

## Contact Details

<b>School</b>	Noosa Flexible School
<b>School Address</b>	2 Girraween Court, Sunshine Beach QLD 4567
<b>Contact Person</b>	Daniel Parkinson
<b>Governing Body</b>	Edmund Rice Education Australia Flexible Schools Ltd. Board
<b>Governing Body Chair</b>	Helen Spain
<b>Phone</b>	07 5455 3585
<b>Email</b>	<a href="mailto:noosa@flexi.edu.au">noosa@flexi.edu.au</a>
<b>Website</b>	<a href="http://www.flexi.edu.au">www.flexi.edu.au</a>

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.

# Table of Contents

<i>Message from our Head of Campus</i> .....	3
<i>School Context</i> .....	4
School Overview .....	4
Distinctive Curriculum Offerings .....	5
School Policies .....	6
<i>Characteristics of the Student Body</i> .....	7
Enrolments by Year and Year Level.....	7
Student Body Characteristics.....	7
<i>Student Outcomes</i> .....	8
Student Attendance .....	8
NAPLAN.....	8
Senior Secondary Outcomes .....	9
Post-School Destinations .....	9
<i>Social Climate</i> .....	10
Student Wellbeing.....	10
Family and Community Engagement .....	10
Satisfaction Surveys .....	11
<i>Staff Profile</i> .....	12
Teacher Standards and Qualifications .....	12
Workforce Composition.....	12
Professional Development.....	13
<i>School Financials</i> .....	14
School Income.....	14
School Expenditure .....	14

# Message from our Head of Campus

Dear Noosa Flexible School Community,

As we reflect on the 2025 school year, I am once again filled with pride in the strength, growth, and resilience shown across our Noosa Flexible School community. This year continued to demonstrate what is possible when young people are met with care, flexibility, and high expectations within a relational and inclusive environment.

One of the most meaningful moments of 2025 was the creation of our school mural in collaboration with local artist Jandamarra Cadd. This project brought young people together through art, storytelling, and cultural connection, and now stands as a powerful visual representation of identity, belonging, and voice within our school. The mural reflects who we are as a community and the values that guide our work each day.

Celebration and connection remained central throughout the year. Events such as FlexiFest provided an opportunity to showcase student learning, creativity, and achievement while strengthening relationships with families and community partners. Wear It Purple Day was another important highlight, reinforcing our commitment to inclusion, safety, and belonging for all young people. These shared moments continue to shape a school culture where every student feels seen, respected, and valued.

2025 was also a milestone year for our senior cohort, with the largest graduating class in the school's history. This achievement reflects the persistence of our young people, the dedication of staff, and the strength of the flexible pathways offered at Noosa Flexi. Graduates completed a range of QCE, VET, and micro-credential pathways, with many transitioning into further education, training, or employment. Every young person's journey was different, and every outcome represents significant personal growth and success.

Our curriculum and wellbeing programs continued to evolve in response to student voice. Over the year, young people engaged in a broad range of learning experiences including vocational training, outdoor and adventure-based learning, creative arts, wellbeing programs, and practical skill development. These opportunities supported re-engagement, built confidence, and helped students connect learning to real-world pathways.

I would like to acknowledge the commitment and professionalism of our staff, who consistently go above and beyond to support young people through complex challenges. I also thank our families, carers, and community partners for their ongoing trust and collaboration. Most importantly, I recognise our young people for their courage, growth, and contribution to our community.

As we look ahead, Noosa Flexible School remains deeply committed to walking alongside young people with hope, compassion, and purpose. I am confident that the foundations strengthened in 2025 will continue to support positive outcomes and opportunities for our community into the future.

Warm regards,

Daniel Parkinson  
Head of Campus  
Noosa Flexible School

## School Context

<b>Co-educational or single sex</b>	Co-educational
<b>School Sector</b>	Catholic (in the Edmund Rice Tradition)
<b>Year Levels Offered</b>	7-12
<b>Additional Information</b>	Additional information about our school can be found at: <ul style="list-style-type: none"><li>- <a href="#">mySchool website</a></li><li>- <a href="#">EREA Flexi website</a></li></ul>

### SCHOOL OVERVIEW

Noosa Flexible School is part of Edmund Rice Education Australia Flexible Schools Ltd, providing a second, third, or fourth chance for young people who have disengaged from mainstream schooling. The school operates as a co-educational Catholic secondary school in the Edmund Rice tradition and continues to focus on radical inclusion, hope, and opportunity for young people facing complex barriers to education.

At Noosa Flexible School, education is grounded in relationships. Learning takes place on Common Ground, where young people and staff work together within the four shared principles of Respect, Participation, Honesty, and Safe and Legal. These principles provide a consistent framework for behaviour, learning, and community life, supporting a culture where young people feel safe, welcomed, and empowered to engage in their education.

The school supports young people across Years 7 to 12 who may experience challenges related to trauma, mental health, disability, learning differences, housing instability, youth justice involvement, or disrupted schooling. Many students arrive with low confidence in formal learning environments. Through a strengths-based, trauma-aware approach, staff work alongside young people to rebuild trust in education and develop pathways that reflect individual needs, interests, and goals.

Noosa Flexible School delivers a broad and flexible curriculum that balances foundational literacy and numeracy with applied learning, vocational education, creative programs, and wellbeing support. Learning is personalised through small learning groups, flexible timetables, and Personalised Learning Plans, allowing students to engage at their point of readiness and progress at an individual pace. Senior students access a range of QCAA and VET pathways, alongside micro-credentials that support employability and transition beyond school.

Wellbeing is embedded across all aspects of school life. Daily pastoral care, consistent staff relationships, access to youth workers and wellbeing staff, and a strong focus on student voice support engagement and participation. Outdoor and community-based learning, creative arts, and practical skill development further enhance connection and belonging for young people who benefit from learning beyond traditional classroom settings.

Noosa Flexible School is committed to walking in solidarity with Aboriginal and Torres Strait Islander peoples and continues to strengthen cultural inclusion and understanding across the school community. Partnerships with local community organisations, training providers, and support services play a key role in ensuring young people receive coordinated, wrap-around support.

Through flexible practice, strong relationships, and a commitment to inclusive education, Noosa Flexible School continues to provide meaningful learning opportunities that support young people to re-engage, build confidence, and move toward positive futures.

### *First Nations influence*

Noosa Flexible School continues to walk in solidarity with Aboriginal and Torres Strait Islander peoples, recognising the deep cultural, spiritual, and historical connection to Country and the importance of truth-telling, reconciliation, and respectful relationships. The school is situated on Gubbi Gubbi/Kabi Kabi Country, and this understanding informs both daily practice and long-term commitments across the school community.

In 2025, the school further strengthened its commitment to First Nations education through authentic partnerships, creative expression, and on-Country learning experiences. A key feature of the year was the continuation and growth of the school's cultural learning partnership with 'Kultyra', which supports young people in engaging with local First Nations perspectives through storytelling, art, cultural workshops, and shared learning experiences. This partnership has also contributed to staff professional learning, strengthening cultural understanding and confidence across the school.

Cultural visibility remained an important focus. The completion of a large-scale school mural, developed in collaboration with local artist Jandamarra Cadd, alongside contributions from artist Mandy Draper, created a lasting and meaningful representation of culture, identity, and belonging within the school environment. The mural stands as a visual acknowledgement of Country and reflects the voices and creativity of young people.

First Nations culture and perspectives are embedded across curriculum and school life rather than confined to specific events. Learning programs intentionally incorporate Aboriginal and Torres Strait Islander histories, cultures, and ways of knowing, aligned with national curriculum priorities. Young people participate in on-Country excursions and community-connected learning experiences that support deeper understanding of land, culture, and shared responsibility.

Cultural celebrations and community events also play a central role. NAIDOC Week activities, community gatherings, and whole-school events provide opportunities for learning, reflection, and celebration, while ensuring that First Nations students see their identities respected and affirmed within the school community.

Through ongoing partnerships, curriculum integration, creative expression, and relationship-based practice, Noosa Flexible School continues to strengthen its First Nations influence in ways that are authentic, respectful, and grounded in community connection.

### DISTINCTIVE CURRICULUM OFFERINGS

Noosa Flexible School offers a holistic and flexible curriculum designed to meet the diverse learning, wellbeing, and engagement needs of its young people. Learning programs are informed by assessment of individual needs and are delivered within a supportive, trauma-aware environment. This personalised approach supports young people to re-engage with learning, build confidence, and develop skills that support successful transitions to further education, training, or employment.

Learning is structured around a balance of foundational academic skill development, applied learning, vocational pathways, and wellbeing-focused programs. Core learning groups provide targeted literacy and numeracy instruction aligned with the Australian Curriculum and QCAA requirements, while flexible grouping and small class sizes allow staff to respond to individual readiness, learning style, and engagement levels. Senior students access QCAA Applied subjects and Short Courses alongside a range of Vocational Education and Training options.

Vocational pathways are a significant feature of the curriculum. In 2025, students engaged in VET qualifications and short micro-credentials across areas such as music, digital technology, workplace skills, community services, hospitality, construction safety, first aid, and food safety. These programs provided practical, industry-relevant skills and supported employability and post-school transitions. Micro-credentials were embedded across the year, allowing students to gain recognised certifications alongside their school-based learning.

Flexible learning environments support engagement beyond traditional classrooms. Students accessed daily elective spaces including Art, Music, Workshop, and Gym, where learning is hands-on, creative, and skills-based. Outdoor and community-based learning opportunities were embedded across the timetable, supporting active learning, wellbeing, and connection to real-world contexts.

Independent and supported learning options allow students to work at their own pace with staff guidance. Some students engaged in independent literacy and numeracy programs, while others pursued personal learning projects aligned with their interests and pathway goals. These options support autonomy while maintaining consistent support and structure.

Wellbeing remains integral to curriculum delivery. Learning programs are supported by daily pastoral care, strong staff relationships, and access to youth workers and wellbeing staff. Wellbeing-focused learning, social capability programs, and outdoor learning experiences complement academic and vocational pathways, ensuring young people are supported across emotional, social, and educational domains.

Through a flexible, responsive, and strengths-based curriculum, Noosa Flexible School continues to provide meaningful learning opportunities that recognise individual pathways, promote engagement, and support young people to achieve success on their own terms.

## Cocurricular offerings

Noosa Flexible School provides a broad and flexible curriculum that supports young people across Years 7 to 12 to engage in meaningful learning pathways aligned with their abilities, interests, and future goals. Curriculum delivery is designed to balance academic learning with practical, applied, and wellbeing-focused experiences, recognising that young people learn best when programs are relevant, relational, and responsive.

Core curriculum offerings prioritise the development of foundational literacy and numeracy skills. Middle School students engage with Australian Curriculum learning areas through integrated and connected learning approaches, while senior students access QCAA Short Courses, Applied subjects, and Essential English and Mathematics as part of their pathway toward a Queensland Certificate of Education or alternative recognised outcomes. Curriculum delivery is supported through small class sizes and flexible grouping to meet students at their point of readiness.

Vocational Education and Training forms an important component of the school's curricular program. In 2025, students participated in VET qualifications across a range of industry areas including music, digital technology, workplace skills, community services, and animal studies. These programs support the development of job-ready skills and provide clear links to employment, apprenticeships, traineeships, and further training.

Curriculum offerings are further strengthened through the inclusion of accredited short courses and micro-credentials. Students completed certifications such as First Aid and CPR, Responsible Service of Alcohol, White Card, Food Safety, and barista training. These credentials complement senior studies and provide young people with practical qualifications that support employability and independence.

Learning is delivered through flexible structures that allow students to engage across classroom-based, practical, and community-connected contexts. Daily elective learning spaces such as Art, Music, Workshop, and Gym support skill development, creativity, and physical wellbeing, while outdoor and offsite learning opportunities enhance engagement for students who benefit from active and experiential learning environments.

All learning programs are underpinned by Personalised Learning Plans, ensuring curriculum pathways are tailored to individual strengths, needs, and aspirations. Adjustments are made across academic, social-emotional, and wellbeing domains to support equitable access and participation for all students.

Through a flexible and inclusive curriculum, Noosa Flexible School continues to support young people to build confidence, develop transferable skills, and progress toward positive post-school pathways.

## 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

EREAFLS 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

	2025
Year 7	1
Year 8	9
Year 9	14
Year 10	26
Year 11	33
Year 12	51
<b>TOTAL</b>	<b>134</b>

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

## STUDENT BODY CHARACTERISTICS

	2025
Male	47.01%
Female	47.01%
Gender Diverse	5.97%
First Nations	14.18%
NCCD	76.12%

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

# Student Outcomes

## STUDENT ATTENDANCE

Overall student attendance at our school in 2025:

Overall attendance rate	56.99%
-------------------------	--------

Student attendance rate by year level in 2025:

Year 7	54.55%
Year 8	51.06%
Year 9	67.19%
Year 10	59.69%
Year 11	54.46%
Year 12	55.77%

*(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 2025:

<b>Number of Queensland Certificates of Education awarded</b>	<b>6</b>
<b>Number of Certificate II's awarded</b>	<b>31</b>
<b>Number of Certificate III's awarded</b>	<b>2</b>
<b>Number of Certificate IV's awarded</b>	<b>1</b>
<b>Number of Statements of Attainment awarded</b>	<b>25</b>
<b>Number of non-accredited micro credentials awarded</b>	<b>116</b>

## POST-SCHOOL DESTINATIONS

Post-school destinations for 2025:

<b>Participating in paid employment (full-time / part-time)</b>	<b>20</b>
<b>Participating in further education</b>	<b>3</b>
<b>Participating in apprenticeship or traineeship</b>	<b>2</b>
<b>Unknown / undecided</b>	<b>2</b>
<b>Total number of graduating / exiting young people</b>	<b>27</b>

# Social Climate

## STUDENT WELLBEING

At Noosa Flexible School, the wellbeing and best interests of young people remain the central focus of all aspects of school life. The school works closely with young people, families and carers, external service providers, and community partners to create safe, supportive, and inclusive learning environments that respond to the complex needs of the student cohort.

Wellbeing support at Noosa Flexible School is relational and embedded within daily practice. Strong, consistent relationships between young people and staff form the foundation of engagement and re-engagement. Each young person is supported by a team that includes teachers, youth workers, and wellbeing staff who work collaboratively to monitor progress, respond to challenges, and provide advocacy and support when needed.

Daily pastoral care structures support emotional regulation, connection, and readiness for learning. These routines provide predictable opportunities for check-ins, goal setting, and wellbeing conversations, helping young people feel safe and supported as they transition into the learning day. Access to youth workers and wellbeing staff throughout the day allows for timely intervention and support when young people are experiencing difficulty.

The school maintains a strong partnership with Headspace, providing on-site counselling services each week. This access to professional mental health support enables young people to receive timely, familiar, and supported intervention within the school environment, reducing barriers to engagement with external services and strengthening continuity of care.

Wellbeing programs are intentionally designed and delivered by experienced youth workers who understand the complex social and emotional needs of the student cohort. These programs focus on building emotional regulation, resilience, communication, and self-management skills through relational, strengths-based approaches. Activities include small-group wellbeing programs, creative and physical outlets, social capability groups, and outdoor and community-based learning experiences, all tailored to student voice and individual need.

The school adopts a multidisciplinary approach to wellbeing, working alongside external agencies and support services to ensure coordinated care. Partnerships with mental health, youth support, family services, and community organisations allow the school to respond holistically to young people's needs, particularly for those experiencing complex or ongoing challenges.

Student voice plays an important role in shaping wellbeing supports. Young people are encouraged to share feedback, identify what supports them best, and participate in decisions about their learning and wellbeing pathways. This approach supports agency, builds trust, and strengthens engagement over time.

Through consistent relational practice, embedded wellbeing structures, and strong partnerships, Noosa Flexible School continues to provide a supportive social climate where young people feel safe, valued, and empowered to engage in their education and personal growth.

## FAMILY AND COMMUNITY ENGAGEMENT

At Noosa Flexible School, families and carers are recognised as key partners in each young person's education and wellbeing. The school values strong, respectful relationships with families and carers and understands that trust, communication, and flexibility are essential in supporting young people who may have experienced disrupted schooling or complex life circumstances.

Engagement with families begins at enrolment and continues throughout a young person's time at the school. Staff take a relational and personalised approach, ensuring that families and carers are welcomed, listened to, and involved in planning and decision-making where appropriate. Communication is maintained through phone calls, emails, text messages, and meetings, with staff adapting their approach to meet the needs and preferences of each family.

Personalised Learning Plans provide a shared framework for collaboration between young people, families, and staff. These plans support regular communication about progress, goals, and wellbeing, and allow adjustments to be made in response to changing circumstances. Where required, staff also work closely with carers, case managers, and external professionals to ensure consistent and coordinated support.

Noosa Flexible School maintains strong connections with a wide range of community organisations and service providers to support young people and families beyond the classroom. Partnerships with wellbeing, youth support, mental health, training, and employment services enable the school to provide wrap-around support that addresses both educational and social needs. These partnerships help reduce barriers to engagement and ensure that families are supported to navigate external systems when required.

Community engagement is further strengthened through whole-school events, celebrations, and shared activities. Opportunities such as FlexiFest, cultural celebrations, and school-based community events provide informal and inclusive spaces for families, carers, and community partners to connect with the school, celebrate student achievements, and strengthen a sense of belonging.

Through ongoing communication, strong partnerships, and a commitment to relational practice, Noosa Flexible School continues to foster meaningful family and community engagement that supports young people to remain connected, engaged, and supported in their education.

## 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 2025).

### *Young People opinion survey data*

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	100.0%
School Community and Support	93.3%
Safety and Wellbeing	89.5%
Learning and Growth	92.9%
First Nations Culture and Inclusion	100.0%

### *Parent / Carer opinion survey data*

Percentage of parents / carers surveyed who gave favourable responses to categories:	2025
School Environment, Spaces and Support	97.3%
Learning and Growth	91.0%
First Nations Culture and Inclusion	92.7%

### *Staff opinion survey*

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

# Staff Profile

## TEACHER STANDARDS AND QUALIFICATIONS

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 table below depicts the highest level of education obtained by teaching staff and school leaders:

Doctorate or higher	0
Masters	1
Bachelor	11

## 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	12	12.00
School Leaders	0	0.00
Non-Teaching Staff	18	16.90
<b>TOTAL Staff</b>	<b>30</b>	<b>28.90</b>

### Staff characteristics

	2025
Male	41.86%
Female	58.14%
Gender Diverse	0.00%
First Nations	4.65%

## PROFESSIONAL DEVELOPMENT

Noosa Flexible School is committed to ensuring that all staff have access to ongoing professional learning that strengthens practice, supports wellbeing, and enhances outcomes for young people. Professional development is aligned with the needs of the student cohort, organisational priorities, and the principles that underpin flexible, trauma-aware education.

In 2025, professional learning focused on building staff capacity to respond effectively to complex learning, wellbeing, and behavioural needs. Staff participated in training related to trauma-informed practice, Collaborative Problem Solving, safeguarding, and inclusive education, ensuring a shared and consistent approach across the school. This learning supports staff to work relationally with young people and to respond to challenges in ways that prioritise safety, dignity, and engagement.

Targeted professional development also supported curriculum delivery and student outcomes. Teaching staff engaged in learning related to literacy and numeracy intervention, NCCD processes, assessment and moderation, and curriculum planning aligned with Australian Curriculum, QCAA, and VET requirements. This ensured that learning programs remained responsive, evidence-informed, and accessible to all students.

Staff undertaking specialised roles participated in additional training to support practical and offsite learning programs. This included first aid and CPR, mental health first aid, and training relevant to outdoor, physical, and vocational learning contexts. These skills support the safe delivery of a broad range of learning and wellbeing experiences across the school.

Professional learning at Noosa Flexible School is collaborative and reflective. Staff are encouraged to share practice, reflect on experiences, and learn from one another through team meetings, supervision, and shared planning. This approach supports continuous improvement while recognising the importance of staff wellbeing and sustainability.

Through ongoing professional development, Noosa Flexible School continues to strengthen staff capability, consistency, and confidence, ensuring that young people are supported by skilled, reflective, and committed professionals.

# School Financials

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

## SCHOOL INCOME

The 2025 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 2025 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:

