



ANNUAL REPORT

2023

**MOUNT ISA FLEXIBLE LEARNING CENTRE
74 ABEL SMITH PARADE, SUNSET MOUNT ISA 4825**

This annual report for 2023 is published to provide information about the Mount Isa Flexible Learning Centre for parents / carers, young people and other interested parties. This report contains the detail mandated by the commonwealth and State Governments and Edmund Rice Education Australia reporting requirements.



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School Overview

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*I see no value in a centre of learning, which churns out
numberless school leavers each year
and is passively part of a society torn apart
by divisions of race and partisan politics...
Our schools exist to challenge popular beliefs
and dominant cultural values,
to ask the difficult question,
to look at life from the standpoint of the minority,
the victim, the outcast, and the stranger*.*

*Former Congregational Leader of the Christian Brothers, Br Phillip Pinto. New York 2002

Mount Isa Flexible Learning Centre 'Mount Isa FLC' is a part of Edmund Rice Education Australia Flexible Schools Ltd and is conducted in accordance with their philosophy and principles. Mount Isa FLC commenced operation as a registered Non-State School in 2010 and is part of a national association of over 55 mainstream schools and Flexible Schools across Australia.

Mount Isa FLC is a co-educational Catholic school in the Edmund Rice tradition. The philosophy of Mount Isa FLC draws on the spirit and vision of Edmund Rice Education Australia (EREA). Our learning community has a clear commitment to social justice and stands in solidarity with disenfranchised young people of all social, cultural and religious backgrounds.

The philosophy also has a practical focus, based in the application of four core principles of *Respect, Safe and Legal, Participation* and *Honesty* among all participants of the Mount Isa FLC. This is evident in the ways the organizational culture and practices are shaped through the application of these principles. In essence, the principles establish a *common ground* amongst staff, young people and parents. This collective forum offers the means to resolve conflict, negotiate learning, recognize rights and responsibilities which are modelled and explored. This occurs both within the group, as individuals and as members of the broader community.

School Overview cont.

Mount Isa FLC works with young people who are vulnerable and experience a complexity of inter-related needs. As discussed above, participation and retention are key elements in the philosophy of Mount Isa FLC. The development of moral reasoning through the application of the four principles prepares students for responsible citizenship. The learning experiences also build self-confidence and esteem in young people, promote an optimistic view of their potentialities and future, and assist them to develop the knowledge, skills and attitudes necessary to enjoy a healthy and fulfilling life.

Mount Isa FLC offers an inclusive and non-discriminating learning community to young people, who for a variety of reasons, are disenfranchised from mainstream education.

Our school supports the Mparntwe Declaration through embedding the goals in our philosophy. As a community we recognise more than 60 000 years of continued continual connection by Aboriginal and Torres Strait Islander peoples as a key part of the nation's history, present and future and pivot our pedagogical practices through this ancient wisdom and ways of learning. Young people are enrolled from a variety of language, cultural and religious backgrounds, with particular sensitivity to Aboriginal and Torres Strait culture.

Mount Isa FLC has committed to the two declaration goals:

- Goal 1: The Australian education system promotes excellence and equity Goal
- Goal 2: All young Australians become:
 - Confident and creative individuals
 - Successful lifelong learners
 - Active and informed members of the community.

Young people are exposed to learning experiences that develop understanding and appreciation of diverse cultural values that constitute Australian society. Learning is focused on the individual needs of young people and progress is carefully documented and monitored. In conjunction with their teachers, youth workers, wellbeing staff and young people draft learning plans with articulated educational pathways.



EREA Flexible Schools Ltd

Flexible Schools seek to respond to the needs of young people disenfranchised from education. They provide a place and an opportunity to re-engage in a suitable, flexible learning environment.

They seek to build honest and authentic relationships with young people, their families and communities, supporting and celebrating the uniqueness and dignity of each person. They are guided by the vision of Edmund Rice about the empowering service of education, to achieve personal and community liberation through educational experiences that enable transformation.

Best Practice Guidelines

Mount Isa FLC identifies a number of best practice guidelines supportive of meaningful socially inclusive educational experiences. While not exhaustive, the following provides a basis for programming and young person support.

Personalized Learning Program

Education programs need to be attuned to the individual young person by an assessment of need and delivery within a supportive environment that will engage the young person with learning and encourage a sense of community. Personal Learning Plans are developed and negotiated with young people and form an integral part of daily learning programs.

Negotiated and Articulated Goals

Education programs will negotiate goals and the methods of achieving those goals. Such goals will be tailored to the identified needs of the individual.

Professional and Community Driven

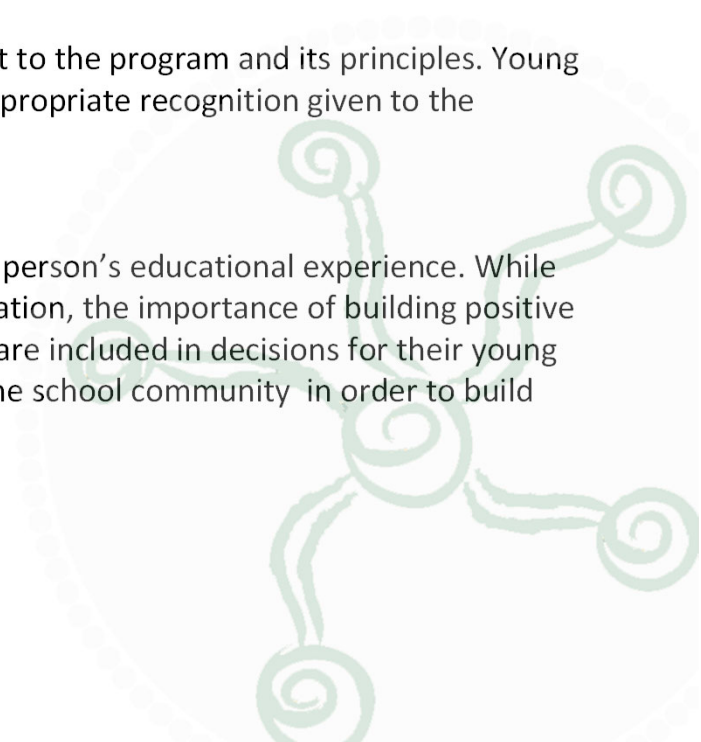
Education programs should be characterised by a high degree of professionalism, and supported by a close relationship with communities in which they are located.

Young Person Support

Young People are encouraged to make a commitment to the program and its principles. Young Person achievement is valued and celebrated with appropriate recognition given to the uniqueness of adolescent development.

Family / Carer Involvement

Families/carers are viewed as partners in their young person's educational experience. While family circumstances may be related to student alienation, the importance of building positive family/carers relationships is a priority. Family/Carers are included in decisions for their young person and supported to create a partnership with the school community in order to build success for young people on their education journey.



Best Practice Guidelines cont.

Learning Choices

Diagnostic assessment is important to provide guidance in planning personal learning programs. Effective programs will engage young people in learning toward defined literacy and numeracy outcomes and other areas of knowledge relevant to real life situations. Young people experiencing risk will be provided with programs that cater for their spiritual, physical, social, psychological and intellectual development. Young People are provided with learning choices both in and beyond the school, these programs are effectively linked to community agencies and provide opportunities to build skills and vocational pathways.

Multi-Professional and Multi-Disciplinary Teams

Team members use a multi-disciplinary, multi-professional approach to provide health, educational, cultural, social and emotional support for young people. Multi-professionals are encouraged to develop supportive relationships with young people and assist them with their basic life needs. Multi-professionals are encouraged to develop links with external support agencies (e.g. Child and Youth Mental Health Services, Drug & Alcohol services, accommodation services, counselling services). Staff selection processes identify staff members who are: flexible, able to relate to young people, willing to negotiate, clear about operation by principles, as well as being clear about the responsibilities and the rights of all.



Characteristics as at August Census 2022

The total 2023 enrolment of the Mount Isa FLC full time equivalent students is 40. The total 2023 enrolment of Mount Isa FLC full time equivalent students is shown in the table below.

Mount Isa FLC enrolled 6 new young people prior to the 2023 State Census and a further 7 young people prior to the 2023 Federal Census equating to roughly 32.5% of the total census population of 40. This shows a moderate level of enrolment continuity, with most young people attending Mount Isa FLC for several years. Within the cohort

- 30 young people identified as Aboriginal and/or Torres Strait Islander and
- 39 young people were identified as meeting NCCD criteria 92.5% requiring extensive support, 2.5% as Substantial and 2.5% as supplementary.

Mount Isa FLC is in the Sunset area and most young people live within 10km of the school, the catchment area is geographically large.

	7	8	9	10	11	12	TOTAL
Male	3	7	4	4	2	1	21
Female	1	2	6	3	2	4	18
Gender Diverse	-	-	-	1	-	-	1
First Nations	4	6	6	5	4	5	30
TOTAL	4	9	10	8	4	5	40

Young Person Support

Each young person at Mount Isa FLC has staff who support them in their health and wellbeing. At the Mount Isa FLC site these staff include their classroom teacher for core literacy/numeracy and at least one other significant worker. The role of the team is to establish a close relationship to the young person, to monitor their progress, to advocate on their behalf, to provide advice, direction and support during difficult personal issues, and overall to support the young person to achieve their stated personal and educational goals. The role of staff is broad in scope, in-depth in its substance, and long-term in relationship. It includes:

- In-house mentoring and advocacy
- Supporting the young person and their families in times of emotional crisis or practical need
- Maintaining the close partnership between school, young person and parent/carer
- Working in partnership with other agencies who are involved with students including: Youth Justice, CHYMS, Headspace, 54 Reasons, Gidgi Health, YACCA, ART referral team, Early Action Group and Child Safety.
- Supporting and mentoring young people who live independently
- Helping students to build capacity and resilience in social and emotional aspects of their lives
- Helping young people to develop a positive self-concept
- Supporting young people with issues of drug misuse and self-harm
- Networking with other agencies such as Youth and Family Services to provide specialist assistance e.g. family mediation, counselling, anger management

The pastoral care program, works with young people to develop healthy relationships, emotional resilience and to support physical needs. These programs are developed based on the needs of young people in our school.



Workforce Composition

Staff Composition including First Nations Staff

The staff of Mount Isa FLC a highly qualified, experienced and generous group of professionals who consistently contributes more than would otherwise be expected both within the classroom and beyond. The distinctive skills/qualifications and experience of our staff include:

DESCRIPTION	TEACHING STAFF	NON – TEACHING STAFF	FIRST NATIONS STAFF
Headcounts	6	9	1
Full Time Equivalents	5.2	6.4	1.0

*Teaching staff includes School Leaders.

** First Nations refers to Aboriginal and Torres Strait Islander people of Australia. To be counted as 'First Nations Staff', employees will have filled in an Employment and Equal Opportunities (EEO) form and self-nominated.

Qualifications of all Teachers

Highest Level of Qualification	Number of Qualifications
Graduate Diploma etc.* *Graduate Diploma etc. includes Graduate Diploma, Bachelor of Honours Degree and Graduate Certificate.	1
Bachelor Degree	2

Qualifications of all non-Teachers

Highest Level of Qualification	Number of Qualifications
Diploma	4
Certificate	5

School Income by Funding Source

Our school funding breakdown can be accessed via MySchool website: [Finances | My School](#)



The Social Climate of the School

Parent Opinion Survey

Percentage of parents/caregivers who agree* that:	2023 %
Their child is getting a good education at school	100
This is a good school	100
Their child likes being at this school*	100
Their child feels safe at this school*	95
Their child's learning needs are being met at this school*	100
Their child is making good progress at this school*	100
Staff at this school expect their child to do his or her best*	100
Staff at this school provide their child with useful feedback about his or her school work*	100
Staff at this school motivate their child to learn	100
Staff at this school treat students fairly*	100
They can talk to the staff about their concerns*	100
Their school works with them to support their child's learning*	100
This school takes parents' opinions seriously*	100
Student behaviour is well managed at this school*	90
This school looks for ways to improve*	100
This school is well maintained*	100

*Nationally agreed student data and parent / caregiver items.

'Agree' represents the percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement.

DW = Data withheld to ensure confidentiality.

The Social Climate of the School cont.

Student Opinion Survey

Percentage of students who agree* that:	2023 %
They are getting a good education at school	88
They like being at their school*	99
They feel safe at their school*	96
The staff motivate them to learn*	99
The staff expect them to do their best*	98
The staff provide them with useful feedback about their school work*	98
Staff treat students fairly at their school*	95%
They can talk to the staff about their concerns*	91
Their school takes students' opinions seriously*	92
Student behaviour is well managed at their school*	96
Their school looks for ways to improve*	99
Their school is well maintained*	91
Their school gives them opportunities to do interesting things*	99

*Nationally agreed student data and parent / caregiver items.

'Agree' represents the percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement.

DW = Data withheld to ensure confidentiality.

The Social Climate of the School cont.

Staff Opinion Survey

Percentage of school staff who agree* that:	2023
They enjoy working at their school (S2069)	99
They feel that their school is a safe place in which to work (S2070)	99
They receive useful feedback about their work at their school (S2071)	99
They feel confident embedding Aboriginal and Torres Strait Islander perspectives across the learning areas (S2114)	99
Students are encouraged to do their best at their school (S2072)	100
Students are treated fairly at their school (S2073)	100
Student behaviour is well managed at their school (S2074)	99
Staff are well supported at their school (S2075)	100
Their school takes staff opinions seriously (S2076)	100
Their school looks for ways to improve (S2077)	99
Their school is well maintained (S2078)	82
Their school gives them opportunities to do interesting things (S2079)	99

*Nationally agreed student data and parent / caregiver items.

'Agree' represents the percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement.

DW = Data withheld to ensure confidentiality.



Key Student Outcomes

Attendance Rate

The average student attendance rate for 2023 was 68.42 %. This number excludes students who terminated enrolment during the year or who were absent for extended explained absences.

Student Attendance	2023 %	2024 YTD %
Overall attendance rate* for students at this school	68.42%	63.11%
Attendance for Year 12	69.36%	
Attendance for Year 11	63.23%	
Attendance for Year 10	62.47%	
Attendance for Year 9	66.95%	
Attendance for Year 8	78.63%	
Attendance for Year 7	65.26%	

Description of how Mount Isa FLC manages non-attendance

At Mount Isa FLC the roll marking process has several steps. These are outlined below.

Step	Description	Staff Responsible
1	Rolls are marked electronically by staff by 10am	Class Staff Team
2	Electronic roll is cross checked with late sign-in folder and/or Passtab and is updated (by 10am)	Administration Officer
3	Text messages sent to parents of absent students via Street Data program	Administration Officer
4	Replies received via Street Data forwarded to class staff group	Administration Officer
5	Parents/carers/young people who do not reply to Street Data are contacted directly	Class Staff Team
6	Electronic roll updated and returned to Administration Officer	Class Staff Team
7	TASS system updated with absence reasons	Administration Officer

Key Student Outcomes cont.

Description of how Mount Isa FLC manages non-attendance

At Mount Isa FLC attendance for a whole or part day is counted. Any day that a young person is absent and there is no response to the Street Data message service, the parent/carer (or young person if they are enrolled as an independent young person) is contacted by the staff team for an explanation. If the young person or family is not reachable, a conversation is had with the young person on the next day of attendance. If young people are absent for extended periods of time, the staff teams contact families, and will often conduct home visits if families are difficult to reach. In some instances, a support meeting may be required with the young person and their parent/carer, to adjust strategies and goals that young people set each semester in their Personal Learning Plan.

To increase attendance at Mount Isa FLC we use several strategies that include whole school activities and staff responsibilities. Whole school activities that are used to celebrate the community include, Fun Fridays as a whole school, morning whole school circle, camps, athletics carnivals, and movie days, as well as celebrations such as NAIDOC and Reconciliation Day. Class groups have weekly outings on our "On Kalkadoon Country" program, which encourage young people to attend and develop skills and cultural understanding of local histories. Young people keep connected to the school during breaks through our Holiday Program, which is run by Youth Workers. Staff develop relationships with all students across the school. Stronger connections are developed with young people and their families within learning groups. This enables staff to follow up comfortably with issues and absences.

NAPLAN

Our students elected to not participate in NAPLAN this year.



Key Student Outcomes cont.

Year 12 Outcomes

Student Attendance	2023
Total number of Senior Certificates awarded	0
Percentage of students awarded Senior Certificates and awarded a Vocational Education and Training (VET) qualification	1
Percentage of students awarded Senior Certificates or awarded a VET qualification	20%
Other	1

Year 12 Cohort 2023 Post School Destination

At time of publishing this School Annual Report, the results of the 2023 Year 12 post-school destinations survey, Next Step – Student Destination Report for the school were not available. Information about the post school destinations of our students will be posted to our website by 30 September, 2023. The following interim data reports the destinations of students as accurately as the school is able to ascertain at this point.

School Year 2023 – Post School Destinations	Number of Young People in each category	% of Young People in each category
VET total (Cert IV+ III, I-II, apprenticeship, traineeship)	1	20%
Working full-time	N/A	
Working part-time/casual	N/A	
Seeking work	N/A	
Not studying or in the labour force	N/A	

Curriculum Learning Choices Program

Mount Isa FLC provides holistic learning experiences that address the social needs of students, and promotes their emotional, physical, spiritual and academic development. The purpose of the learning experiences is to empower young people to take personal responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

Learning experiences address curriculum areas of literacy, numeracy, study of society and environment, vocational training, information technology, music and technology, outdoor education, First Nations education, relational and spiritual education and science.

Subjects offered at various year levels include:

Subjects Offered – Year Level	Core	Elective
Year 7 – 8	V9 Australian Curriculum	+ Certificate in Dog Therapy
Year 9 - 10	V9 Australian Curriculum	+ Certificate courses for the Year 10 Students

Subjects Offered – Year Level	Authority Registered Subjects	Certificate Courses
Year 11 – 12	<ul style="list-style-type: none"> • English Communication • Prevocational Mathematics • Social and Community Studies • Recreation 	<ul style="list-style-type: none"> • Certificate I and II in Functional Literacy • Independent Living Skills • EREAFS RTO Certificates • Outside RTO agencies



Curriculum Learning Choices Program cont.

Pastoral Care programs and strategies that respond to Bullying

- Reboot
- CPS
- Peer Tutoring programs

Mount Isa FLC provides extensive opportunities for young people to participate in co-curricular or non-classroom activities at their level and within their areas of interest. Participation is encouraged. The broad range of opportunities or choices for young people includes activities that are described as cultural, sporting, and intellectual and/ or service related. (See Table below).

Co-curricular Activities offered at Mount Isa FLC in 2023

Cultural	Sporting	Intellectual	Service
On Kalkadoon Country	ABL Outdoor Activities	BKSB	Supporting Learner Drivers
Naidoc Art Banner	Canoeing	Sexual Health Nurses	Headspace
Kalkadoon Elders – Mural creation	Basketball	Bush Tucker	Gidgi Healing
William Barton & Symphony Orchestra	Soccer	Glencore Aboriginal Program	Busy at Work



2023 Milestones

Milestones for Mount Isa Flexible Learning Centre in 2023 included many new programs and regular visits with 54 Reasons, Headspace, PCYC, Sex health nurses, school dentist and the Neighbourhood community centre.

Over the year we operated many different activities that intentionally delivered new opportunities and positive social outcomes for our young people.

In 2023, the Basketball Program, saw the Flexi Jets U14 and U18 teams represent our school in the local basketball competitions and take part in training sessions run by Basketball Queensland. William Barton and the Queensland Symphony orchestra visited our school to share their journey, share music, play didgeridoo and explore bass.

There have been many intentional opportunities for individual students and groups to learn new skills and explore what it means to be a community.

- Flexi Jets Basketball Program
- Basketball Qld training sessions
- William Barton
- Burketown Rangers
- Community Connect
- Brisbane Roar
- Kalkadoon Elder mural creation with Aunty Barb Sam
- Community Kindergarten Childcare Access Program
- Mount Isa Show Photography competition (3 first places)

Samone Anderson
Head of Campus
Mount Isa Flexible Learning Centre

Todd Alloway
Area Principal
EREA Flexible Schools
QLD/NT Region