

# MOUNT ISA FLEXIBLE SCHOOL ANNUAL REPORT 2024



## Contact Details

<b>School</b>	Mount Isa Flexible School
<b>School Address</b>	74 Abel Smith Parade, Sunset Mount Isa QLD 4825
<b>Contact Person</b>	Samone Anderson
<b>Governing Body</b>	Edmund Rice Education Australia Flexible Schools Ltd. Board
<b>Governing Body Chair</b>	Mr. Peter Pearce
<b>Phone</b>	074413 4650
<b>Email</b>	<a href="mailto:mountisaflc@ereafsn.edu.au">mountisaflc@ereafsn.edu.au</a>
<b>Website</b>	<a href="http://www.flexi.edu.au">www.flexi.edu.au</a>

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 Mount Isa 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.

# Table of Contents

<b>Message from our Head of Campus .....</b>	<b>3</b>
<b>School Context .....</b>	<b>4</b>
School Overview.....	4
Distinctive Curriculum Offerings .....	4
School Policies .....	6
<b>Characteristics of the Student Body .....</b>	<b>7</b>
Enrolments by Year and Year Level .....	7
Student Body Characteristics .....	7
<b>Student Outcomes.....</b>	<b>8</b>
Student Attendance .....	8
NAPLAN .....	8
Senior Secondary Outcomes .....	8
Post-School Destinations .....	8
<b>Social Climate.....</b>	<b>9</b>
Student Wellbeing .....	9
Family and Community Engagement .....	9
Satisfaction Surveys.....	10
<b>Staff Profile .....</b>	<b>11</b>
Teacher Standards and Qualifications .....	11
Workforce Composition .....	11
Professional Development .....	11
<b>School Financials .....</b>	<b>12</b>
School Income .....	12
School Expenditure .....	12

## Message from our Head of Campus

At Mount Isa Flexible School, young people are at the heart of their own education. We actively involve students in decisions that impact their learning and attendance. Our program model and the subjects we offer are designed around students' interests and skill levels. We are committed to providing each student with a personalized learning experience tailored to their unique needs. These experiences help to build self-confidence, foster an optimistic outlook on their potential, and empower students to develop the knowledge, skills, and attitudes necessary to lead healthy, fulfilling lives.

Mount Isa Flexible School caters to young people in grades 7 through 12. At the request of the Department of Education, we also enrol students exiting Year 6 into our Year 7 program, but only after Education Queensland has exhausted all efforts to meet their educational needs. Each student is enrolled with a personalized learning plan that outlines the support they require, focusing on their individual strengths while also addressing any barriers to learning.

The school collaborates closely with Vocational Training Queensland (VTQ), with junior students participating in a prevocational course in numeracy and literacy to support their reading and writing skills. Senior students are enrolled in the Certificate in General Education for Adults, with placements in Certificates I-IV based on their current capabilities. Additionally, through Mount Isa TAFE, we offer a TAFE-at-School program for Year 11 and 12 students, providing certificate courses in Engineering, Plumbing, Construction, Health Support Services, and Retail. Our staff support small groups of students in each course, maintaining a ratio of five (5) students to one (1) mentor.

## 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

Mount Isa 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. Mount Isa Flexible School commenced operation in 2010 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

Mount Isa 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.

At Mount Isa FS, our curriculum is designed to meet the unique needs of our young people, with a strong focus on First Nations perspectives and culturally responsive education. Diagnostic assessments guide the development of personalized learning programs that support literacy, numeracy, and real-life skills, ensuring that education is relevant and meaningful. For students experiencing significant challenges, our programs go beyond academics to support their spiritual, physical, social, psychological, and intellectual growth.

Learning at Mount Isa FS is flexible and student-driven, offering choices both within the school and through strong connections with community agencies. TAFE at School offers Vocational Education and Training (VET) opportunities, alongside foundational learning pathways. These help young people work toward their future aspirations, developing skills that align with their strengths and interests. Indigenous perspectives are embedded throughout the curriculum, with staff working closely with Elders and the local Kalkadoon community to ensure cultural knowledge, identity, and traditions are respected and integrated into learning experiences.

Beyond the classroom, our curriculum emphasizes life skills, mental health education, and wellbeing initiatives, with wrap-around support provided through partnerships with external agencies. Experiential learning, including gardening, art, work experience, and community service, connects education to real-life contexts, helping students build confidence and practical skills. Thematic and project-based learning (PBL) engages young people by tapping into their interests and passions, fostering ownership of their learning journey.

At the core of our approach are the strong, respectful relationships between staff and students. Small class sizes, mentoring relationships, and a trauma-informed approach ensure that every young person receives the individualized attention and support they need to thrive.

### *Cocurricular offerings*

Mount Isa 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.

We are committed to providing students with opportunities that support their personal development, well-being, and life skills. Our non-accredited programs are designed to enrich their learning experiences. These focus on leadership, safety, mental health, and hands-on learning experiences that empower students to grow in a supportive and flexible environment.

We recognize the importance of culturally responsive education, particularly for our First Nations students, and strive to incorporate programs that reflect connection to Country, community, and cultural identity. These programs offer hands-on, real-world learning experiences that align with Indigenous ways of learning—through storytelling, mentorship, connection with nature, and strong community ties.

Cocurricular activities offered in 2024 were:

- Desmond Tutu's Courageous Leadership Program
- RACQ's Docudrama – Driving Safety Program
- Learning to Drive Program
- NWRH Mentoring – Healthy Mind and Body Program
- Equine Therapy Afternoon Program
- Duke of Edinburgh Award
- Therapy Dog Reading Program
- Women's Empowerment Group with Amiee and Faye PCYC
- Our Futures – Pastoral Care for the Emus
- Mental Health Education Courses for High School Students
- Sexual Health Nurses Training

At Mount Isa Flexible School Indigenous perspectives and culturally relevant content are integrated throughout the curriculum to embrace the strengths of Indigenous ways of learning, which are often hands-on, community-driven, and connected to land, animals, and culture. These cultural enrichment programs include:

- Support cultural identity and pride
- Enhance leadership and life skills
- Provide access to important real-world opportunities
- Promote healing and well-being through nature and connection
- Close the gap in essential areas like driver education and literacy

By incorporating culturally relevant and experiential learning, we aim to empower First Nations students to thrive academically, socially, and emotionally—while staying connected to their culture and community.

## 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 Mount Isa 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	9
Year 8	9
Year 9	9
Year 10	12
Year 11	6
Year 12	5
<b>TOTAL</b>	<b>50</b>

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

## STUDENT BODY CHARACTERISTICS

	2024
Male	58.00%
Female	42.00%
Gender Diverse	0.00%
First Nations	82.00%
NCCD	100.00%

*(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	53%
-------------------------	-----

Student attendance rate by year level in 2024:

Year 7	55%
Year 8	43%
Year 9	52%
Year 10	53%
Year 11	55%
Year 12	58%

(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

Mount Isa 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 VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	80%
---	-----

## 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 Mount Isa 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.

Wellbeing of young people is considered an important part of everything we value in a Flexi school and thus is embedded in all our practices across the school. Mount Isa FS staff are cognizant of the importance of healthy wellbeing to learning and engage in formal wellbeing programs/approaches. We operate several wellbeing programs throughout the year. These include but are not limited to:

1. Collaborative Problem Solving
2. Reboot
3. Aboriginal Youth Mental Health First Aid
4. Stronger Smarter Leadership Program
5. T2S - Transition to Success
6. Hoops for Health
7. Adventure Based Learning

By holding wellbeing and positive mental health as a priority, Mt. Isa recognises that for some young people additional support may be needed that is not within the skills base on staff on site. To support young people in this area, Mount Isa Flexible School ensures they have a strong network and relationships with external agencies in the community to expand opportunities for young people to seek assistance when required.

## FAMILY AND COMMUNITY ENGAGEMENT

At Mount Isa 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. Mount Isa 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.

At Mount Isa Flexi we work alongside a range of community services to best support the needs of our families. Our staff ensure that home visits are a part of our regular processes, so that we are able to connect with families and update them on their progress of their young people. Some of the services and initiatives we have undertaken in 2024 include working with the following agencies for collaborative programs:

- We offer a diverse range of activities throughout the week, including outdoor adventure-based learning, sports, arts and crafts, men's and women's activities, community access, work experience, volunteering, Learner Driver Training, TAFE-at-School, recycling initiatives, On-Country programs, silversmithing, pastoral care workshops, and much more.
- We provide breakfast and lunch for our students, encouraging them to cook for the community while learning valuable life skills.
- Mount Isa Flexible School works closely with a variety of other agencies to support young people and their needs, including Headspace, CYMHS, Gidgee Healing, Brodie Germaine Youth Support, the Department of Education, Youth Co-Responders, PCYC, Early Action Group, Youth Justice, 54 Reasons, Zonta, Mount Isa Neighborhood Centre, DATSIP, Jonathan Thurston Academy, Northwest Remote Health, Intensive Bail Support Program

## SATISFACTION SURVEYS

The tables below show selected data from the recent EREAFSL Opinion surveys for Mount Isa 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
I feel like I am getting a good education at this school	94%
I like being at this school	97%
Staff at this school treat young people fairly and with respect	100%
Our School looks for ways to improve	100%
Staff expect me to do my best	94%
This is a good school, and I would recommend it to others	100%

### *Parent / Carer opinion survey data*

Percentage of parents / carers surveyed who agree that:	2024
My young person likes being at this school	100%
My young person's learning needs are being met at this school	100%
My young person is making good progress towards their own goals at this school	100%
Staff at this school expect my young person to do their best	100%
I feel valued and respected in this school	100%

### *Staff opinion survey data*

Percentage of staff surveyed who agree that:	2024
I enjoy working at this flexi	100%
I feel my voice is heard and considered at our flexi	100%
I am given opportunities to be creative in my work	100%
I receive training in Child Safeguarding and Child Protection	100%
This is a good school, and I would recommend working here	100%

# Staff Profile

## TEACHER STANDARDS AND QUALIFICATIONS

Mount Isa 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	14%
Bachelor	57%
Diploma	29%
Certificate	0%

## WORKFORCE COMPOSITION

The staff at Mount Isa 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	3	2.20
School Leaders	2	2.00
Non-Teaching Staff	8	7.00
<b>TOTAL Staff</b>	<b>13</b>	<b>11.20</b>

### Staff characteristics

	2024
Male	30.77%
Female	61.54%
Gender Diverse	7.69%
First Nations	23.08%

## PROFESSIONAL DEVELOPMENT

Mount Isa 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:

- Stronger Smarter Facilitator Training
- Stronger Smarter Leadership Training
- CPS Tier 1 Training
- Aboriginal Youth Mental Health First Aid Training
- First Aid & CPR Training
- Water Rescue Training
- Paddle Australia Canoe Guide Qualifications
- Hoops for Health Leader Certification

# School Financials

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

## SCHOOL INCOME

The 2024 school income for Mount Isa 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 Mount Isa 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:

