

Galilee
SCHOOL
communities
at work



ANNUAL REPORT

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 for whom the mainstream schooling environment has struggled to deliver positive outcomes. 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.

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 7-10 campus is uniquely situated on a 200 hectare bushland setting in Kambah, while the Year 11-12 campus is currently at Dixon Drive, Holder.

“

Communities at Work's Galilee School is a school with a wonderfully diverse group of young people who all have a story. Everyone makes their special contribution to our school. It's that collective contribution that makes our school what it is. Thanks to everyone for the 'piece of the puzzle' that you bring to our school.

(Tim McNevin, Principal)

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“

My son grew throughout last year into a much more mature, open, and happy kid. I'd like to acknowledge Galilee and its staff for contributing to his growth and encouraging him to take responsibility for and think about his future.

(Parent, Galilee School)

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FROM THE BOARD CHAIR

ALAN GREENSLADE

Communities at Work continues to play a leading role in supporting the most vulnerable in our community whilst enabling them to participate as part of our society and empowering them to contribute in whatever ways that they are able.

The work of Galilee School is a significant element of this mission, by delivering positive learning outcomes to disengaged and vulnerable young people in the Canberra and surrounding region.

The school has continued to take strides forward in what has sometimes been a challenging environment. In particular, the Communities at Work Board is incredibly proud of the graduation in 2022 of Galilee's first ever cohort of Year 12 students. This has been the result of many years of financial investment, building, planning, preparing and organising. To have those mature, capable, hope-filled young people receive their ACT Senior Secondary Certificates was a momentous thing to be a part of.

That is one example of the innovative and responsive work of the school. The highlights in this report paint a picture of further growth and development across all areas of school operations. The personal stories and testimonies reflect the significant impact that the school is having in the lives of the students attending the school. They also speak of the pride and joy that the staff of the school have in the work that they perform.

The success of the school owes so much to the untiring work of our school Principal, Tim McNevin, his leadership team, and the wonderful team of teachers, youth workers, learning support and other support staff. Each make such valuable contributions to the school. Their passion and dedication is inspiring. We are also incredibly grateful for the many organisations acknowledged throughout this report that support, in many and varied ways, the work of the school.

I also express my gratitude to my colleagues on the Galilee School Governance Committee - Joanne Garrison (Chair), Karen Curtis, CEO Michelle Colefax and former CEO Lee Maiden - for their significant contributions and valuable input during the year.

Alan Greenslade



FROM THE PRINCIPAL **TIM MCNEVIN**

2022 saw a 'new normal' across the community and at Galilee School. The ongoing impacts of the COVID19 pandemic were continuing to be felt, but the easing of restrictions from late 2021 were a welcome development.

2022 was another year of progress, growth, challenge, learning, adversity, and success for everyone at Galilee School.

After commencing our Senior Secondary College in 2021, we saw our first ever cohort of Year 12 graduates complete their formal schooling with Galilee School. This was such an incredible and significant milestone for the school; but more importantly in the lives of the young people who graduated.

The completion and opening of our Stage 3A building at Kambah Campus (the anticipated future home for our Senior Secondary College) was also a highlight of a wonderful year.

Relationships with families and other support agencies remained a focus for the school. We value greatly the trust that families and carers put in us as a school; we take that responsibility seriously, we seek to manage it with integrity, and we join in the joy of seeing the young people achieve success.

Community connection remained strong in 2022. Some notable examples include our partnership with the Street University and the provision of one day a week of Alcohol and Other Drug counselling at our Senior Secondary College, our partnership with Pegasus Riding for the Disabled and the highly effective Farm Skills program, and the delivery of mental health and other health related programs in the school by a number of partnering organisations.

Internal partnerships with the Food Pantry (providing food support for families of Galilee School), and the Best Dressed Store (supporting students to be able to wear suitable clothes

to their graduations), were great examples of the various business areas of Communities at Work supporting the School. A number of Senior Secondary College students also found success through participation in the ASCEND program via the Childrens' Services and the Centre for Professional Learning and Education (CPLE) areas of the organisation.

The commencement of our Duke of Edinburgh's Award program was a significant step forward for the school; with much professional growth for staff and personal growth for the students that participated.

Our partnerships supporting staff wellbeing and development were also highly impactful including with ExHale People and EduInfluencers. The provision of Mental Health First Aid Training and Accidental Counsellor training to all staff is a recognition of the challenging work that staff right across the school deliver on a daily basis.

The school also participated in a number of national processes involving reviews of Students With Disability funding, and Trauma Informed Practice.

2022 was a tremendous year! 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 in 2022, in prior years, and into the future.

Tim McNevin

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's 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.

2022 Membership of the Galilee School Governance Committee



Joanne Garrison
Chair, Board member



Karen Curtis
Communities at Work
Board member



Michelle Colefax
Communities at
Work CEO
(commenced 4 Oct 2022)



Lee Maiden
former Communities
at Work CEO
(resigned 30 Sept 2022)



Tim McNevin
Galilee School
Principal



Andrew Chenery
Communities at
Work CFO

YEAR'S HIGHLIGHTS

Innovative Educational Programs

This is Canberra

Our weekly excursion program to key places of interest engaged students with the histories, cultures and identities that have shaped Canberra and provided opportunities to improve their social and emotional skills.

Warehouse Circus

A community partnership with Warehouse Circus allowed students to explore new skills and interests. Thanks Warehouse Circus for your heart and desire to support youth.

Cultural Diversity Day Lunch

World Day for Cultural Diversity gave students the opportunity to develop respect and mutual understanding of different cultures and helped strengthen school culture and community by sharing stories and food.

“

I chose to work at Galilee School as I believe every young person deserves the opportunity for a great and meaningful education no matter what their background or life decisions.

(Teacher)

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Student Wellbeing Initiatives

Improving our students' mental health and wellbeing is a crucial element to their success at school and beyond. Our numerous initiatives included:

Shine and Pride – The 'Shine' program for young women, run by our Chaplain Heidii, and the MensLink 'Pride' program for young men, allowed our Year 7-9 students to gain a deeper understanding of what it is to be a young man or woman in the modern world.

YAM – This youth mental health program, delivered in partnership with Mental Illness Education ACT (MIEACT), aimed to reduce stigma around mental health, and encouraged students to actively engage with the topic of mental health through role-play and student-led discussions.

Mindfulness sessions – our youth workers led students in daily journaling and mindfulness practises.

Gratitude Weeks – these once-a-term events are an important way for students to grow and expand by recognising and appreciating the positive things in their lives. The positive impacts of these weeks are always very observable, and the conversations with our students are a privilege to engage with.

Shared breakfasts – as part of our Culture and Identity learning theme, staff took turns to prepare a shared breakfast to encourage healthy eating habits and build community and culture within our day.

In the Know – These parent and carer information sessions provided an opportunity for families to better understand and deal with contemporary challenges affecting their young people today. During our second year of these sessions, we explored non-suicidal self-injury, how to help teens navigate healthy relationships, and how to reduce the stigma around mental illness.

Phone Free Weeks – well established in the school, these weeks allow focussed discussion around positive, appropriate, and balanced interaction with information and communication technologies; whilst also highlighting the potential negative consequences of the inappropriate use of these technologies.

“

Galilee School has helped me through most of the tough times in my life and I thank the school for that.

(Student)

”

Getting Workplace Ready

Creating a positive pathway to future success includes helping students develop the confidence and skills to enter and thrive in the workforce. Through our Vocational Learning program students explored apprenticeships and work experience placements. Others participated in Construction Industry White Card and Asbestos Awareness training through CIT. Year 10s undertook Pre-Learner License training, attended the ACT CareersXpo, and participated in weekly 'Pathways Plan' discussions. These discussions explored possible learning, career and life opportunities, goal setting, and taking action.

In 2022 we re-started our Transition Assistance Program (TAP), providing a valuable opportunity for former students to engage with the school and stay connected. Through the Program we continued to help young people with career pathways, transition to work, and work rights education.

Our Reconciliation Journey

As part of our steps to reconciliation, we engaged students in a variety of activities and excursions to raise awareness of First Nations culture and history. These included:

- A guided bushwalk on Mt Majura and discussion with Thunderstone Aboriginal Cultural Services.
- Walks through the Australian Botanical Gardens and National Arboretum, learning how First Nations people used native plants for food and medicine and how they made different tools.
- Visual arts projects to explore First Nations culture and identity.



BOSS YOUR FUTURE PROGRAM

Thanks to the Academy of Entrepreneurs and Future Schools, Galilee School was granted a scholarship to participate in the innovative 'Boss Your Future' program. This program gives young people a different option for life after school by teaching them how to become an entrepreneur with skills in starting their own business.

Over six weeks, Year 9 and 10 students developed business plans, with ideas ranging from mobile food delivery trucks to pet walking services.

We were incredibly proud when one of our Year 10 students, Evan, became a national finalist. Evan pitched the business idea of 'Spray Hall Canberra' – an innovative space where Canberra youth could express their creative ideas in a safe, indoor, supervised, and authorised environment.

Evan's business plan was one of six ideas chosen from 100 schools across Australia. He presented his idea to a judging panel in Sydney at the Google National Headquarters. While he didn't win the overall prize, he made valuable connections with business people interested in supporting his idea. A massive congratulations Evan! You are a true winner and an example of the potential that resides in Galilee School students.



FOUNDERS LUNCH

In 2022 Galilee School marked 23 years of operation. This would not have been possible without the foresight and drive of Dr Robert Long (founding Principal), Paul Adcock (founding Operations Coordinator) and Craig Webber (founding Board Chair). These men, along with a number of other great Canberrans, set out to make a difference in the lives of young people who the mainstream school system would otherwise have left behind.

Over a 'Founder's Lunch' these men entertained and moved us with their stories of the rich history and early days of the school, and we saw just how far it has come. We aim to make the Founder's Lunch an annual event on the school calendar so we can continue to build connection with the school founders and share what we learn with the friends of the school.

DUKE OF EDINBURGH'S INTERNATIONAL AWARD

In 2022 Galilee School embarked on its journey as an Award Centre for the Duke of Edinburgh's International Award. This is a wonderful opportunity for students to branch out from our standard curriculum towards new and exciting learning options for engagement at school and significant personal growth.

In November we conducted our first Duke of Edinburgh's International Award (practice) Adventurous Journey: a mountain bike ride, overnight camp, and more riding at Stromlo Forest Park. The activity took students out of their comfort zone and allowed them to develop their teamwork skills and independence. We look forward to future opportunities to challenge both students and teachers.

The other elements of the program include community service (volunteering), a skills element, and a planned physical activity program over an extended period.



“

Galilee School provides a special opportunity, through education, to support young people to find their place within society's circle and be welcomed and have their contributions valued. It's a privilege to make these connections and to help young people become a central thread within our community's diverse patchwork.

(Staff)

”



EXPANSION OF SENIOR SECONDARY COLLEGE

The focus for our Capital Works program in 2022 was predominantly our Kambah Campus.

The Senior Secondary College building (Stage 3) took shape across the year and culminated in an opening celebration on 6 December 2022. The opening ceremony was attended by The Hon Mr David Smith, Dr Marissa Patterson (MLA), representatives of many partnering organisations, three of the founders of Galilee School, staff, students and members of the community. The completion of construction of our Senior Secondary College (Stage 3) is a significant milestone in the life of the school.

We were also fortunate in 2022, to have grant funding approved by both the Australian Government and the ACT Government for our Stage 4 building at Kambah Campus. Stage 4 will be a 2-stage project: Stage 1 will have a strong and clear emphasis on food studies and hospitality areas of the curriculum; Stage 2 will look to deliver facilities focussed on visual and creative arts.

Our thanks go to the ACT Block Grant Authority and all the people who so generously support their processes for their support of Galilee School.

Associated with the Stage 3 (Senior Secondary College building) was the installation of a comprehensive fire hydrant system that will provide asset protection and future proof the Kambah Campus as the Master Plan is further pursued.

Other maintenance and minor works across 2022 included:

- a partnership with international NGO Food Ladder to install a 20m2 hydroponic greenhouse at Kambah Campus. This facility will enable more than 25 kilos of fresh vegetables and herbs to be harvested each term at the school (regardless of season) to provide fresh produce to our cooking and nutrition programs. The greenhouse is scheduled for completion in 2023.

- the installation of outdoor exercise equipment at our Kambah Campus to supplement organised PE activity across the school and provide opportunity for incidental movement and physical activity.
- an upgrade of the outdoor space at our teachers' administration area to provide a more quality environment for staff to debrief, reflect, and relax between classes and before and after school.
- installation of shade sails at the Kambah Campus generously donated by the Canberra Southern Cross Club
- upgrade to the heating in the technology workshop.

The Capital Works, and repairs and maintenance program of the school is all designed to provide the best standard of facilities that we can to support the teaching, learning, and social and emotional development of students and the wellbeing of staff.

Our gratitude goes to the members of the Galilee School Capital Works Steering Group for their wise counsel and generous support of the school: Michelle Colefax (CEO), Ms Lee Maiden (former CEO), Andrew Chenery (CFO), Daniel Clements (former Contracts and Facilities Manager), Mr Eik Innes (Munns Sly Moore Architects), Kirsty Westaway (Munns Sly Moore Architects), Brendan Egan (Parbery Consulting), Ivan Zafiris (Parbery Consulting), Richard Nash (Purdon Planning), Emily Fairhall (Office Manager), Tim McNevin (Principal).

We acknowledge the disruption that construction projects can sometimes cause to school operations. Accordingly, we thank staff and students for their patience and flexibility, as the various changes associated with our capital projects have unfolded.

END OF YEAR

Graduation events are a wonderful way to celebrate the great achievements and successes of our students in overcoming life challenges to complete their education journey.

These events are also a testament to the wider community of the benefits of the school and the support we can provide students who have struggled in mainstream education.

We wish our graduates all the very best in the next step of their journey. Whether they're returning to Galilee School or beginning a career path, we're privileged to have been with them on their journey so far and partnered with their families to guide them to their next stage in life with the confidence to reach for their dreams.

Year 12 Inaugural Graduation

2022 was a momentous year as we proudly celebrated our first-ever Year 12 Graduating Class from the Senior Secondary College. This event showcased the essential nature of the College as a place where students in need could find success after Year 10.

Eight students received their Accredited Year 12 Certificate (ACT Senior Secondary Certificate), with five of these receiving BSSS Awards for Excellence. These students have had relationships with the school dating back to 2016. This has been a huge effort and a long time coming for graduates, students, staff and everyone.

“

Staff at Galilee School support you and help you reach your goals. I probably wouldn't have finished Year 10 and now Year 12 without Galilee. The 'Boss Your Future Program' meant that a kid like me ended up presenting a business pitch at Google HQ in front of a bunch of billionaires.

(Year 10 student)

”

“

Thank you for always believing in us and working around whatever issues we face and to everyone else, we've made it this far and we're definitely not stopping now.

(Year 12 student)

”





66

A highlight of my 15-year career has been the success of the graduating cohort from Galilee Senior Secondary College in 2022. A key component of the argument for extending Galilee's school program from year 10 to year 12 was to better support students' integration into society, and these students have had life-changing growth, substantial academic success and journeyed to a highly successful integration with society. Some of these success stories include reaching full independence, successfully completing apprenticeships, obtaining full time employment and being the first in their family to complete an accredited year 12 certificate.

(Senior Secondary College Coordinator)

99



Success Rate of Students Finding Pathways to Success After Year 10*

2020

Before opening of Senior Secondary College

8%

2022

After opening of Senior Secondary College

92%

**Pathways to success include meaningful engagement in further study, an apprenticeship or employment.*

Where To After Graduation?

YEAR 10:

22 Year 10 graduates • 9 Year 10 Certificates • 11 High School Records

16

students continued
into our Year 11
program in 2022

1

student moved
into a full-time
apprenticeship

2

students moved
to mainstream
colleges

3

student moved
into full-time
employment

YEAR 12:

8

Year 12
graduates

2

moved to full-time
apprenticeship

3

moved to
full-time work

OUR PARTNERS AND SUPPORTERS

Galilee School is very grateful to our diverse family of community supporters, along with the Australian and ACT Governments, who have provided invaluable funds, materials, time and services throughout the year to enable us to continue our important mission. These include:

2022 Supporters

- A&P Leemhuis Builders
- Academy of Entrepreneurs
- ACT Board of Senior Secondary Studies
- ACT Education Directorate
- ACT Health
- ACT Sexual Health Clinic
- Association of Independent Schools of the ACT
- Canberra Southern Cross Club
- CCS Group
- CIT
- Duke of Edinburgh's International Award – ACT
- EduInfluencers
- ExHale People
- Food Ladder
- Future Schools
- Mackinley Optical
- MensLink
- Mental Illness Education ACT (MIEACT)
- National Gallery of Australia
- Parbery Consulting
- Pegasus Riding for the Disabled ACT
- Rainbow Paws Program
- School Governance
- Sneddon, Hall and Gallop
- Stephanie Alexander Kitchen Garden Foundation
- Street University
- The Root Cause
- The Strength Syndicate
- Thunderstone Aboriginal Cultural Services
- Warehouse Circus
- Wilde & Woollard Lawyers





“

It is a privilege to have the opportunity to work with our students. The staffing ratio gives us the gift of quality time to spend with our students to make connections and find ways to support the students to engage. It's not always easy, but through building relationships and connection, we have a greater opportunity to support our students.

”

(Teacher)

OUR STAFF

Workforce Composition

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



13
Teachers



8
Youth
Workers



9
Learning
Support
Assistants



4
Administration
Staff



1
HOSS



1
HOTL



1
Chaplain



1
Principal

Teacher Standards and Qualifications

The school employs registered teachers whose experiences are broader than a 'normal' mainstream environment. Their 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.

- ★ 10 Full Accreditation, 1 Lead Teacher, 4 Provisionally TQI registered
- ★ 6 Cert IV
- ★ 3 Diplomas
- ★ 17 Bachelor
- ★ 7 Graduate Degree (2 Grad Degree, 5 Grad Diploma/Cert)

OUR STUDENTS

Student Attendance and Enrolment Figures*

	ATTENDANCE		ENROLMENT	
	2022	2021	2022	2021
YEAR 7	37%	65%	5	2
YEAR 8	44%	53%	12	14
YEAR 9	61%	37%	20	9
YEAR 10	44%	53%	20	25
YEAR 11	41%	42%	27	22
YEAR 12	42%	N/A	25	N/A

*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.

Note: these enrolments figures are a gross figure from across the calendar year of 2022

NAPLAN Assessments

The majority of parents/carers of students in NAPLAN years in 2022 elected not to have their young person participate in the annual assessment.

In 2022, two students participated in NAPLAN assessments at Galilee School.

2022 My School Enrolments

Enrolments in 2022: 89 (at census time)

Enrolments across 2022: 109 in total

- Year 7: 5
- Year 8: 12
- Year 9: 20
- Year 10: 20
- Year 11: 27
- Year 12: 25

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
- 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
- having established procedures to encourage students to attend school regularly and to help parents/carers encourage their children to attend school regularly.

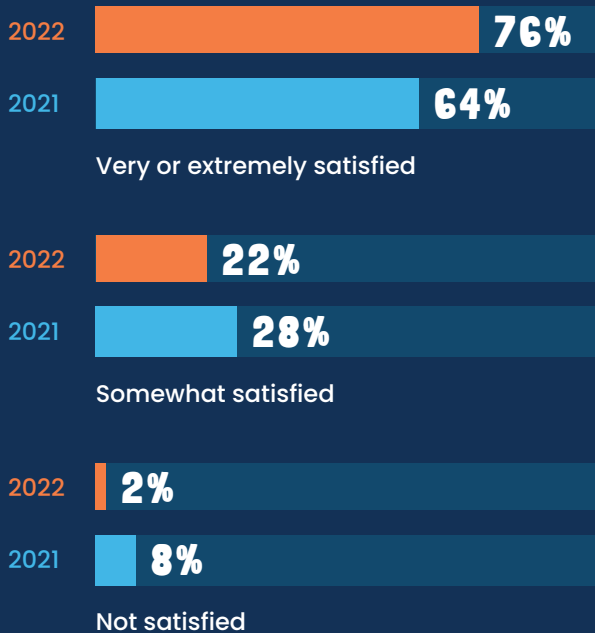


SATISFACTION SURVEYS

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.

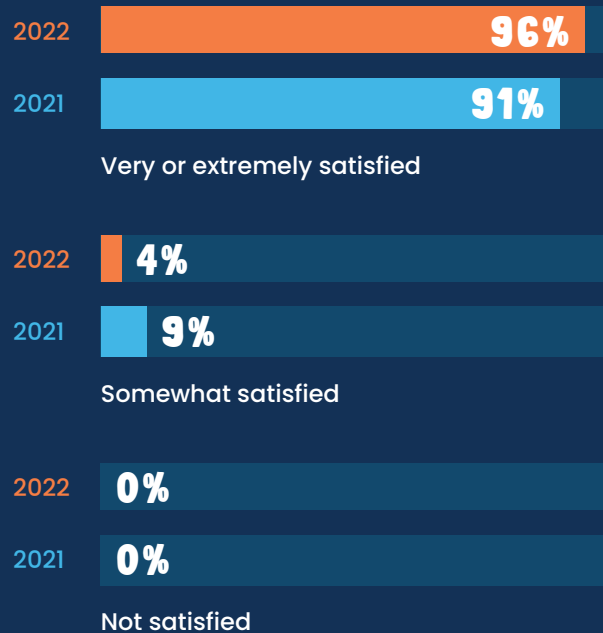
Student Satisfaction

How satisfied are you with your experience at Galilee School?



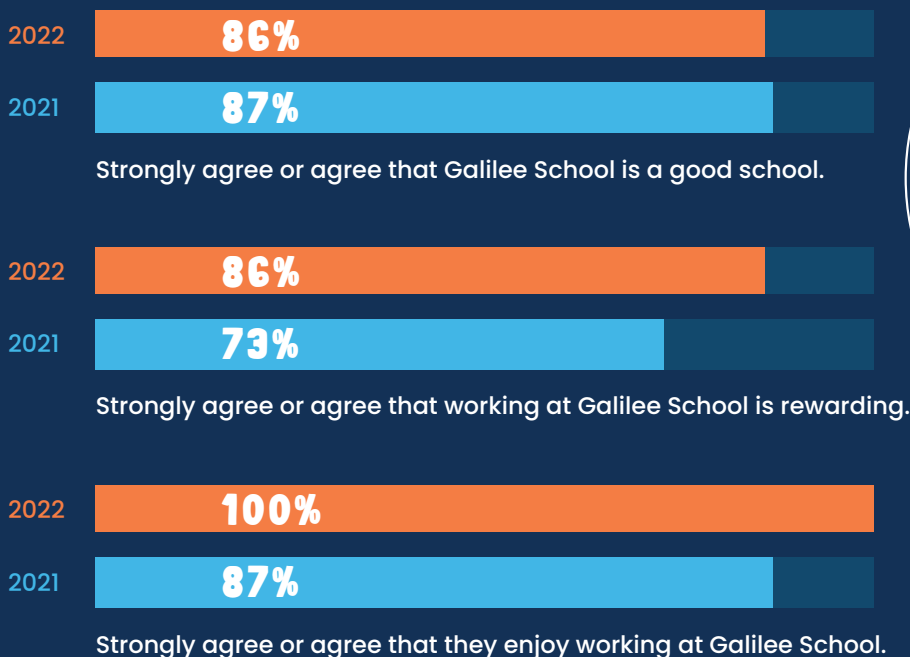
Parent Satisfaction

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



Staff Satisfaction

How satisfied are you with your experience at Galilee School?



“

I have found working at Galilee immensely rewarding. I am able to connect with young people, assist them on their path to a better future and have a wonderful connection to my local community. I am proud to work at Galilee.

(Youth Worker)

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ABOUT COMMUNITIES AT WORK

Communities at Work is one of Canberra's largest not-for-profit community organisations 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.

Community Services

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 Community Transport

Delivering social and recreational opportunities and life skills support to seniors and people living with disability to enhance their 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, your family, or your organisation 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: commsatwork.org/get-involved

Financial Statements

Copies of the 2022 audited Financial Reports for Galilee School are available on the Communities at Work website or from the School Principal on request.





Kambah Campus

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P: (02) 6293 6314

Holder Campus

172 Dixon Dr, Holder ACT 2611

P: (02) 6110 2427

(02) 6293 6500

commsatwork.org

