaviour and student effort through term attendance parties and student rewards.
- **Student Case Management**

Carinity Education Shalom also offers a free bus service to pick up and drop off students living 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 hosted several events that invited and encouraged participation from students, families, and the community. These events provided opportunities for students to showcase their talents and strengthen connections with their families and the broader community. Events in 2023 included:

- Family engagement nights, including school discos and pool parties
- Easter Service
- ANZAC Service
- Reconciliation Week Celebrations, including Mabo Day
- NAIDOC Celebrations
- Shalom Dancers representing the school at various NAIDOC community events and Stables @ Riverway
- School Athletics Carnival
- Inter-School Sports
- Swimming lessons
- Year 6 camp
- Year 6 Formal
- Christmas Celebrations

DISTINCTIVE CURRICULUM OFFERINGS

In 2023, the MultiLit (Making Up Lost Time In Literacy) reading program was implemented in our primary schools, significantly improving our literacy outcomes. MultiLit, designed to support students struggling with reading, employs evidence-based instructional methods to improve reading skills, including accuracy, fluency, and comprehension. This program also fosters a positive attitude towards reading and learning, promoting greater academic success and confidence.

Students at Carinity Education Shalom were assessed and placed in the appropriate MultiLit programs (InitiaLit-F, InitiaLit-1, InitiaLit-2, MacqLit) based on their needs. The 2023 assessment results revealed significant improvements across all programs. Students in the InitiaLit-F program showed marked progress in their phonics abilities. InitiaLit-1 students demonstrated notable gains in reading various word types, while MacqLit students, particularly in Years 4 and 5, made significant strides in oral reading fluency.

Overall, these results highlight the effectiveness of the MultiLit program in enhancing essential reading skills and fostering better academic outcomes for our students, reaffirming our commitment to providing all students with the resources they need for improved literacy outcomes.

The "Get Real on Wellbeing" (GRoW) program, which focuses on personal hygiene and disease prevention for girls, was launched in 2023 as one of the high school's distinct curriculum initiatives. Designed for a majority Aboriginal and Torres Strait Islander student body, the program included workshops on oral hygiene, skincare, hair and makeup, and intimate hygiene. Students received essential products and were incentivized with lunch at the local TAFE restaurant. The pilot was well-received, effectively modelling hygiene behaviours, integrating health discussions into the curriculum, and establishing partnerships for sustainable health initiatives. Moving forward, GRoW aims to address nutrition, exercise, and substance misuse, offer annual hygiene workshops for Year 7 students, and strengthen ties with local health services to continue promoting student well-being.

The school expanded to include Year 11 students in 2023. We provided Year 10 students with the literacy and numeracy requirements for their QCE by offering the QCAA Short Course in Literacy and Numeracy. Additionally, we offered the QCAA Short Course in Career Education. Year 10 students were also given the opportunity to visit TAFE and explore

various courses, helping them make informed decisions about pursuing a certificate course during their senior phase of learning. As a result, several students chose to take up the certificate course in Kitchen Operations, with one student completing it by the end of the year.

Year 11 students were given a variety of QCE learning options, including QCAA Applied subject syllabuses, Vocational Education and Training (VET) qualifications through TAFE, and Vocational Training Queensland (VTQ) Certificates in General Education for Adults (CGEA), which focus on employability skills.

STUDENT OUTCOMES

Average student attendance rate (%) for the whole school: *[2]

The average student attendance rate for the whole school in 2023 was 66.5%

Average student attendance rate for each year level: *[3]

Year levels	Average attendance rate for each year level as a percentage in 2023
Year Group Prep	65%
Year Group 1	71%
Year Group 2	71%
Year Group 3	68%
Year Group 4	73%
Year Group 5	69%
Year Group 6	62%
Year Group 7	73%
Year Group 8	66%
Year Group 9	52%
Year Group 10	63%
Year Group 11	58%

[2] *Australian Education Regulation 2023 s60 (1)(d)*

[3] *Australian Education Regulation 2023 s60 (1)(d)(i)*

A description of how non-attendance is managed by the school: *[4]

Carinity Education Shalom manages non-attendance through a collaborative effort involving students, parents, and the broader community. The school emphasises the significance of regular attendance for students' academic, personal, and social development. We actively communicate the importance of attending school and implement strategies to improve attendance.

To promote 100% attendance, Carinity Education Shalom offers various support measures, including a free bus service, breakfast, and emergency lunches. We also ensure students have the necessary learning materials and provide 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, the Head of School, and external professionals when necessary.

Additional actions to support student attendance are aligned with ISQ's “Managing Student Absences and Enforcing Enrolment and Attendance” guidelines. By integrating internal attendance strategies with ISQ's guidelines, Carinity Education Shalom ensures a comprehensive and effective approach to managing student absences, fostering a positive learning environment that encourages regular student attendance.

The school is dedicated to helping students understand the importance of regular attendance and providing the necessary resources and support to promote it.

NAPLAN RESULTS FOR YEARS 3, 5 AND 7 AND 9 IN 2023 *[5]

In 2023, Carinity Education Shalom experienced a modest number of enrolments, particularly at the individual year level. We acknowledge the primary responsibility of safeguarding student information and prioritise its confidentiality as an educational institution.

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

[4] *Australian Education Regulation 2023 s60 (1)(d)(ii)*

[5] *Australian Education Regulation 2023 s60 (1)(e)*