CARINITY EDUCATION

Shalom

Accept. Aspire. Achieve.

School Annual Report 2025

(Based on 2024 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 12

CO-EDUCATIONAL OR SINGLE SEX:

Co-educational

CHARACTERISTICS OF THE STUDENT BODY:

Carinity Education Shalom, was accredited as a new school in 2019, offering classes from Prep to Year 7. In 2024, we celebrated the graduation of our first Year 12 cohort.

Carinity Education Shalom is a culturally diverse school with approximately 90% of enrolments identifying as First Nation Australian. Enrolments at the time of the August 2024 Census were 199; 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 199 enrolled students throughout 2024; the Primary School (Prep to Year 6) showed an average enrolment of 114students, while the Secondary School (year 7 – 12) showed an average enrolment of 85. Fluctuations in enrolments throughout the year were 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 2024 Academic Year with the following staff:

Director of School Campus .....1 x full time
Head of Primary .....1 x full time
Primary Teachers .....10 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.....7 x full time; 2 x part time
Youth Worker-Learning Support (Secondary).....5 x full time; term time only
Youth Worker – Student Wellbeing .....1 x part time, term time only
School Pastor .....1 x full-time
School Chaplain.....1 x full time
Administration staff .....4 x full time;
.....1 x part time, term time only
ICT Support Technician .....2 x part time
Cook .....1 x part time, term time only
Kitchen Hand.....1 x part time
Cleaning Staff .....5 x part time
Maintenance and Grounds Staff.....3 x full time
.....1 x part time

21% 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	25
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 from all cultural backgrounds feel welcomed, respected, and valued. Our school is grounded in Christian values, which shape every aspect of our community life. We are committed to nurturing a caring and inclusive environment where students are loved, supported, and encouraged to reach their full potential. We meet students' physical, emotional, and cultural needs, fostering resilience, confidence, and a strong sense of identity. Our aim is to guide young people to become independent, capable individuals who are prepared to contribute meaningfully to their communities.

Parent, student and teacher satisfaction with the School:

The 2024 parent survey results reflect strong confidence in the culture and support provided by Carinity Education Shalom. A high percentage of parents (95.83%) agreed their child feels safe at school, that they feel welcome at school and events, and that staff genuinely care about their child's wellbeing. The same level of agreement was recorded regarding the school meeting students' learning needs, offering practical supports such as transport, uniforms, meals, and medical assistance, and supporting students' spiritual and cultural development. Additionally, 91.67% of parents felt student behaviour is well managed, communication is clear, and the school has a strong sense of community.

Student feedback was also positive. 81.38% of students reported feeling safe, 70.34% said they enjoy coming to school, and 82.64% felt part of the Shalom family. A further 76.55% said staff care about them, 85.31% felt motivated to try their best, and 81.12% felt supported in their learning. Importantly, 93.75% valued the school's commitment to removing barriers through the provision of buses, meals, and uniforms.

These results affirm Carinity Education Shalom's commitment to creating a safe, inclusive, and caring environment where students and families feel supported and connected.

Community Engagement

Our school recognises the valuable contributions of Elders, families, staff, and the broader community in enriching the educational experience. In 2024, parents, carers, and volunteers played an important role in supporting primary students' reading development through dedicated reading sessions. These sessions provided children with the opportunity to enhance their reading skills and develop a love of reading in a supportive environment. This collaborative effort not only benefited the students academically but also strengthened community ties as everyone united to support the educational growth of our Future First Nation leaders.

Our School Pastor actively engages with the Wulgurukaba people to cultivate genuine and lasting relationships with the traditional landowners. These connections have significantly influenced the school's social and cultural landscape.

In 2024, our School Pastor led a group of students to Yarrabah, an Aboriginal community located south of Cairns. There, students immersed themselves in the local culture by listening to Elders' stories, learning traditional dances, and participating in community activities.

In February, our students had the honour of representing our school during the NRL All Stars Indigenous Round. Twelve of them performed the Opening Dances at a Players Signing event and interacting with NRL stars. During the Friday night game, they showcased two choreographed performances, featuring songs by local Indigenous artist Normey Jay. Additionally, our Year 8 songman performed three traditional songlines from the Lower Coastal Yidinji tribe in the final cultural performance. This event not only celebrated community spirit but also fostered cultural pride among all participants.

Following the event, we noticed a significant strengthening of our community connections. This led to invitations for our members to participate in various local initiatives, including an opportunity for our dancers to perform at the Townsville NAIDOC event alongside the Wulgurukaba Walkabouts. We also had the opportunity to participate in various schools and community events, including Stables@Riversway, further enriching our ties with the Townsville community.

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
- **Street University**: our programs aim to assist in the development of young people in a variety of areas ranging from education to music, recreation and employment.
- **Adopt-a-Cowboy Program**: aimed at making a positive impact on the schools by utilizing 'adopted' Cowboys player to instill a culture of positivity, teamwork and gratitude, which can have a lasting impact on the behaviour and wellbeing of students.

Pastoral Care

At Carinity Education Shalom, we take pride in offering a unique and nurturing learning environment where young people are supported to grow holistically and prepare for an ever-evolving world. As a Positive Behaviour for Learning (PBL) school, we are committed to a strong, supportive framework that helps shape both behaviour and character.

Our staff work collaboratively with students to design engaging learning spaces, cultivate positive relationships, and build a deep sense of belonging. Together, we regularly reflect on the Carinity values of Compassion, Respect, Excellence, Accountability, and Teamwork, alongside the PBL guiding principles of Accept, Aspire, and Achieve—the 3 'A's that underpin our school culture.

Respect remains central to everything we do, and we strive to create an environment where students feel safe, heard, and supported. Our classrooms are places of opportunity—where students are encouraged to reach their full potential, connect with culture and Elders, and grow in faith.

Worship is embedded in our school life, whether through song, dance, storytelling, or shared moments of prayer. Students are encouraged to explore their own faith journey and develop a personal relationship with Jesus, supported by Elders, the School Pastor and Chaplain, staff, and their peers. In all we do, we aim to reflect the life and teachings of Jesus—through kindness, acceptance, grace, and love.

In 2023 we implemented Therapeutic Crisis Intervention (TCI) training to help staff teach children constructive ways to handle crises.

In 2024, we established a TCI committee that conducted an audit of our current practices, which led to the creation of specific goals. The committee published newsletters to improve staff knowledge of TCI terminology, ensuring our daily practices align with this approach, to upskill staff and keep them practicing effectively. With a shared understanding of care, our staff can work together to create a trauma-sensitive environment where everyone feels safe.

Carinity Education Shalom has strategically designed a responsive Pastoral Care program to support the diverse needs of students through 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 2024, Carinity Education Shalom hosted a range of events that welcomed students, families, and the wider community. These gatherings provided students with opportunities to showcase their talents, celebrate their cultural identity, and embody the school's Christian values through care, respect, and connection. Each event helped to strengthen the bonds between students, their families, and the broader community.

One of the highlights of the year was the Year 12 celebrations, marking Carinity Education Shalom's first graduating class in 2024. Graduating students, their families, friends, and staff came together for dinner and celebrations at Brothers Leagues Club during the Year 12 Formal. On their last official school day, the Graduation Assembly was held during the whole-school gathering at Northreach Baptist Church, where families and community members were warmly welcomed to honour and celebrate this important milestone.

Throughout the year, in addition to these significant celebrations, a number of other events were held in 2024, including:

- Family engagement nights, including school discos and pool parties
- Easter Service
- ANZAC Service
- Reconciliation Week Celebrations, including Mabo Day
- NAIDOC Celebrations
- High school students submitted artwork to The Drill Hall Studio as part of NAIDOC Week celebrations, showcasing their creativity and connection to culture.
- The Shalom Dancers proudly represented the school at the NRL Indigenous All Stars Round at Townsville Stadium, participated in various NAIDOC Week community events, and performed at Stables @ Riverway
- School Athletics Carnival
- Inter-School Sports
- Garbutt Magpies Cup
- Swimming lessons
- Year 6 camp
- Year 6 Formal
- Christmas Celebrations

DISTINCTIVE CURRICULUM OFFERINGS

Primary

In 2023, the MultiLit (Making Up Lost Time In Literacy) reading program was implemented in our primary schools, significantly improving our literacy outcomes and in 2024 this expanded and continued. 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 (Prelit, InitiaLit-F, InitiaLit-1, InitiaLit-2, MacqLit, Language Lift) based on their needs. The 2024 assessment results revealed significant improvements across all programs. Students in the InitiaLit-F program showed marked progress in their phonics abilities. Prelit and Language Lift helped our prep students with limited kindergarten attendance become school ready. InitiaLit-1 students demonstrated notable gains in reading various word types, while MacqLit students, particularly in Years 4 to 6 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.

Secondary

In both 2023 and 2024, students enrolled in Essential English and Essential Mathematics, marking the school's first participation in these QCAA Applied Essential subjects. Throughout 2024, students progressed through the second year of their Applied syllabus programs, successfully completing subjects including Visual Arts in Practice, Hospitality Practices, Science in Practice, and Social and Community Studies. These subject offerings provided students with hands-on, practical learning experiences directly linked to future employment and further education opportunities. In addition to the Applied subjects, the school continued to implement the VTQ (Vocational Training Queensland) program in 2024, offering Certificates in General Education for Adults focused on building foundational literacy, numeracy, and employability skills. A number of Year 12 students successfully completed various VET qualifications, including the Certificate II in Automotive Vocational Preparation, Certificate II in Cookery, and the Course in Initial General Education for Adults. The ongoing implementation of Applied, VET, and literacy support programs reflects the school's commitment to providing flexible, meaningful senior schooling options that support students' aspirations, academic growth, and individual learning needs.

Year 10 students participated in the QCAA Short Course in Career Education, helping them explore pathways and develop skills needed for successful transitions into senior schooling, training, or work.

Selected secondary students also completed the MacqLit program, a targeted small-group intervention designed to improve reading fluency, comprehension, and decoding skills.

Students across Years 7–12 also engaged in Friday afternoon school electives, providing opportunities to explore interests, build cultural pride, and develop practical skills in a supportive and hands-on environment. Elective options included attending Street University (a youth engagement program offering creative workshops in music, dance, art, and wellbeing), as well as beading crafts, sewing, soap making, dancing and cooking activities for NAIDOC. Other electives included art, board games, gardening, playing the ukulele, and fishing, offering students a balanced mix of creative, cultural, and recreational experiences.

STUDENT OUTCOMES

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

The average student attendance rate for the whole school in 2024 was 77.3%

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

Year levels	Average attendance rate for each year level as a percentage in 2024
Year Group Prep	67%
Year Group 1	83%
Year Group 2	78%
Year Group 3	81%
Year Group 4	82%
Year Group 5	82%
Year Group 6	74%
Year Group 7	81%
Year Group 8	78%
Year Group 9	73%
Year Group 10	74%
Year Group 11	69%
Year Group 12	69%

[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 approach involving students, parents, and the wider community. The school reinforces the importance of regular attendance for students' academic, personal, and social development. We prioritise communicating the significance of attending school while implementing various strategies designed to improve attendance.

To strive for 100% attendance, Carinity Education Shalom provides numerous support measures, including a free bus service, breakfast options, and emergency lunches. We also ensure that students have access to essential learning materials and offer school uniforms when required. With a focus on small class sizes and dedicated Youth Worker Support, we actively recognise and celebrate high attendance levels among our students.

Additionally, the school has established a system to identify and address the reasons for absences, involving support staff, the Head of School, and external professionals when needed. The measures we take to support student attendance align with ISQ's guidelines on “Managing Student Absences and Enforcing Enrolment and Attendance.” By integrating our internal attendance strategies with these guidelines, Carinity Education Shalom fosters a comprehensive and effective approach to managing student absences, creating a positive learning environment that encourages regular attendance. The school remains dedicated to helping students and families understand the significance of consistent attendance while providing the necessary resources and support to encourage it.

NAPLAN RESULTS FOR YEARS 3, 5 AND 7 AND 9 IN 2024 *[5]

In 2024, Carinity Education Shalom saw a modest number of enrolments, particularly at individual year levels. We understand the importance 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)*

YEAR 12 OUTCOMES

Number of students awarded a Senior Education Profile	8
Number of students awarded a Queensland Certificate of Individual Achievement	0
Number of students who received an ATAR	0
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	0
Number of students awarded one or more Vocational Education and Training (VET) qualifications	4
Number of students awarded a Queensland Certificate of Education at the end of Year 12	3
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Percentage of Year 12 students who received an ATAR above 90	0%
Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification	50%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	100%

Post-school Destination Information*[6]

[6] *Australian Education Regulation 2023 s60 (1)(h)(ii)*

Next Step

2025 Post-School Destinations

Carinity Education - Shalom (Condon)

This is a summary of the post-school destinations of students from Carinity Education - Shalom (Condon) who completed Year 12 and gained a Senior Statement in 2024. The results are from the *Year 12 Completers Survey*, which is conducted approximately six months after students completed Year 12.

For more information about the survey visit the *Next Step* website www.qld.gov.au/nextstep. Regional and statewide reports will be available from October 2025.

62.5% response rate

5 out of 8 Year 12 completers from this school responded to the 2025 survey. *Results may not be representative of all Year 12 completers at this school.*

Post-school destinations

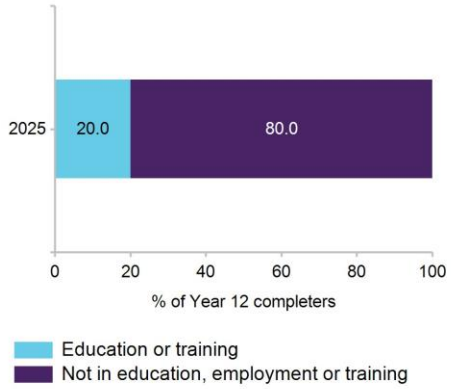
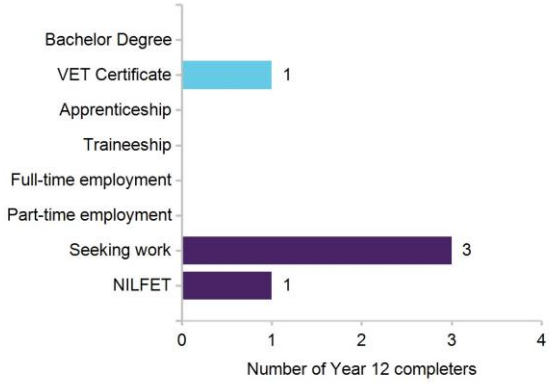
In 2025, one Year 12 completer from Carinity Education - Shalom (Condon) was engaged in education, training or employment in the year after they completed school.

One respondent continued in education and training, studying a VET certificate.

No respondents transitioned directly into paid employment only.

All Year 12 completers were assigned to a *main destination*. Respondents who were both studying and working are reported as being in education or training, including apprentices and trainees.

Engagement in 2025



Main Destination in 2025