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This annual report has been reviewed and approved by the EREAFSL Board to ensure compliance with our school registration requirements. This report is published to provide information about Rockhampton Flexible School for parents / carers, young people, members of our school community, and other interested parties. This report has been compiled in accordance with the relevant Commonwealth and State Government reporting requirements.

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# Message from our Head of Campus

Throughout 2024, our school community has engaged in a variety of enriching activities and events that have fostered learning, growth, and community spirit. Here are some of the highlights:

## **Term 1**

**Welcome Events:** We kicked off the year with a series of welcome events, including a BBQ for new and returning students and families, fostering a sense of community from the start.

**Cultural Celebrations:** Our school celebrated National Apology Day, reflecting on our commitment to reconciliation and understanding.

## **Term 2**

**Annual Science Fair:** Students showcased their innovative projects, demonstrating creativity and scientific inquiry.

**Cultural Festival:** A vibrant celebration of our diverse community, featuring performances, art exhibitions, and culinary delights from around the world.

**Sports Day:** A day of spirited competition and teamwork, highlighting the athletic talents of our students.

## **Term 3**

**NAIDOC Week Activities:** Celebrating the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples.

**Sports Carnival:** A day of spirited competition, with the Gundalu Crocs winning their first Sports Carnival Trophy.

**Carnarvon Gorge Camp:** An adventurous camp experience that fostered resilience, adaptability, and intercultural understanding among our students.

## **Term 4**

**Yarn Up Day:** A day dedicated to cultural exchange and learning, fostering a deeper understanding and respect for Indigenous traditions.

**Senior Formal Dinner:** Our first-ever formal dinner, celebrating the achievements of our senior students in a memorable evening.

**Awards Day:** A special occasion at Northside Pools, recognizing the outstanding achievements of our students across various areas.

## School Context

Co-educational or single sex	Co-educational
School Sector	Catholic (in the Edmund Rice Tradition)
Year Levels Offered	7-12
Additional Information	Additional information about our school can be found at: <ul style="list-style-type: none"> <li>- <a href="#">mySchool website</a></li> <li>- <a href="#">EREA Flexi website</a></li> </ul>

### SCHOOL OVERVIEW

Rockhampton Flexible School is a part of Edmund Rice Education Australia Flexible Schools Ltd who provide a second, third or fourth chance to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Rockhampton Flexible School commenced operation in 2015 as a registered co-educational Catholic school in the Edmund Rice tradition.

At Flexis, we do things differently. We walk, learn and work together with young people on Common Ground; we build relationships, and every member of the community commits to doing their best to work within our four principles of Respect, Participation, Honesty, and Safe and Legal.

Across our Flexi Schools and Special Education Schools in almost every state and territory in Australia, we support young people with strengths-based, trauma-aware learning. Often young people come to our Flexis thinking they cannot learn – we show them they can. We make sure young people feel safe, welcome and empowered to succeed. We provide young people with the opportunity to define what will work best for them, with services to adapt to their needs.

#### *First Nations influence*

Since the very beginning, we have walked in solidarity with Aboriginal and Torres Strait Islander peoples, advocating for change and promoting reconciliation. At Flexis one third of our young people and 10% of our educators identify as Aboriginal and/or Torres Strait Islander.

As a priority, we are working to strengthen the cultural capacity of our entire workforce. We are working to make sure the system values and respects First Nations peoples and perspectives, to build Indigenous leadership at every level of our organisation, and to ensure that First Nations young people experience the highest quality education possible in the safest and most dynamic schools in the country.

### DISTINCTIVE CURRICULUM OFFERINGS

Rockhampton Flexible School offers holistic learning experiences that address the social needs of our young people, and promotes their emotional, physical, spiritual, and academic development. Our education programs are attuned to the individual by an assessment of need and delivery within a supportive environment. The purpose of this personalized approach is to engage the young person with their learning and empower them to take responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

Unfortunately for reasons unbeknown to the school, CQ TAFE has concluded the alliance that we had with several other organisations for the continuation of several VET courses that YP could engage in. In response to this, the school is actively exploring other options for 2025 to ensure the YP have a range of other options available to them.

### *Cocurricular offerings*

Rockhampton Flexible School provides extensive opportunities for young people to participate in cocurricular or non-classroom activities at their level and within their areas of interest. The broad range of opportunities or choices for young people includes activities described as cultural, sporting, and intellectual and/or service related.

Cocurricular activities offered at Rockhampton Flexible School in 2024:

#### **Middle School (Yrs 7-9)**

Explicit teaching and learning ensure core learning areas of Literacy & Numeracy, are addressed, and skills are progressively developed throughout their learning journey. Units are written with age-appropriate content descriptions and then delivery and student engagement are significantly modified to enable young people to demonstrate achievement to their individual ability.

The Middle School implements an odd and even year scope and sequence. It provides a detailed plan for embedding essential skills across all subjects through a thematic approach, ensuring that learning is interconnected and relevant. The middle school scope and sequence identifies where integrated learning areas, electives and wellbeing programs capture the learning entitlement of the Australian Curriculum over a 2-year period. Key learning areas are embedded in thematic planning and delivery in a connected curriculum approach. Electives, wellbeing & ABL programs, and school-wide calendar events all support delivery of Learning Areas and the General capabilities.

A special Literacy program we run is the Promoting Literacy Development Program (PLD). PLD focuses mostly on phonic and word knowledge and adapted to meet the adolescent stages of the YP. Seven Steps is a researched based approach to support writing for reluctant and struggling writers which we will be engaging with in 2025.

#### **Senior School (Yrs 10-12)**

Queensland Curriculum and Assessment Authority (QCAA) subjects and Vocational Education and Training (VET) opportunities are provided alongside foundational learning pathways. In addition to accredited learning options the option of non-accredited learning opportunities, employment pathways, and life skills are offered. Over the years several courses have been offered and the uptake for the YP has generally been very good. However, 2024 was the exception wherein only one VET course was delivered. There was a strong focus on foundational literacy and numeracy recognising this to be the greatest need. Attempts were made at teaching QCAA short courses but there was little uptake. Time however was spent in preparing the YP for the 2025 course offerings which are to be significant. In the senior school, striking the right balance between accredited and non-accredited learning is key to ensuring that the YP have access to diverse, meaningful learning opportunities. 2024 was that type of year.

Other activities across the school included:

- Weekly excursions
- Camps
- Industry visits
- Expos
- Sports carnivals and events
- Wellbeing programs
- An emphasis on PLD across the whole school
- More theme-based units

## SCHOOL POLICIES

In accordance with registration requirements, our key school policies are publicly available via our website.

How to access our school policies:

1. Click on the EREA Flexi Schools website link <https://www.flexi.edu.au/>
2. Click on 'Flexi Schools' or 'Special Schools' from the top menu
3. From the school directory find and click on our school
4. Click on 'School Documents, policies and reports' from the bottom of the page to access our school policies.

*Note: If you are unable to access our website, please contact the school for more information regarding our school policies.*

# Characteristics of the Student Body

EREAFLSL and Rockhampton Flexible School welcome students who have a diverse range of personal characteristics and experiences. These characteristics and experiences may be attributed to physical, religious, cultural, personal health or wellbeing, intellectual, psychological, socio-economic, or life experiences. We provide a range of personnel and resources to support access to, and participation in, learning for all young people.

Our student body are domestic students from several different cultures and nationalities. The following tables provide an overview of our student population:

## ENROLMENTS BY YEAR AND YEAR LEVEL

	2024
Year 7	11
Year 8	12
Year 9	18
Year 10	20
Year 11	14
Year 12	13
<b>TOTAL</b>	<b>88</b>

*(data derived from Commonwealth Census data submissions for the years displayed)*

## STUDENT BODY CHARACTERISTICS

	2024
Male	54.55%
Female	44.32%
Gender Diverse	1.14%
First Nations	39.77%
NCCD	84.09%

*(data derived from Commonwealth Census data submissions for the years displayed)*

# Student Outcomes

## STUDENT ATTENDANCE

Overall student attendance at our school in 2024:

Overall attendance rate	44%
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Student attendance rate by year level in 2024:

Year 7	38%
Year 8	39%
Year 9	44%
Year 10	50%
Year 11	46%
Year 12	48%

(attendance rate is generated by dividing the total of full-days and part-days that students attended, and comparing this to the total of all possible days for students to attend, expressed as a percentage.)

### How non-attendance is managed

Rockhampton Flexible School manages the attendance of its young people in accordance with our Attendance Procedure and supporting guidelines which outline the processes for managing and recording young people attendance and absenteeism. We are committed to celebrating and encouraging young people attendance through consistent practices of roll-marking, record keeping, monitoring, proactive follow-up, and ongoing engagement and relationship building practices with our young people and their families and carers.

## NAPLAN

Where relevant, our reading, writing, spelling, grammar, punctuation, and numeracy results for the Years 3, 5, 7, and 9 NAPLAN tests are available via the My School website.

How to access our NAPLAN results:

5. Click on the My School link <https://www.myschool.edu.au/>
6. Enter our school name in the search field
7. Click on 'View School Profile'
8. Click on 'NAPLAN' from the top menu to access NAPLAN information.

Note: Our schools participation in NAPLAN will vary from year to year dependant upon the student cohort. Please contact the school for more information regarding NAPLAN.

## SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2024:

Percentage of young people awarded a Senior Certificate	0%
Percentage of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	8%
Percentage of young people awarded a Senior Certificate and a VET Qualification	0%
Percentage of young people who achieved their Learner Driver Licence	44%
Percentage of young people who achieved the Provisional Driver Licence	7%
Percentage of young people who achieved their White Card certification	22%

## POST-SCHOOL DESTINATIONS

At the time of publishing this Annual Report, the 2024 post-school destinations survey data for our school was not available. This report will be re-published to include this post-school destinations data once it becomes available in late September.

# Social Climate

## STUDENT WELLBEING

At Rockhampton Flexible School the wellbeing and best interests of our young people is our primary consideration. Together with our young people, their families, external service providers, and the community, we build positive learning environments and safe and support spaces to address young people's wellbeing. Through elements of leadership, inclusion, young people voice, partnerships, and support, our pastoral care program is designed to foster supportive relationships to monitor student progress, to advocate on their behalf, to provide advice, direction, and support during difficult personal issues, and overall to support our young people in the achievement of their stated personal and education goals.

The following are some of the specific wellbeing programs that the school offered in 2024 to support wellbeing:

### *Darumbal Youth Services:*

- Language Program promoting cultural heritage and language preservation.

### *CQID:*

- Wellbeing Programs supporting overall health and wellbeing.
- Men's and Women's Business: addressing gender-specific issues and promoting cultural practices
- Housing and family relationship support

### *Deadly Choices:*

- Encouraging healthy lifestyle choices and community engagement through sport and positive interactions

### *Elders:*

- Building Relationships and connections, fostering respect and cultural continuity

### *Girls Time Out:*

- Wellbeing Programs supporting young women's health and wellbeing
- Gen Y Housing: Providing housing support for young women
- Young Mums Support: Empowering young mothers with parenting skills
- Empowered Parenting: Teaching effective parenting techniques
- Learning About Areas of Wellness - Educating on various aspects of wellness

### *Bidjerdii Allied Health Services:*

- Youth Health addressing health needs of young people

### *PCYC:*

- Learning Licensing assistance
- Transition to Work
- Supporting the transition from education to employment

### *Capras / Dolphins:*

- Community Relationships and building strong community ties

### *Self Esteem:*

- Enhancing self-confidence
- Promoting teamwork skills
- Teaching essential life skills

## FAMILY AND COMMUNITY ENGAGEMENT

At Rockhampton Flexible School we consider our families and carers as partners of the school in their young person's education experience. Families and the wider school community are welcomed into our school throughout the school year for various events and activities as interested parties of our school and our young people. Rockhampton Flexible School continuously plans and seeks out ways to partner with families and community, recognizing the benefit of these partnerships for our young people, our school, and our community.

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- Kup Murris, Hangi's with invitations to families, services and Elders
- 3x3 basketball competition, a community event hosted by flexi
- Organising health and vocational expos
- Strong partnership with the local traditional owners
- Daily conversations with parents and carers regarding young people with challenging situations

## SATISFACTION SURVEYS

The tables below show selected data from the recent EREAFSL Opinion surveys for Rockhampton Flexible School (sent to young people, parents / carers, and staff to measure satisfaction with our school in 2024).

### *Young People opinion survey data*

Percentage of young people surveyed who agree that:	2024
This is a good school, and I would recommend it to others.	80%
I'm given opportunities to do interesting things.	86%
Staff at this school treat young people fairly and with respect.	89%
I can talk to staff about my concerns.	71%
Teachers provide me with useful feedback about my learning.	69%

### *Parent / Carer opinion survey data*

Percentage of parents / carers surveyed who agree that:	2024
This is a good school, and I would recommend it to others.	95%
This school has a strong sense of community.	98%
Staff at this school treat young people fairly and with respect.	93%
My young persons learning needs are being met at this school.	93%
My young person feels safe at this school.	88%

### *Staff opinion survey data*

Percentage of staff surveyed who agree that:	2024
This is a good school, and I would recommend working here.	88%
Young People's safety is taken seriously at our flexi.	100%
I feel confident responding to Child Safeguarding matters.	90%
I feel that this is a safe place to work.	85%
I feel confident embedding First Nations perspectives across learning and engagement activities.	70%

# Staff Profile

## TEACHER STANDARDS AND QUALIFICATIONS

Rockhampton Flexible School requires its teaching staff to hold a valid Teacher Registration with the Queensland College of Teachers (QCT) and must meet the requirements of the QCT Teacher Registration Eligibility Requirements Policy which relates to qualifications, suitability to teach, English language proficiency, experience, and professional standards.

### Qualifications

The below table depicts the percentage of teaching staff and school leaders who hold the listed qualifications:

Doctorate or higher	0%
Masters	38%
Bachelor	25%
Diploma	12%
Certificate	25%

## WORKFORCE COMPOSITION

The staff at Rockhampton Flexible School are highly qualified, experienced, and generous professionals who consistently contribute to our school in a manner that goes above and beyond expectation.

The following tables provide an overview of our staff profile and workforce composition:

### Staff numbers

	Headcount	FTE
Teaching Staff	4	4.00
School Leaders	3	3.00
Non-Teaching Staff	13	12.60
<b>TOTAL Staff</b>	<b>20</b>	<b>19.60</b>

### Staff characteristics

	2024
Male	35.00%
Female	65.00%
Gender Diverse	0.00%
First Nations	30.00%

## PROFESSIONAL DEVELOPMENT

Rockhampton Flexible School ensures that all school staff, in particular its teaching and leadership staff, are provided regular opportunities and access to professional learning that builds knowledge, understanding, and skills.

Professional development activities undertaken by staff in 2024 included:

- Promoting Literacy Development
- Bronze Medallion
- Future Fest conference
- Reboot - Neuroscience of the brain
- Foundation Surf Coaching Course
- New Staff Induction and Formation
- Corroborre - A Vision for Reconciliation
- Stronger Smarter Leadership Training
- Practice Framework Gathering
- Leadership Training with Kathrine Jackson
- Middle Leaders Training with Kathrine Jackson
- Group Development Facilitation
- Darumbal Charter Community of Practice
- Seven Steps to Writing Success

# School Financials

(All financial data derived from Commonwealth Financial Questionnaire data submissions for the year displayed)

## SCHOOL INCOME

The 2024 school income for Rockhampton Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the mySchool website.

How to access our Finance data:

1. Click on the My School link <https://www.myschool.edu.au/>
2. Enter our school name in the search field
3. Click on 'View School Profile'
4. Click on 'Finances' from the top menu to access funding information.

Note: If you are unable to access the mySchool website, please contact the school for our financial data.

## SCHOOL EXPENDITURE

The 2024 school expenditure for Rockhampton Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down into salaries, allowances, and related expenses, non-salary expenses, and capital expenditure is depicted in the graph below:

