

MOUNT ISA FLEXIBLE SCHOOL ANNUAL REPORT 2025



Contact Details

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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.

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Message from our Head of Campus

“INN KULA KALKADUNGA KOOLA” (Welcome to Kalkadoon Country)

Mount Isa Flexible School respectfully acknowledges the Kalkadoon people as the Traditional Custodians of the land on which the school operates. The school honours their enduring connection to Country, culture, and community and pays respect to Elders past and present. The work of the school is grounded in relationship, responsibility, and deep respect for place.

Connection sits at the heart of Mount Isa Flexible School. Guided by a commitment to walking alongside young people and their families, the school community comes together as “Iera Multana” (one mob)—supporting collective learning, growth, and wellbeing. The school recognises the strengths each young person brings and prioritises a safe, inclusive, and culturally responsive learning environment where all students are known, valued, and supported to re-engage with learning.

Mount Isa Flexible School caters to young people in grades 7 through 12. 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.

Warm regards,

Samone Anderson
Head of Campus
Mount Isa Flexible School

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: - mySchool website - EREA Flexi website

SCHOOL OVERVIEW

Mount Isa Flexible School was founded in 2010. It is a Catholic co-educational secondary special assistance school in the Edmund Rice tradition, providing education to young people who, for a myriad of reasons, have unmet educational needs. The school is deeply committed to social justice and stands in solidarity with First Nations peoples. This approach is founded on a profound respect for Indigenous cultures, engaging with care and understanding of the unique histories, traditions, and needs of the Indigenous families who turn to us for support.

The education context of Mount Isa Flexible School aligns with the Edmund Rice Education Australia Flexible Schools Limited (EREAFLS) aims and philosophies. The school emphasises an inclusive, trauma-informed, and youth-centred approach. Staff work collaboratively to address the complex needs of those who have not been best served by their society and walk beside the young people and their families to support better outcomes and opportunities for their future. Mount Isa Flexible School focuses on building trust, fostering belonging, and creating personalised learning pathways.

Mount Isa Flexible school reflects EREAFLS's broader commitment to flexibility, empowerment and agency by encouraging young person voice in program offerings and ensuring that staff listen when the young people tell them how they feel and what they think. Through collaboration, adaptation, and innovation, the school aims to promote both personal growth and academic success.

First Nations influence

Mount Isa Flexible School embraces and celebrates Aboriginal and Torres Strait Islander cultures. Respectful engagement with Traditional Owner groups and local Aboriginal and Torres Strait Islander community organizations is a priority, ensuring that local voices are actively involved in decisions that impact the learning journey of young people. The school also embraces and engages in local community events that recognise and celebrate culture.

To support First Nations education, the school has identified the Narragunnawali Reconciliation Action Plan framework as a valuable tool, with initial conversations already underway in collaboration with EREA Flexible Schools support staff. This engagement will enable the school community to formally document its commitment to reconciliation and maintain ongoing dialogue to set, implement, and follow through on meaningful actions and deliverables that support this journey.

The cultural identity of Aboriginal and Torres Strait Islander young people is deeply valued, with regular opportunities for on-country learning programs. These programs are developed with input and guidance from First Nations staff and local community members, fostering a strong sense of cultural pride and reinforcing the importance of maintaining cultural connections while engaging in education.

Currently, 85% of Mount Isa Flexible School students identify as First Nations peoples. In recognition of cultural practices and respect for traditions, classroom groups are organised according to gender. Mount Isa Flexible School ensures that the goals of the Mparntwe Declaration are embedded in our philosophy and practices. As a community the school recognises 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 pivots their pedagogical practices through this ancient wisdom and ways of learning.

DISTINCTIVE CURRICULUM OFFERINGS

At Mount Isa Flexible School, young people are at the heart of their own education. Staff actively involve students in decisions that impact their learning and attendance. The program model and the subjects offered are designed around students' interests and skill levels. The school is 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.

The school maintains strong vocational and alternative pathways in partnership with Vocational Training Queensland, with junior students participating in a prevocational literacy and numeracy program to strengthen foundational skills. Senior students undertake the Certificate in General Education for Adults, with enrolment in Certificates I–IV aligned to individual capability.

Through Mount Isa TAFE, Year 11 and 12 students access TAFE-at-School certificate pathways in Engineering, Plumbing, Construction, Health Support Services, and Retail, supported in small groups with a 5:1 student-to-mentor ratio. The school also partners with Martyr Training to provide industry-recognised machinery tickets, including grader, backhoe, excavator, and bobcat operations, supporting meaningful transitions to employment and training.

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 2025 were:

- Deadly Choices - Healthy Mind and Body Program
- RACQ's Docudrama – Driving Safety Program
- Learning to Drive Program
- 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
- Work Experience Placement Program
- Martyr Training Machinery Operators Tickets
- On Country Programs
- Canoeing Skills program

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

	2025
Year 7	5
Year 8	14
Year 9	11
Year 10	7
Year 11	15
Year 12	22
TOTAL	74

(data derived from the total number of Young People that were supported during the school year)

STUDENT BODY CHARACTERISTICS

	2025
Male	64.86%
Female	35.14%
Gender Diverse	0.00%
First Nations	87.84%
NCCD	77.03%

(data derived from the total number of Young People that were supported during the school year)

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2025:

Overall attendance rate	52.30%
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Student attendance rate by year level in 2025:

Year 7	24.32%
Year 8	52.94%
Year 9	61.89%
Year 10	37.08%
Year 11	63.01%
Year 12	48.45%

(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 2025:

Number of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	2
Number of young people awarded a Certificate II	1
Number of young people awarded a Certificate III	1

POST-SCHOOL DESTINATIONS

Post-school destinations for 2025:

Participating in apprenticeship or traineeship	1
Unknown / undecided	2
Total number of graduating / exiting young people	3

Social Climate

STUDENT WELLBEING

At Mount Isa Flexible School, our multi-disciplinary team work together to provide comprehensive support for young people, addressing their health, educational, cultural, social, and emotional needs. Our staff are selected not only for their expertise but for their ability to build strong, supportive relationships with students - ensuring that learning is flexible, relevant, and empowering. Through strong connections with external agencies such as Child and Youth Mental Health Services, Drug & Alcohol Services, and accommodation providers, we offer wrap-around care that meets students where they are.

Practical programs like Learning to Drive and RACQ's Docudrama - Driving Safely address real-world barriers, particularly for First Nations students in remote areas, by improving access to driver education and independence. Mental health education, sexual health training, and pastoral care initiatives ensure students receive holistic support, while project-based and experiential learning activities like gardening, art, and community service build essential life skills in meaningful ways.

Mount Isa Flexible School also partnered with Queensland Human Services in 2025 and began offering the support services of an onsite school psychologist. Two days a week, our school psychologist works with young people to identify strategies, encourage healthy thinking patterns and connect them with external providers wherever necessary. We have also worked closely with Nick Chizzoni, a clinical psychologist who is able to support young people with multiple diagnosis and facilitates our psychological assessments, in order to help families gain a better understanding of the needs of their young people.

FAMILY AND COMMUNITY ENGAGEMENT

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/carer relationships is a priority. The school supports strong ties with parents and carers to support the education pathway of the young people by involving the parents in collaborative problem-solving conversations with their young people, home visits and daily phone calls to discuss how their Young Person is doing.

At Mount Isa Flexible School, we see families and carers as essential partners in a young person's education. While we recognize that family circumstances can sometimes contribute to a student's disengagement, we also know that strong, supportive relationships at home play a crucial role in a young person's success. That's why we prioritize building and maintaining these connections through ongoing, meaningful engagement.

Our team regularly conducts home visits to strengthen relationships, check in on student wellbeing, and ensure families feel supported in their young person's learning journey. We maintain open lines of communication with parents and carers through daily phone calls, weekly check-ins, and collaborative problem-solving meetings, ensuring that families are always informed and involved. Whether it's celebrating progress, addressing challenges, or simply providing reassurance, our goal is to create a network of support where young people feel valued, understood, and encouraged to re-engage with their education in a way that works for them.

Mount Isa Flexible School works closely with a variety of other agencies to support young people and their needs, including Inclusive Support and Care, Headspace, CYMHS, Gidgee Healing, Brodie Germaine Youth Support, the Department of Education, Youth Co-Responders, PCYC, Early Action Group, Youth Justice, 54 Reasons, Zonta, Mt Isa Neighbourhood Centre, DATSIP, Jonathan Thurston Academy, Intensive Bail Support Program, Early Action Group, and Yallambee Aboriginal Community and Cultural Advancement Incorporation.

SATISFACTION SURVEYS

Parent / Carer and Young People

The school uses a method of practice that focuses on continual conversations and consultations with parent/carers and young people about how the school is measuring against expectations. These conversations build strong relationships and allows us to celebrate successes and for early identification on areas for improvement.

Staff opinion survey

All staff are offered the opportunity to participate in an annual staff survey. The survey explores key areas including psychological safety and trust, workload and role clarity, leadership support, team dynamics, change management and access to wellbeing resources. Results from the survey directly inform new wellbeing initiatives, stronger psychosocial risk controls, better engagement and retention strategies, and a healthier, more productive workplace for all.

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	0
Bachelor	6

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	6	5.20
School Leaders	0	0
Non-Teaching Staff	11	11.00
TOTAL Staff	18	17.20

Staff characteristics

	2025
Male	44.44%
Female	51.85%
Gender Diverse	3.70%
First Nations	14.81%

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 2025:

- Stronger Smarter Workplaces Training
- Stronger Smarter Leadership Training
- CPS Tier 1 & Tier 2 Training
- Aboriginal Youth Mental Health First Aid Training
- Remote First Aid & CPR Training
- Water Rescue Training
- Paddle Australia Canoe Guide Qualifications

School Financials

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

SCHOOL INCOME

The 2025 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 2025 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:

