

ANNUAL REPORT

2021



ABOUT GALILEE SCHOOL

Communities at 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 who have struggled in the mainstream schooling environment. We focus on inspiring these young people to realise their full potential and find a sense of purpose, and developing 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.

Thanks to donations from David Smith, Federal Member for Bean, Galilee School was able to proudly fly the Australian, Aboriginal and Torres Strait Islander flags at both campuses - a further addition to our progress toward reconciliation.

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 10-12 campus is at Dixon Drive, Holder.

“

My time working with the students from Galilee School has shown me the truly phenomenal impact our style of education can have on the world around us. The approaches we as staff take, make for openly authentic learning opportunities and life-changing challenges for the young people we aim to help.

”

(Jason van Deas, teacher)





FROM THE PRINCIPAL TIM McNEVIN

2021 was a year of progress, growth, challenge, learning, adversity, and success.

We saw the commencement of our Galilee School Senior Secondary College, a milestone that we had been working toward as a school for some years. How proud we all were to enrol our first cohort of Year 11 students. Our inaugural year was a year of success, learning and more learning. We held our first College celebration with the Year 11 Exhibition Night. The night allowed students to showcase their work and share their achievements with family and friends – a proud milestone and celebration for the first steps of the College.

Relationships with families and other support agencies remained a focus for the school – particularly important due to the influence and disruption caused by the Covid-19 pandemic. Despite the Covid-19 challenges, we became stronger, partly through our partnerships and wonderful support of Aspen Medical, ACT Health and the ACT Education Directorate. The Covid-19 vaccination incursion program delivered on-site at our Kambah Campus gave us an increased sense of strength and safety in this time of adversity.

Community connection remained strong, though sometimes difficult, in 2021. Some notable examples include the Graffiti Project at Addison Park in Weston (in partnership with the ACT Government), community sector activities and charity support, involvement in the broader Communities at Work operations, and the MensLink Longest Walk lunch at Galilee School Kambah in November.

In 2021 we began our regular series of 'In The Know' Parent and Carer information sessions to support other adults and agencies that influence a young person's life and help them find success. The session on non-suicidal self injury was particularly impactful.

Our staff are the backbone of our school. As a school, we invested heavily in staff wellbeing. We continued the strategic pursuit to establish 'high performing teams right across the school' and provided Mental Health First Aid Training for all staff.

And of course, milestone events each year, such as the end of year celebrations and our graduations, allow opportunities to celebrate and reflect on the progress being made right across the school.

Without the amazing team of Youth Workers, Teachers, Learning Support Assistants, our Chaplain, our Administration Team, the support of Communities at Work and the School's Executive Team – the highlights don't happen, the relationships don't get established, and the young people struggle to find success. Thank you to all the people that have contributed to Galilee School's success this year, in prior years, and into the future.

Tim McNevin



FROM THE BOARD CHAIR ALAN GREENSLADE

Communities at Work proudly plays a leading role in serving, protecting and supporting the vulnerable and less advantaged members of our community – a role needed now more than ever with continuing impacts from COVID-19 and cost of living pressures.

Galilee School is an important part of that mission, enabling us to deliver positive learning outcomes to disengaged and vulnerable young people and to guide and prepare them for the important next stage of their lives.

During 2021 we made a huge leap forward through our major building works program, overseen by the Board's Galilee School Governance Committee. The capital works significantly expand our learning spaces at both campuses and have opened new doors to educational and recreational opportunities for our young people. In 2021 we proudly welcomed our first cohort of Year 11 students to our Galilee Senior Secondary College, providing a much-needed pathway for them to attain their Year 12 certificate.

Covid-19 continued to impact, yet the resilience and adaptability of the school community has shone through as we adapted our practices to meet the challenges. Indeed, this report highlights the many remarkable achievements at the school during 2021, including our 'In The Know' educational sessions for students' families, therapy dogs for student literacy, mental wellbeing programs, partnerships with the ACT Government and community sector and the establishment of a tailored music program.

These achievements would not be possible without the tireless work of Tim McNevin, the school principal, his leadership team and all Galilee staff; I thank them all for their continued passion and dedication. I should also acknowledge the broader support to Galilee School provided by the wider Communities at Work organisation.

Yet while the report highlights these special events and activities, it is also important to acknowledge all the other efforts that occur more routinely and consistently that keep the school moving forward and focused on the learning and development of the young people enrolled at the school: the meetings and planning, connections with young people and their families, engagement with stakeholders, phone calls, administration.

I would also like to thank my colleagues on the Galilee Governance Committee – Joanne Garrisson, Brian Babington, Karen Curtis and our CEO Lee Maiden, for their significant contributions and valuable input during the year.

We are at an exciting stage in Galilee School's journey, and I look forward to the continuing impact the school will have in 2022 and beyond.

Alan Greenslade

GALILEE SCHOOL GOVERNANCE COMMITTEE

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

Primary objectives of the Galilee School Governance Committee

- 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.

2021 Membership of the Galilee School Governance Committee



Brian Babington
Communities at
Work Board member
(resigned Nov 2021)



Lee Maiden
Communities at
Work CEO



Karen Curtis
Communities at Work
Board member



Tim McNevin
Galilee School
Principal



Joanne Garrisson
Chair, Board member

YEAR'S HIGHLIGHTS

Innovative Educational Initiatives

- Our new weekly excursion program ***This is Canberra*** took students to places of interest and engaged them with the histories, cultures, and identities that have shaped Canberra, significantly benefiting their educational and social emotional development.
- We held our first ever ***Student Led Classes*** where members of our Student Leadership Group ran classes and impressed staff with the leadership, communication and instructions between peers.
- ***New programs*** also included 'Men's Chats', 'Ladies' Crafternoons', and 'Outdoors with Ed', where students created flourishing garden beds at our Holder campus.
- Through a collaborate partnership with the Rainbow Paws charity, we increased student engagement in reading through the ***Reading Dawgz*** program, where students read aloud to trained therapy dogs. The popular program now has four dogs and has expanded from one to two mornings a week. The success of this program inspired the school to invest in it's own therapy dog, Halle. Halle quickly established herself as a favourite amongst students, staff and visitors alike.
- Our ***Student Leadership Group*** provided great advice, feedback and guidance on the operations of the school through its regular meetings with the Principal. This was particularly relevant as the school continued to navigate the challenges presented by the COVID-19 pandemic and regular 'pivots' to the school's Remote Learning and Support Model.





Wellbeing Initiatives

- Our once a term mental wellbeing initiative, **Gratitude Week**, helped students demonstrate gratitude for the big and small things in their lives and stimulated positive behaviour.
- Our popular weekly **'shared meals'** with staff and students at the Kambah Campus gave students a sense of belonging and friendship and ended each week on a positive note.
- Our **'phone free weeks'** helped students build their digital intelligence and promoted healthier relationships and physical activity.
- The **R.A.G.E. program** was delivered to our Senior Secondary College students. RAGE is an award winning six-week anger management course for adolescents. It is a strengths-based, solution-focussed program that is hands on, practical and fun.
- Our **PE program** enabled the school to develop valuable community partnerships and engage students in new activities including lacrosse, gymnastics, crossFit/ bootcamp, tennis and bushwalking, supported by Australian Government Sporting Schools funding.
- Our new **'In The Know' information sessions** helped parents and carers to better understand and deal with contemporary challenges affecting young people today and support their mental and social wellbeing. These sessions were also a great opportunity for staff to connect with families and provide 'support in action'.



Tailored Music Program

Thanks to staff and community donations and the purchase of quality instruments and music software, the school developed a music program in a dedicated space where Years 7-10 students were introduced to commonly used instruments in popular culture, such as keyboards, guitars, and drums. The program allows students to access music as a therapy to externalise and guide their emotions through a positive outlet and build positive relationships with each other through writing and playing music.

Community Engagement

Students learnt the value of giving back to the community through volunteering and fundraising activities, including cleaning bricks for the building works at Holder, socialising dogs at the Domestic Animal Services pound, putting together handbags of essential items for women in need, and raising \$1,540 for the Black Dog Institute's 'Mullets for Mental Health'.

Career Development

We provided students with authentic learning experiences to assist them in obtaining casual employment and independence. These included the Australian Training Company's 'Women in Construction Pathways' program, Building and Construction Industry White Card and Asbestos Awareness training with CIT, and road safety training with the Australian Road Safety Foundation.

Skateboard Graffiti Project

The school partnered with the ACT Government Transport Canberra and City Services and local graffiti/street art artists Brendan Tunks and Adrian Veamatahau on a community graffiti project at the Weston Skate Park. Our students came up with two words to paint that were really important to them: loyalty and respect. And from nothing to something, our young people, together with the artists, created a beautiful bit of street art that will be a memorable tribute to the local graffiti scene and a showpiece for Canberra.





BEFORE

EXPANDING OUR LEARNING SPACES

Major Capital Works Building Program

We continued our major capital works building program across both campuses thanks to grant funding from both the Australian and ACT Governments. On our Holder campus, we added additional teaching and learning spaces, toilets, and staff offices to cater to our new Year 11 students. At our Kambah campus, we extended learning, staff office and toilet spaces, built an outdoor amphitheatre and began work on new college buildings for our future Year 11 and 12 students.

Senior Secondary College Opens

After more than two years of planning and effort, we excitedly commenced our Galilee School Senior Secondary College, with our first cohort of twenty Year 11 students starting in February 2021. As the only Special Assistance School in the Canberra region, we have been filling a unique niche by supporting the learning of vulnerable teenagers in Years 7-10 who struggle in mainstream school environments. The new College will enable young people to continue on their pathways of success within the school and attain their ACT Senior Secondary (Year 12) Certificate.

Showcasing our College Students

Our new Year 11 hospitality students applied their skills in preparing food for key organisational events such as the Principal's BBQ, College Opening Ceremony, Year 11 Exhibition Night and Reconciliation Week Morning Tea.

Our Year 11 construction/timber students created magazine racks, toolboxes, mallets and jewellery boxes and created and painted food truck facades for our College Opening Ceremony.

Our first ever Year 11 Exhibition Night celebrated a successful start to our inaugural Year 11 and allowed students to build their self-worth and pride by showcasing their work and sharing their achievements with family and friends.

“

Galilee School is a place where staff can use their professional skills to make a meaningful impact on students, from empowering the vulnerable to scaffolding pathways of success for those who have yet to thrive in mainstream education. The addition of the Senior Secondary College to Galilee School has provided a much-needed final institutional step towards helping Canberra's youth find success, regardless of their circumstances.

”

*(Benjamin Brown, Senior secondary
College Coordinator)*



LEARNING DURING COVID-19

Covid 19 continued to impact our community in 2021. Covid-19 brought much disruption and change. The school was grateful for the support provided by the whole school community during this period of change.

The School's Remote Learning and Support Model (RLSM), designed first in 2020, was implemented again in Terms 3 and 4 in 2021.

The key principles that we continued to apply in our RLSM were:

1. Enabling teaching and learning to occur from anywhere to anywhere
2. Enabling social and emotional support to be provided from anywhere to anywhere
3. Maintaining our individual approach to teaching, learning and student support
4. Focusing on the safety and welfare of staff, young people and their families/significant others
5. That our approach is flexible and able to respond to the changing situation.

These principles enable us to support three broad categories of learners:

1. For students that are able to stay home and have access to technology
2. For students that are able to stay home and DO NOT have access to technology
3. For students that are not able to stay home and need to attend school.

The school continued to communicate with families and to provide resources and support to them via our website.

Following the application of the RLSM in Term 3 and consideration of feedback from young people, families and staff; the Galilee School RLSM was enhanced from the start of Term 4:

- It now accommodated both synchronous and asynchronous delivery (this means that, where appropriate, online learning sessions were recorded and young people were able

to engage with these sessions at a time that suited them rather than at the scheduled time when they were delivered).

- Our 'hybrid model' enabled scheduled 'contact' time for each young person (where possible). As a baseline, and in addition to the support already being provided by Youth Workers as part of the RLSM, each young person was able to come in for 'face to face' tutorial support at least once a fortnight.
- We also continued a model of Learning Coaches. Our strategy of establishing Learning Coaches saw each young person enrolled with the school allocated a Learning Coach to reach out and connect around learning progress.
- We also provided laptops and dongles for students.

School planning had to accommodate a number of factors:

- The most up to date health advice available – including the need to maintain social distancing wherever possible.
- Building in contingency for periods of staff absence/illness.
- Building in contingency planning if a case of COVID-19 leads to a school/school campus closure.

Monthly reviews were conducted of the operations of Galilee School in response to the changing environment, including:

- Medical advice received
- Feedback from young people and families
- Staffing resources
- ACT Government advice.

“

Galilee School is based on compassion and the understanding that every young person is valuable and worth investing in. By providing empathy, opportunity, and a willingness to work alongside students, that is when goals are reached, and success felt in the students and ourselves as their support team.

”

(Heidii Burgess, School Chaplain)

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 2021.

At our Year 10 Graduation, we celebrated the graduation of 24 students in 2021 – our highest ever. Staff and families expressed their admiration for how the students had developed into confident young adults, providing our young people with positive reinforcement and increased confidence for the significant next step in their futures.

Where to after graduation?



24 Year 10 graduates / **22** Year 10 Certificate / **2** High School Record)



18 students continued into our Year 11 program in 2022 (2 in Term 2 after not positively engaging in a mainstream college)



1 student moved into apprenticeships (did not continue schooling with Galilee School in Year 11)



2 students moved to mainstream colleges



3 students moved into full-time employment



“

I am proud to be a part of the Communities at Work Galilee School. Our school is a critical cornerstone of the Canberra community, which helps to develop young people into well-functioning adults, who contribute positively to society, enriching their lives and the lives of the people around them.

(Robert Farrell, Teacher)

”



OUR PARTNERS AND 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. These include:

- MensLink
- Rainbow Paws
- ACT Health
- Wilde & Woollard Lawyers
- ACT Sexual Health Clinic
- Association of Independent Schools of the ACT
- ACT Board of Senior Secondary Studies
- ACT Education Directorate
- Parbery Consulting
- ExHale People
- School Governance
- Sneddon, Hall and Gallop



“

Galilee School is like no other educational provider I have worked for before. The dedication, professional practice and enthusiasm of the staff is second to none, and the opportunities, care and support offered to students reinforces why I became a teacher.

(Melinda White, Kambah Campus Coordinator & Teacher)

”

OUR STAFF

Workforce composition

*This is across the whole year, not all at one time.



13
Teachers



7
Youth Workers



6
Learning
Support Staff



3
Administration
Officer



1
Principal

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.



13 TQI Accredited



17 Cert IV



11 Diplomas



15 Bachelor



6 Graduate Degree

“

The staff at Galilee are the best I have worked with. I am constantly amazed by the enthusiasm and passion of my fellow front liners.

(Jacinta Froud, Teacher)

”

OUR STUDENTS

Student attendance and enrolment figures*

	ATTENDANCE		ENROLMENT	
	2021	2020	2021	2020
YEAR 7	65%	39%	2	5
YEAR 8	53%	68%	14	7
YEAR 9	37%	64%	9	18
YEAR 10	53%	58%	25	34

*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 2021 elected not to have their young person participate in the annual assessment.

2021 My School enrolments

69 enrolments in 2021

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 attendance and absences;
- encouraging school attendance and managing non-attendance; and
- the archival of 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
- established procedures to encourage students to attend school regularly and to help parents/carers encourage their children to attend school regularly.



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.

Student Satisfaction

How satisfied are you with your experience at Galilee School?

64%

Very or extremely satisfied

28%

Somewhat satisfied

8%

Not satisfied

Parent Satisfaction

How satisfied are you with your child's experience at Galilee School?

91%

Very or extremely satisfied

9%

Somewhat satisfied

0%

Not satisfied

Staff Satisfaction

How satisfied are you with your experience at Galilee School?

87%

Strongly agree or agree that Galilee School is a good school.

73%

Strongly agree or agree that working at Galilee School is rewarding.

87%

Strongly agree or agree that they enjoy working at Galilee School.



ABOUT COMMUNITIES AT WORK

Communities at 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 working with our local area to build resilient, sustainable and socially inclusive communities in the Canberra region.

What We Do

Children's Services

Educating children across the Canberra region through Early Education and Care Centres, Out of School Hours Care Services, School Holiday Programs, Family Day Care and In-Home Care.

Galilee School

Inspiring young people to realise their full potential and find a sense of purpose in a positive learning environment designed for disengaged and vulnerable young people.

Clothing, Accommodation and Crisis Support

Supporting the most vulnerable in our community with free and discounted food, personal care items, medical scripts, information, referrals, work and formal clothing and crisis support.

Disability, Seniors and Transport

Delivering social and recreational opportunities and life skills support to seniors and people living with disability to enhance independence, social inclusion and wellbeing.

Community Development

Developing positive community-building projects with meaningful and lasting outcomes that strengthen communities by connecting people, groups, agencies and organisations.

Professional Training and Qualifications

Developing nationally recognised early childhood education and care qualifications and ongoing professional development training through our registered training organisation (RTO 88148).

Get Involved!

Communities at Work works with our community to deliver our services, and there are many ways you can get involved. Galilee School is always grateful for community and business donations (financial or resources) to support the delivery of education services to vulnerable youth. Please visit our website to find out more: www.commsatwork.org/get-involved

Financial Statements

Copies of the 2021 audited Financial Reports for Galilee School are available on the Communities at Work website or from the School Principal on request.

Galilee

SCHOOL

**communities
atWork**

Kambah Campus

244 Kambah Pool Rd, Kambah ACT 2902

P: 02 6293 6314

Holder Campus

172 Dixon Dr, Holder ACT 2611

P: 02 6110 2427

02 6293 6500

commsatwork.org

