

Galilee
SCHOOL

ANNUAL REPORT

2020

Communities@Work

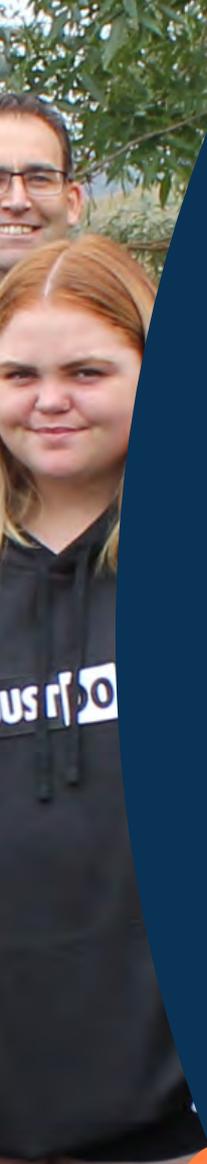


CONTENTS

- 4** About Galilee School
- 6** From the Principal
- 7** From the Board Chair
- 8** Year's Highlights
- 10** Learning through COVID
- 12** End of Year

- 13** We're Growing
- 14** Our Staff
- 15** Our Students
- 16** Our Supporters
- 17** Satisfaction Surveys
- 18** About Communities@Work





About GALILEE SCHOOL

Communities@Work's Galilee School is a registered, independent, secondary school delivering positive learning outcomes for disengaged and vulnerable young people in Years 7-12 in the ACT region for whom the mainstream schooling environment has struggled to deliver positive outcomes. We focus on inspiring these young people to realise their full potential, find a sense of purpose, and develop them as worthwhile members of our community.

Our team of highly skilled educators, youth workers and support staff provide students with a quality education aligned with the Australian Curriculum. Our program of teaching and learning and strength based approach to student support delivers a flexible learning program tailored to achieve the objectives in each student's Individual Learning Plan and Positive Behaviour Support Plan.

We also provide training and job ready support to increase the education and employment opportunities for students transitioning to the workforce or to further educational pathways.

The school sits across two campuses. The Year 7-9 campus is uniquely situated on a 200 hectare bushland setting in Kambah while the Year 10 and Year 11 campus is at Dixon Drive, Holder.



"I can't speak highly enough of the teachers at Galilee and everything you have done and continue to do. You have all made such a difference to my grandson's everyday life, his education experience and his future prospects. Thank you all so much"

(Carer, Galilee School)



FROM THE BOARD CHAIR ALAN GREENSLADE

As the ACT's largest community organisation, Communities@Work has a leading role in responding to the needs of less advantaged Canberrans (and the region) through its range of services and programs; a role that was doubly important during the unexpected events of 2020.

Galilee School is a key element of this community support, designed specifically for disengaged and vulnerable young people who have yet to succeed in mainstream schooling. In recent years Communities@Work has undertaken a substantial program, overseen by a Board Committee, to widen and strengthen our support to young people through Galilee School. Many building blocks were put in place for this expansion during 2020, including major infrastructure investment and the development of a new Senior Secondary College. The Board is pleased that the year ended with Government approval for the College to commence operations in 2021.

As you will see from this report, despite the unique challenges of 2020, Galilee School has achieved many remarkable things. This would not be possible without the work of many people, in particular, Tim McNevin, Galilee School Principal, his leadership team and all of Galilee School's staff. In a "normal" year their

work with our students is remarkable. This year, however, in addition they had to: deal with the impact of bushfires and smoke; respond to COVID-19, including transitioning in and out of remote learning; prepare a new Secondary School curriculum; successfully work on re-registration of Years 7-10 and approval of the Senior Secondary College; and contribute to planning of the new infrastructure.

I would also like to thank my colleagues on the Galilee Governance Committee – Joanne Garrisson, Committee Chair, Brian Babington, Board Deputy Chair and Karen Curtis – and our Communities@Work CEO, Lee Maiden, for their significant contributions and wise counsel during the year.

Finally, it would be fitting to acknowledge the remarkable achievements of our young people, as outlined in the following pages.

I look forward to an exciting 2021 for the Galilee School community

ALAN GREENSLADE



FROM THE PRINCIPAL TIM McNEVIN

2020 presented more challenges than we could have ever anticipated. The impact of fires, smoke, hail and COVID19 took a significant toll on families, lifestyles and livelihoods. The strength of our school community was evidenced through the ways in which we navigated these challenges, supported each other and continued to adjust and respond to all that was presented to and asked of us.

In response to the impacts of COVID19 we transitioned our teaching to a Remote Learning and Support model incorporating delivering lessons via Zoom and going digital with Google Classrooms. We successfully supported the students and families through this challenging situation, returning to normality by Term 3.

I am proud of our students for their courage in handling uncertain times and adapting their learning. I'm also proud of our staff and the unwavering commitment shown to deliver the best possible outcomes for all students. Flexible and adaptable are words that we use a lot at Galilee School, and it is at times like these, when we watched our learning and teaching model turned inside out in a few weeks, that those qualities stood out.

Two major highlights of the year were the commencement of a major capital works building program across both campuses and government approval to establish our Galilee School Senior Secondary College (to open in 2021-2022).

It is an exciting time for the school as we seek to support increasing numbers of

amazing young people from Canberra and the surrounding ACT region and, importantly, take positive steps to fill a gap in special assistance needs at a senior secondary level. For the first time, students will have the opportunity to achieve their ACT Senior Secondary Certificate within our Special Assistance School environment.

I acknowledge the amazing work done by all the school staff for making a real difference in the lives of the young people attending the school and striving to extend this positive impact beyond Years 7-10.

I would also like to acknowledge the significant individual progress made by so many of our wonderful young people. The growth, the development, the learning that occurs in the young people attending Galilee School continues to be truly inspirational and is what really gives 'heart' to our work.

With students at the centre of what we do and with so much incredible growth and development happening in so many facets of the school, Galilee School is a school with momentum. We look forward to continuing this momentum with the opening of Year 11 in 2021 and Year 12 in 2022.

TIM McNEVIN

Galilee School

GOVERNANCE COMMITTEE

The Communities@Work Board (the Board) is the Approved Authority for Galilee School. The Galilee School Governance Committee reports to the Board.

The primary objectives of the Galilee School Governance Committee are:

- To ensure that the Board is well informed and able to make decisions concerning any issue that they are responsible for.
- To advise the Board on measures necessary to meet the Board's legislative responsibilities.
- To provide the Board with advice on policies, opportunities and approaches necessary for the ongoing achievement of Galilee School strategic priorities/objectives.
- To monitor, advise and provide assurance to the Board on the appropriateness, relevance and impact of the educational programs and activities of Galilee School.

In pursuit of these objectives the committee:

- Enables the future direction of Galilee School to be discovered, pursued and achieved.
- Develops processes to ensure accountability and responsibilities of the Board are known and reported on.
- Informs the strategic decisions and direction settings of Galilee School.
- Makes recommendations to the Board around strategic direction, policy requirements and future strategic planning of Galilee School.
- Provides support to the Principal in the achievement of the strategic objectives of Galilee School.

MEMBERSHIP OF THE GALILEE SCHOOL GOVERNANCE COMMITTEE FOR 2020



JOANNE GARRISON
Chair,
Communities@Work
Board Member



BRIAN BABINGTON
Communities@Work
Board Member



KAREN CURTIS
Communities@Work
Board Member



LEE MAIDEN
Communities@Work
CEO



TIM McNEVIN
Galilee School
Principal



"We here at Galilee School have a deep belief in the potential that resides in every young person. We see it in you. We want you to see it in yourselves. We hope you can see it in each other."

(Principal Tim McNevin's message to students)

Year's HIGHLIGHTS

Gratitude Weeks

Learning to demonstrate gratitude for the big and small things in their lives enhanced students' mental well-being and stimulated positive behaviour.

"It's in the Bag" Drive

Thanks to donations from a local book club, students put together handbags filled with essential items to give to women in need.

Shared Meals

A highlight of each week were the Friday shared meals at our Kambah campus, where students and staff ate a meal cooked by the students and shared something they liked about the week. This gave the students a sense of belonging and friendship, and ended the week on a happy, positive note.

Phone Free Weeks

Held each term, this initiative assisted students to build their digital intelligence and promoted healthier relationships and physical activity.

ACT Brumbies Mentoring

As part of our major charity partnership with the ACT Brumbies, players began a mentoring program with the students to share important messages of resilience, courage and respect (unfortunately, it was cut short due to COVID).

Entrepreneurs – It's Your Move

This innovative program challenged Year 10 students to find a need and design business products to appeal to their chosen audiences.

Volunteering

Students experienced giving back to the community through various volunteering activities throughout the year, including cleaning bricks for the building works at Holder, socialising dogs at the Domestic Animal Services pound, and putting together handbags filled with essential items to give to women in need.



School Registration

After a three year comprehensive process of reviewing all elements of school operations, the school successfully achieved re-registration for Years 7-10 and registration for Years 11-12 for the next five years. This achievement affirms the high quality of education and social and emotional support being provided at Galilee School and confirms that the school is complying with all the requirements of the ACT Education Act and associated compliance obligations.

Reading Dawgz

When dogs from the charity Rainbow Paws started visiting our English classes, student attendance dramatically improved. Our staff were thrilled by the positive outcomes. By reading aloud to trained therapy dogs, as part of a collaborative partnership program with the charity, students built their self-confidence and reading skills and a sense of connection with the school. One student in particular, who had difficulty engaging in English classes and reading, improved his confidence so much that he began to engage regularly in the program and was reading confidently in class by the end of the year.

Book Week

Book Week provided an excellent and fun opportunity for students to engage in literacy and reading by dressing up as book characters and discussing favourite books.

National Science Week

Students and staff relished the challenge of creating a giant octopus and jellyfish to view from space through the ANU sponsored 'satellite selfie' initiative.



CIT Hospitality program

Students developed valuable barista and customer service skills and received their Responsible Service of Alcohol qualification to assist them in obtaining casual employment and building their independence.



Women in Construction

We have been working closely with the Australian Training Company since 2018 to provide positive new career opportunities for students and help women break the stereotypes of traditional trade careers.

In 2020 Joannah Currie became the third Galilee School student to be accepted into the program and gain experience across various construction careers. During her eight-week carpentry placement, she worked on-site in Narrabundah to build the medical centre at Winnunga Nimmityjah Aboriginal Health and Community Services.

"The program is one of the toughest and yet rewarding things you will ever do," she said. "I can't stress enough the importance of smashing the stereotype of women back in the face and being able to say 'I did this, this is what I did, and I am proud of myself'. It's really exciting."

Learning Through COVID

At the height of COVID in Term 2 2020, all ACT schools were required to operate through remote learning while students remained at home.

As engagement with learning is a critical part of our students' success, we worked closely with both students and their families to design a remote learning program to support student engagement. Our focus was to make it a positive journey for our students and parents while maintaining our philosophy of developing flexible delivery methods.

The key principles that we adopted in the planning and design of our Remote Learning and Support model were:

1. Enabling teaching and learning to occur from anywhere to anywhere.
2. Enabling youth worker support to be provided from anywhere to anywhere.
3. Maintaining our individual approach to teaching, learning and support.
4. Focusing on the safety and welfare of staff, young people and their families/significant others.
5. Ensuring our approach was flexible and able to respond to the changing situation, (particularly in relation to any social isolation measures).

Our model involved:

- Giving each student a survival folder with games, challenges and work to keep them busy.
- Interacting via ZOOM and Google classrooms for classes and Youth Worker sessions.
- Delivering learning materials to students at their homes twice a week (particularly important for those students with limited access to technology at home).
- Holding online boot camps every afternoon.
- Introducing Learning Coaches to provide one-to-one opportunities to work with each student to overcome any barriers to learning.
- Transitioning back to normal school operations through a gradual staged approach.



Jack Heath | Zoom Reading Class

During COVID, students enjoyed an interactive online reading session with one of their favorite authors, Jack Heath. Jack, an award-winning author of more than 30 thrillers, offered his time freely to read aloud one of the stories from his book "200 Minutes of Danger", which the students were currently studying. Jack has been a friend of the school for several years, and his reading classes always generate a high level of learning engagement. Thanks Jack, for always making time for our students!



"Many of our students said they're only graduating because of the huge effort the staff put in with them, especially during the COVID shutdown. That included learning and running online sessions, driving all over the ACT and Queanbeyan delivering work, and calling students every day. This effort ensured that students always felt part of the school even though they couldn't physically be here."

(Craig Higham, Year 10 Coordinator)

End of YEAR

Our whole school End of Year Assembly on our Kambah campus celebrated the achievements of our students while reflecting on the highs (and the bumps) of 2020.

At our Year 10 Graduation, staff and families were filled with admiration to see how the students had developed into confident young adults. We celebrated the graduation of 22 students in 2020 – our highest ever. A huge thanks to Galilee School's dedicated teachers, youth workers and support staff, who have supported and guided the students over the years to prepare them for the next stage of their lives.

"During this year, everyone has achieved something to be proud of, whether it's school, work or personal relations. Everyone has a list of achievements this year, all on their own. Some got their first jobs, and some attained apprenticeships. Many got their L plates, and some are even driving.

I got a school-based apprenticeship, and I'm grateful for the work that the staff have put into helping me. Working in trades has been one of the toughest but most rewarding things I've ever done.

Being able to experience all that I have is because of Galilee, and I'm thankful to every single one of the staff. They've always been there with me, encouraging me and celebrating with me."

(Joannah Currie, Year 10 student)

Where to after graduation?

- 31 👤 **Year 10 graduates (22 Year 10 Certificate / 9 High School Record)**
- 19 👤 **Students continued into our Year 11 program**
- 5 👤 **Moved into apprenticeships (did not continue schooling in Year 11)**
- 3 👤 **Students moved to mainstream colleges**
- 1 👤 **Student moved into full time employment**
- 3 👤 **No clear transition arrangements**



We're GROWING

Galilee School has been developing Master Plans for both campuses over several years. In 2020 we successfully received grant funding from both the Australian and ACT Governments for a major capital works program across both campuses, and began construction in the second half of 2020. The transformation on both campuses is wonderful to observe and will substantially enhance students' and staff's teaching and learning experience.

On our Holder campus we have added additional teaching and learning spaces, additional toilets and staff offices. On our Kambah campus we are extending and increasing learning spaces, staff office spaces and toilet spaces, and establishing an outdoor amphitheatre.

A principal aim of this program is the construction of purpose-built buildings for a senior secondary college at our Kambah campus. In 2021, Year 11 students will be temporarily based at our Holder site until the new college buildings are completed. They will then move to Kambah to join our inaugural Year 12 class midway through the 2022 school year. We hope that the Senior Secondary College building will be completed at some point during Semester 1 2022.

Provision of a ACT Senior Secondary program of study will enable young people to continue on their pathways of success within the school, thus continuing to access the necessary supports so necessary for them to succeed at school and in life.



Our STAFF

- 10  Teachers
- 6  Youth Workers
- 6  Learning Support Staff
- 1  Administration Officer
- 1  Principal

- 10  TQI Accredited
- 5  Certificate IV
- 6  Diplomas
- 10  Bachelor
- 3  Graduate Degree

Teacher Standards and Qualifications

The school seeks to employ registered teachers whose experiences are broader than a 'normal' mainstream environment and whose life experiences add value to the nature of teaching and learning at Galilee School. All staff undergo training in Trauma-Informed Practice, Positive Behaviour Support, Disability Standards in Education, and relevant and ongoing professional learning throughout the year.



Award-Winning Teachers

We are privileged to have a passionate and dedicated teaching team at Galilee School, who often go above and beyond to meet students' needs. Take Melissa Smith, for example. We were so proud when she won the 2020 Excellence in Student Engagement Award from the Careers Advisers Association of NSW & ACT Inc. The award recognised her contribution to delivering an engaging career, education and development program, focused on exceptional learning experiences for students.

Our STUDENTS

Student Attendance and Enrolment Figures*

	ATTENDANCE		ENROLMENT	
	2020	2019	2020	2019
YEAR 7	39%	73%	5	2
YEAR 8	68%	61%	7	9
YEAR 9	64%	47%	18	21
YEAR 10	58%	47%	34	24



**Student attendance is impacted by a variety of factors. In cohorts with smaller populations, the impact of a smaller number of individual attendance fluctuations can have a disproportionate impact on overall attendance data.*

NAPLAN Assessments

All parents/carers of students in NAPLAN years in 2020 elected not to have their young person participate in the annual assessment.

2020 My School Enrolments

64 enrolments in 2020 (56 in 2019)

Managing Non-Attendance

The approach taken to managing non-attendance is outlined in the Galilee School Student Attendance Policy (a copy of which is available on request).

This policy specifically addresses the following requirements:

- recording and monitoring of attendance and absences;
- encouraging school attendance and managing non-attendance; and
- archiving enrolment and attendance records.

This condition of registration reflects sections 91(b)(ii) and 97(6)(b)(ii) of the Education Act.

In addition, Galilee School is required to be aware of the legal obligations regarding attendance, as stipulated in the Act ss 99, 100 and 102. The school satisfies these obligations by:

- keeping a register of attendances;
- ensuring that a record is made of the attendance or non-attendance of each student at the school on every day when the school is open for attendance; and
- establishing procedures to encourage students to attend school regularly and to help parents/carers encourage their children to attend school regularly.

Our SUPPORTERS

Galilee School is grateful to our diverse family of community supporters, along with the Australian and ACT Governments, who have provided invaluable funds, materials, and time throughout the year to enable us to continue our mission. Here are a few examples.

ADFA Cadets Working Bee

Each year the ADFA cadets support the school by generously donating their time and energy through working bees. In 2020 the cadets completed bushfire preparedness activities at our Kambah site and set up bollards around our future sports oval at our Holder site. The works provided safe and positive environments for Galilee School students. As one cadet explained, "Helping out with community projects like this is a great way to put our ADFA values into practice. It's also our way to give back to the community that is supporting us."

Australian Government Community Grant

Through the Local Schools Community Fund of the Australian Government, we were able to install new covered outdoor seating, bike racks and an outdoor table tennis table to facilitate healthy engagement for the young people at the Kambah campus. At our Holder campus we were awarded a second grant to establish a community oval that will provide invaluable recreation space for students at the school and also the local community.

Lions Youth Haven Kambah Land Lease

Our renewed license agreement with the Lions Youth Haven Kambah will allow Galilee School to continue supporting Canberra's vulnerable students at the Lions' Kambah Pool Road site for another 30 years. This agreement demonstrates the strong collaborative partnership between Lions Youth Haven and Communities@Work and our joint mission to support young, vulnerable at-risk people in the ACT. Thank you, Lions Youth Haven, for your generosity and long-term support of Galilee School and the valuable work you do in the community.

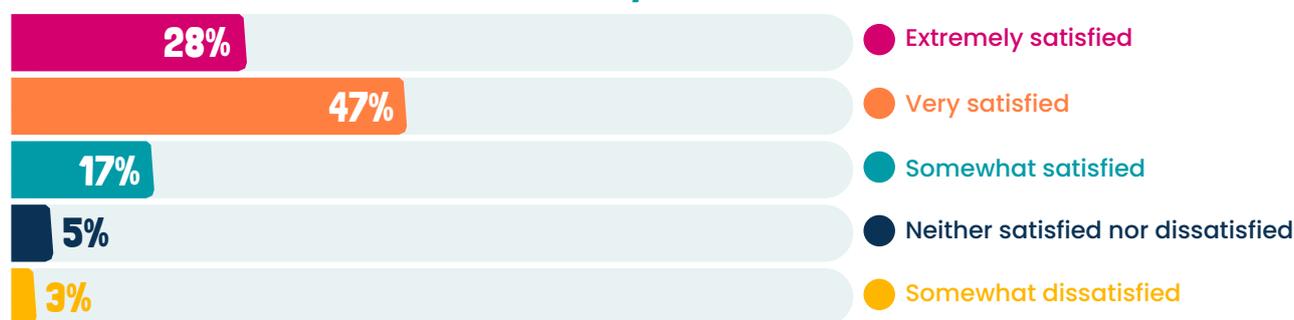


Satisfaction SURVEYS

Each year Galilee School conducts a survey of parents/carers, students and staff to understand how the school can better support the young people attending the school. It is an important part of the partnership that we seek to have with every young person and their families.

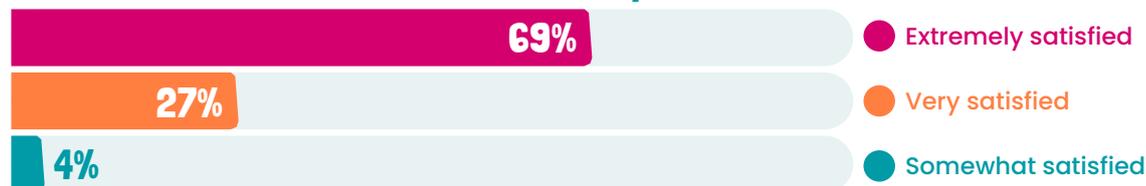
Students

How Satisfied Are You With Your Experience at Galilee School?



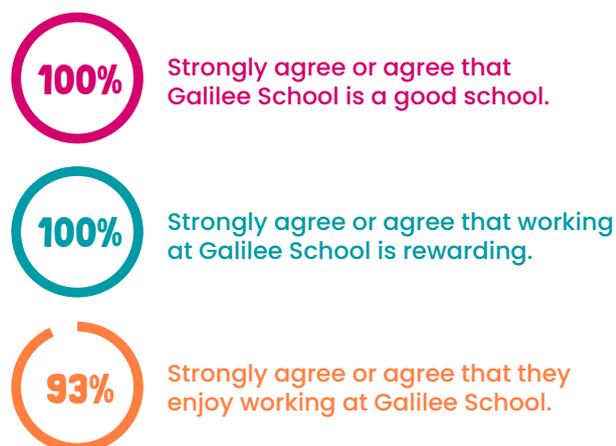
Parents

How Satisfied Are You With Your Experience of Galilee School?



Teachers

How Satisfied Are You With Your Experience at Galilee School?



ABOUT COMMUNITIES@WORK

Communities@Work is Canberra's largest not-for-profit community organisation and provides a range of high quality complementary services that support positive educational outcomes for children and young people, assist in alleviating hardship, enhance the quality of life and lead to positive social change. We pride ourselves on the positive contribution we make to the lives of all members of our community.



Mission

To enrich the lives of people in our community in life changing ways.



Purpose

Communities@Work's purpose is to be responsive to the needs of the community by delivering high quality services that support positive educational outcomes, assist in alleviating hardship, enhance the quality of life and lead to positive social change.



Values

INTEGRITY

We uphold the highest standards of integrity in all our actions.

RESPECT FOR ALL

We respect everyone, and value difference and diversity.

PROGRESSIVE

We are adaptive and agile in pursuing the mission of Communities@Work, with a proactive approach to change and progress.

QUALITY AND INNOVATION

We are committed to excellent service delivery, underpinned by continuous quality improvement.

SUSTAINABILITY

We ensure our services are relevant and appropriate as we build our capacity for a sustainable future.

PROFESSIONAL TRAINING AND QUALIFICATIONS

Our registered training organisation specialises in delivering a nationally recognised Certificate III and Diploma in Early Childhood Education and Care, a Certificate III in Business Administration and ongoing professional development for the education and care sector.

SUPPORT SERVICES

We provide essential community support such as food, clothing and accommodation to vulnerable and disadvantaged people. We have two community pantries, a clothing program, a pre-loved clothing store and seven transitional housing sites.

GALILEE SCHOOL

We run a registered, independent high school designed specifically for disengaged and vulnerable young people in Years 7-12 who have yet to succeed in mainstream schooling. We support students to re-engage with their education, transition into the workforce or further study, find a sense of purpose and re-engage with their families and community.

DISABILITY AND SENIOR SERVICES

We provide community transport, support coordination, in home services for seniors and recreational and skills development programs for seniors and people living with disability. This allows them to stay socially engaged and enables them to access health services and participate in community activities so they maintain their independence and wellbeing.

COMMUNITY DEVELOPMENT

We partner with communities, individuals, agencies, local government and business to implement a range of community-inspired initiatives to develop more connected communities.

CHILDREN'S SERVICES

We are recognised as a leader within the early education and care sector, committed to providing quality education for children. We do this through 12 Early Education and Care centres, 17 Out of School Hours Care services, 13 School Holiday programs and 90 Family Day Care and In-Home Care educators.



FINANCIAL STATEMENTS

Copies of the 2019 audited Financial Reports for Galilee School are available from the School Principal. They are also available on the Communities@Work's website, under 'About Us – Annual Reports'.

GET INVOLVED

There are many ways you, your family, or your organisation can get involved to help Communities@Work deliver our services. Galilee School is always grateful for community and business donations to support the delivery of educational services to disadvantaged youth. To find out more, visit: www.commsatwork.org/get-involved



Galilee

SCHOOL

Communities@Work

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