

Contact Details

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This annual report has been reviewed and approved by the EREAFSL Board to ensure compliance with our school registration requirements. This report is published to provide information about Noosa 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

Dear Noosa Flexible School Community,

As we reflect on the 2024 school year, I am filled with immense pride and gratitude for the remarkable achievements and developments that have taken place within our school community. This year has been a testament to our commitment to providing a supportive, inclusive, and dynamic learning environment for all our young people.

One of the highlights of 2024 was the successful implementation of our new "Wellbeing Wednesdays" initiative. This dedicated day each week has allowed our students to engage in activities focused on mental, emotional, physical, and digital wellbeing. The positive feedback from students and families has been overwhelming, and we are excited to continue this program into the future.

Our commitment to fostering strong community connections was evident through our various community engagement programs.

In 2024, we also expanded our Vocational Education and Training (VET) offerings, providing students with more opportunities to gain practical skills and qualifications. These programs are designed to equip our students with the skills and knowledge needed to succeed in their future careers.

Our focus on personalised learning has continued to thrive, with the introduction of new learning groups and programs tailored to the interests and needs of our students. The Warbu and Wongari learning groups have provided engaging and diverse learning experiences, while the Active Learning program has offered flexible and practical learning opportunities for our senior students.

We have also made significant strides in enhancing our facilities and resources. The upgrades to our workshop and gym spaces have provided students with state-of-the-art equipment and environments to pursue their interests and develop new skills. Additionally, our investment in digital technologies has ensured that our students have access to the latest tools and resources to support their learning.

I am also pleased to announce that we have received a grant as part of the Go For Gold funding for the Brisbane Olympics, which will support the expansion of our gym and the revitalisation of our multipurpose court. Work is set to begin in mid-2025, and these improvements will provide our students with enhanced facilities to support their physical education and extracurricular activities.

I am confident that we will continue to build on these successes and strive for even greater achievements. I would like to extend my heartfelt thanks to our dedicated staff, supportive families, and, most importantly, our incredible young people for making 2024 a truly memorable year.

Warm regards,

Daniel Parkinson
Head of Campus
Noosa 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: <ul style="list-style-type: none">- mySchool website- EREA Flexi website |

SCHOOL OVERVIEW

Noosa Flexible School is a part of Edmund Rice Education Australia Flexible Schools Ltd who provide a second, third or fourth chance to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Noosa Flexible School commenced operation in 2006 as a registered co-educational Catholic school in the Edmund Rice tradition.

At Flexis, we do things differently. We walk, learn and work together with young people on Common Ground; we build relationships, and every member of the community commits to doing their best to work within our four principles of Respect, Participation, Honesty, and Safe and Legal.

Across our Flexi Schools and Special Education Schools in almost every state and territory in Australia, we support young people with strengths-based, trauma-aware learning. Often young people come to our Flexis thinking they cannot learn – we show them they can. We make sure young people feel safe, welcome and empowered to succeed. We provide young people with the opportunity to define what will work best for them, with services to adapt to their needs.

First Nations influence

Since the very beginning, we have walked in solidarity with Aboriginal and Torres Strait Islander peoples, advocating for change and promoting reconciliation. At Flexis one third of our young people and 10% of our educators identify as Aboriginal and/or Torres Strait Islander.

As a priority, we are working to strengthen the cultural capacity of our entire workforce. We are working to make sure the system values and respects First Nations peoples and perspectives, to build Indigenous leadership at every level of our organisation, and to ensure that First Nations young people experience the highest quality education possible in the safest and most dynamic schools in the country.

DISTINCTIVE CURRICULUM OFFERINGS

Noosa Flexible School offers holistic learning experiences that address the social needs of our young people, and promotes their emotional, physical, spiritual, and academic development. Our education programs are attuned to the individual by an assessment of need and delivery within a supportive environment. The purpose of this personalized approach is to engage the young person with their learning and empower them to take responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

The following distinctive curriculum offerings highlight the school's commitment to providing a holistic, personalised, and supportive learning environment that addresses the diverse needs of its students.

- **Holistic Learning Groups:** The school offers various learning groups such as Warbu, Wongari, and others, which focus on a broad range of subjects including Literacy, Numeracy, History, Science, Art, Workshop, and Music. These groups provide personalised learning experiences tailored to the interests and needs of students.
- **Active Learning Contexts:** Programs like Wongari emphasise learning both inside and outside the classroom, engaging students in real-world applications of Literacy and Numeracy through activities like fishing trips and outdoor recreation.
- **Vocational Education and Training (VET):** The school provides multiple VET options, including Certificates in Music, Outdoor Recreation, Tourism, Community Services, Workplace Skills, and Applied Digital Technology Skills. These programs offer practical skills and qualifications valued by employers.
- **Flexible Learning Environments:** The Active Learning program allows senior students to learn in flexible environments, both in the classroom and outdoors, working towards Short Courses, Micro Credentials, and Certificates in Sport and Recreation.
- **Independent Learning Opportunities:** Students can opt for independent learning in areas like Art, Workshop, and Music, working through personal literacy and numeracy workbooks with staff support.
- **Non-accredited Learning Options:** Regular daily programs in Art, Gym, Music, and Workshop provide students with opportunities to explore their interests and develop new skills in a supportive environment.
- **Specialised Programs and Electives:** The school offers a variety of specialised programs and electives such as Surfing, AI + Digital Tech, First Nations Culture Promotion, Wallflowers, OABL (Outdoor Adventure-Based learning), Sewing and Fashion, and more.
- **Wellbeing Focus:** Wellbeing Wednesday sessions expand students' understanding of health and wellbeing through activities focused on mental, emotional, physical, and digital wellbeing, as well as risk management and harm minimisation.
- **Community Engagement:** Programs like Job Club, Micro Credentials, Headstart, and TAFE at school help students transition to further education and employment, providing practical skills and real-world experiences.

Cocurricular offerings

Noosa 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.

Cocurricular activities offered at Noosa Flexible School in 2024:

- Art: Opportunities to create and express using various mediums such as acrylic paints, air-dry clay, recycled objects, drawing materials, watercolours, and more
- Gym: Daily access to the school gym for independent training or tailored training programs with support from experienced staff
- Music: Sessions for learning instruments, forming bands, writing songs, and recording music using industry-standard software and equipment. Contributions to the Flexi Music Magazine are also encouraged
- Workshop: A space to design and build projects using hand and power tools, as well as CNC machines like 3D printers and laser cutters
- Walk n Talk: Supervised excursions walking a route out of the school grounds and into the community
- Surfing: Learn to surf, practice water safety skills, and have fun in the ocean
- AI + Digital Tech: Explore Artificial Intelligence and new digital technologies
- First Nations Culture Promotion: Support staff in promoting Aboriginal and Torres Strait Islander cultures through art and language
- Wallflowers: Social outings and activities for those who prefer a slower pace and the opportunity to build relationships with like-minded peers
- OABL (Outdoor Adventure-Based Learning): Activities such as canoeing, bush walking, abseiling, and rock climbing
- Sewing and Fashion: Learn to sew and create fashion pieces
- Wellbeing Wednesday: Activities focused on mental, emotional, physical, and digital wellbeing, as well as risk management and harm minimisation
- Sport and Skate: Excursions to the skate park or rugby field for sport and skating activities
- Book Club: A club for book lovers to share their passion, discuss books, and go on excursions to purchase second-hand books
- Gardening: Work on the school gardens to grow plants and vegetables
- Girl Squad: Weekly fitness activities for girls, including boxing, swimming, and ball sports
- Mindfulness: Offsite activities promoting mindfulness and wellbeing, such as beach yoga and bush walks
- Gaming: Engage in console gaming or board games in a fun and friendly environment
- Mobile Flexi Fridays: Offsite activities including excursions to the beach or other locations
- White Card Certification
- Responsible Service of Alcohol
- Power Tool Awareness
- Food Safety Course
- Eyelash Course
- Eyebrow Certificate
- First Aid and CPR
- Tenancy Skillset
- Explosive Power Tool
- Headstart

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 Noosa Flexible School welcome students who have a diverse range of personal characteristics and experiences. These characteristics and experiences may be attributed to physical, religious, cultural, personal health or wellbeing, intellectual, psychological, socio-economic, or life experiences. We provide a range of personnel and resources to support access to, and participation in, learning for all young people.

Our student body are domestic students from several different cultures and nationalities. The following tables provide an overview of our student population:

ENROLMENTS BY YEAR AND YEAR LEVEL

| | 2024 |
|--------------|------------|
| Year 7 | 2 |
| Year 8 | 10 |
| Year 9 | 18 |
| Year 10 | 31 |
| Year 11 | 29 |
| Year 12 | 14 |
| TOTAL | 104 |

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

STUDENT BODY CHARACTERISTICS

| | 2024 |
|----------------|--------|
| Male | 46.15% |
| Female | 48.08% |
| Gender Diverse | 5.77% |
| First Nations | 14.42% |
| NCCD | 80.77% |

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

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2024:

| | |
|-------------------------|-----|
| Overall attendance rate | 43% |
|-------------------------|-----|

Student attendance rate by year level in 2024:

| | |
|---------|-----|
| Year 7 | 75% |
| Year 8 | 40% |
| Year 9 | 38% |
| Year 10 | 35% |
| Year 11 | 34% |
| Year 12 | 36% |

(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

Noosa Flexible School manages the attendance of its young people in accordance with our Attendance Procedure and supporting guidelines which outline the processes for managing and recording young people attendance and absenteeism. We are committed to celebrating and encouraging young people attendance through consistent practices of roll-marking, record keeping, monitoring, proactive follow-up, and ongoing engagement and relationship building practices with our young people and their families and carers.

NAPLAN

Where relevant, our reading, writing, spelling, grammar, punctuation, and numeracy results for the Years 3, 5, 7, and 9 NAPLAN tests are available via the My School website.

How to access our NAPLAN results:

5. Click on the My School link <https://www.myschool.edu.au/>
6. Enter our school name in the search field
7. Click on 'View School Profile'
8. Click on 'NAPLAN' from the top menu to access NAPLAN information.

Note: Our schools participation in NAPLAN will vary from year to year dependant upon the student cohort. Please contact the school for more information regarding NAPLAN.

SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2024:

| | |
|---|-----|
| Percentage of young people awarded a Senior Certificate | 93% |
| Percentage of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship | 83% |
| Percentage of young people awarded a Senior Certificate and a VET Qualification | 71% |

POST-SCHOOL DESTINATIONS

At the time of publishing this Annual Report, the 2024 post-school destinations survey data for our school was not available. This report will be re-published to include this post-school destinations data once it becomes available in late September.

Social Climate

STUDENT WELLBEING

At Noosa Flexible School the wellbeing and best interests of our young people is our primary consideration. Together with our young people, their families, external service providers, and the community, we build positive learning environments and safe and support spaces to address young people's wellbeing. Through elements of leadership, inclusion, young people voice, partnerships, and support, our pastoral care program is designed to foster supportive relationships to monitor student progress, to advocate on their behalf, to provide advice, direction, and support during difficult personal issues, and overall to support our young people in the achievement of their stated personal and education goals.

In 2024, Noosa Flexible Learning Centre introduced "Wellbeing Wednesdays," a dedicated day each week focused on expanding students' understanding and personal awareness of health and wellbeing. Activities will cover areas such as mental and emotional wellbeing, physical wellbeing, digital wellbeing, and risk management and harm minimisation. This initiative aims to provide students with practical skills and knowledge to enhance their overall wellbeing and resilience. Additionally, the school will continue to offer a variety of wellbeing-focused programs and electives, such as mindfulness excursions, Girl Squad fitness activities, and mental health support sessions, ensuring a comprehensive approach to student wellbeing.

FAMILY AND COMMUNITY ENGAGEMENT

At Noosa Flexible School we consider our families and carers as partners of the school in their young person's education experience. Families and the wider school community are welcomed into our school throughout the school year for various events and activities as interested parties of our school and our young people. Noosa Flexible School continuously plans and seeks out ways to partner with families and community, recognizing the benefit of these partnerships for our young people, our school, and our community.

SATISFACTION SURVEYS

The tables below show selected data from the recent EREAFSL Opinion surveys for Noosa Flexible School (sent to young people, parents / carers, and staff to measure satisfaction with our school in 2024).

Young People opinion survey data

| Percentage of young people surveyed who agree that: | 2024 |
|---|------|
| I get a good education at this school | 100% |
| Staff help me learn | 100% |
| Staff treat young people firmly and with respect | 100% |
| I would recommend this school to others | 100% |

Parent / Carer opinion survey data

| Percentage of parents / carers surveyed who agree that: | 2024 |
|---|------|
| My young person gets a good education at this school | 92% |
| This is a good school | 100% |
| My young person's learning needs are being met at this school | 88% |
| My young person is making good progress at this school | 92% |

Staff opinion survey data

| Percentage of staff surveyed who agree that: | 2024 |
|--|------|
| I enjoy working at this school | 100% |
| I feel this is a safe place to work | 100% |
| Young people in our school are encouraged to do their best | 100% |
| I feel supported to achieve my professional goals | 100% |
| I am given opportunities to be creative in my work | 100% |

Staff Profile

TEACHER STANDARDS AND QUALIFICATIONS

Noosa 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 | 8% |
| Bachelor | 75% |
| Diploma | 17% |
| Certificate | 0% |

WORKFORCE COMPOSITION

The staff at Noosa 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 | 9 | 9.00 |
| School Leaders | 10 | 6.00 |
| Non-Teaching Staff | 16 | 14.50 |
| TOTAL Staff | 35 | 29.50 |

Staff characteristics

| | 2024 |
|----------------|--------|
| Male | 34.29% |
| Female | 65.71% |
| Gender Diverse | 0.00% |
| First Nations | 2.86% |

PROFESSIONAL DEVELOPMENT

Noosa Flexible School ensures that all school staff, in particular its teaching and leadership staff, are provided regular opportunities and access to professional learning that builds knowledge, understanding, and skills.

Professional development activities undertaken by staff in 2024 included:

- Collaborative Problem Solving
- First Aid
- Swim qualifications
- Strength and conditioning qualifications
- NCCD training
- ACARA accredited learning options
- Child safeguarding training
- Code of conduct training

School Financials

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

SCHOOL INCOME

The 2024 school income for Noosa Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the mySchool website.

How to access our Finance data:

1. Click on the My School link <https://www.myschool.edu.au/>
2. Enter our school name in the search field
3. Click on 'View School Profile'
4. Click on 'Finances' from the top menu to access funding information.

Note: If you are unable to access the mySchool website, please contact the school for our financial data.

SCHOOL EXPENDITURE

The 2024 school expenditure for Noosa 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:

