



# ANNUAL REPORT 2010

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## **Principal's Report** **Warakirri College "To Stand and Grow"**

I am pleased to report that Warakirri College has completed its fourth year of operation with 20 students completing the course and gaining their school certificates.

Warakirri College is dedicated to supporting and investing in innovative education programs for socially disadvantaged young people in Western Sydney. Warakirri Colleges' innovative approach to education continues to provide students with intensive educational support, structured links to vocational studies and work preparation initiatives.

This report has been prepared as a result of detailed examination of our overall college operations, curriculum delivery, staffing, administration and student outcomes.

I would like to acknowledge the time and effort of our Head Teacher (Russell McKane), and all our teaching and support staff for the outstanding contributions to the ongoing success of Warakirri.

Warakirri College continues to grow and provide a vital service to students who face significant challenges and we look forward to continually providing young people with an opportunity to re-engage with learning, the community and their lives.

We look forward to 2011 and the opening of a second Warakirri College Campus in Fairfield.

Mark Chaffey  
Principal

## **Enrolment Policy**

All enrollments are done via *Application for Enrolment* form and an interview process. Interview is in two stages. First interview: is a general orientation and assessment of eligibility including chance for client to see and understand the nature of the College. Second interview: A formal interview questionnaire aimed at identifying the nine key criterions below.

Each young person interviewed for a position at Warakirri College is asked to undertake a Literacy and Numeracy Assessment. This is not an entry test; it is only a measuring tool to identify levels of learning each student brings with them to the school.

The Warakirri College selection criterion focuses on nine key areas:

- Willingness to re-engage in education
- Learning difficulties/disabilities
- Behavioral difficulties/disabilities
- Social Disadvantage
- Age (16-19 preferred)
- Academic level – Year 9 or equivalent
- Financial Disadvantage
- ESL/ ATSI
- Isolation

## **Parent and Guardian involvement**

The College acknowledges that students have a range of family's structures and situations and these needs to be taken into account when establishing framework to engage parent/guardian of students attending the college.

With this in mind, we have put in place the following principles that outline this communication:

- Provides a framework for effective communication
  - Promotes understanding and co-operative teamwork between the School, parents/carers and students
  - Promotes active participation of the whole school community in effective communication
  - Contributes to the best learning outcomes for students
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- Ensures principles of effective communication are displayed by staff in their work
  - Is based on the collective understanding that parents/carers, students and staff have a common goal
  - Is evidence that the School community values the enhancement of effective home/college partnerships through good communication.

The College involves parent/guardians of students in a number of ways:

- Student Interview
- College Open Day
- Ongoing Progress (Phone/Email)
- Mid Year and end of year reports
- Graduation

### **Student Welfare**

Warakirri College will strive toward providing young people, who have been excluded from mainstream education systems, the opportunity to re-evaluate their situation and achieve success in a smaller and more supportive environment. To give these young people a chance to achieve what is seen as minimum education standards recognisable on par with their peers still in mainstream education systems (Year 10 Certificate or equivalent).

The goal is to use a variety of methods to create a 'learning environment'. Warakirri College does not want to use terms such as 'teaching' and 'schooling,' which reinforces the idea of people at the top forcing knowledge on those at the bottom of the totem pole. We would rather steer the environment towards the ideology of 'facilitating' and 'learning.'

### **Student Discipline**

The College has an established set of policies and procedures outlining the way we manage appropriate student behaviour. Any student who is believed to be in breach of the discipline policy or is displaying continual offensive behaviour may be subject to actions under the discipline policy.

We believe in innovative and flexible ways of assisting our students make any appropriate changes in their behaviour or attitude. Some other possible strategies that could be beneficial include a 'Commitment challenge' or community services on our grounds, change in timetable, exclusion from certain classes or activities, a mutual respect contract, mediation.

### **Procedure Fairness**

Procedural fairness is a basic right of all individuals dealing with authorities. All communities have a legitimate expectation that Department of Education and Training officers will follow these principles in all circumstances, including when dealing with suspensions and expulsions.

Procedural fairness is generally recognised as having two essential elements. *The right to be heard and the right of a person to an impartial decision.*

## **College Staff**

1 x Head Teacher  
1 x Class Teacher  
1 x Maths Teacher (0.3)  
1 x PDHPE Teacher (0.2)  
1 x Geography Teacher (0.2)  
1 x Student Support Worker  
1 x College Manager  
1 x Principal

In 2010 Staff were supported by Part time teachers Dave Ramas PDHPE and Wendie O'Connell Term 1 & 2/ Rose Gillespie Term 3 & 4 Geography. This enabled some of our teachers to support the Youth Connections CGEA program. Our special thanks go to their important contributions to the teaching program and the life of the students.

The attendance rate for direct teaching staff in 2010 was 95.5%.  
Our Head Teacher and Class Teachers meet the accreditation requirement for Institute of Teachers Act 2004 whereby they hold university degrees in Education (Category I) and are registered with the NSW Institute of Teachers.

## **Teacher training completed in 2010:**

Hinekura Quinlan

- Senior First Aid
- Identifying and Responding to Risk of Harm and Significant Harm

Russell McKane

- Senior First Aid
- School Accountability – Leadership workshop
- Educating and Managing Boys
- Identifying and Responding to Risk of Harm and Significant Harm
- SC & HSC Year advisors workshop (BoS)
- Outside the square conference (ALESCO –Newcastle)

Marjana Mitrovik

- Identifying and Responding to Risk of Harm and Significant Harm
- Algebra Workshop for Stage 4 & 5

## **Curriculum**

At Warakirri College we have the ability to tailor a student's program to their capabilities. We are registered and accredited to offer students General Curriculum Subjects. We offer students the opportunity to gain accreditation in the NSW Board of Studies School Certificate. (Year 10)

The subjects offered in 2010 were:

- Mathematics
- English

- History
- Geography
- Personal Development, Health and Physical Education
- Science

A Work Transition Program utilizing the excellent recourses of MTC.

### **Warakirri Dragons.**

The start of the school year in 2010 bought with it the Dragon Boating season. This was the fourth year Warakirri students have participated in the ancient sport of dragon boating. We would like to acknowledge and thank Sue Huehn who initiated and supported this program with the backing of Granville Multi Cultural centre. Unfortunately she has now left this position. She will be much missed in her contributions to the College. Students launch onto the Parramatta River from the NSW Dragon Sports Association site at Rhodes and undertake skill development and fitness training as a part of their Physical Education Curriculum. The program builds resilience teamwork and unity in the student body.



This year our program culminated in a special day where we joined the region's youth workers at Penrith Lakes for a fun race, BBQ and the opportunity for an interactive forum on service provision to disadvantaged youth.

We work closely with DSA of NSW who provides boats and trainers (Thanks to Kerry Stokes and Dianna Dent). The program was supported by Granville Multi Cultural Centre and the efforts of Sue Huehn in coordinating and providing student support has been magnificent. Along with regular sessions on the water we are joined by a variety of youth and community workers building support networks for the students back into the community.

### **Student Attendance and Retention**

Due to the life circumstances of students at the College, attendance varies from a few weeks, to the entire year.

The College had a total of 25 enrolments in 2010.

### **Student outcomes 2010**

20 students gained their School Certificate. Of These:

6 students went on to continue their HSC in state high schools.

4 students started apprenticeships

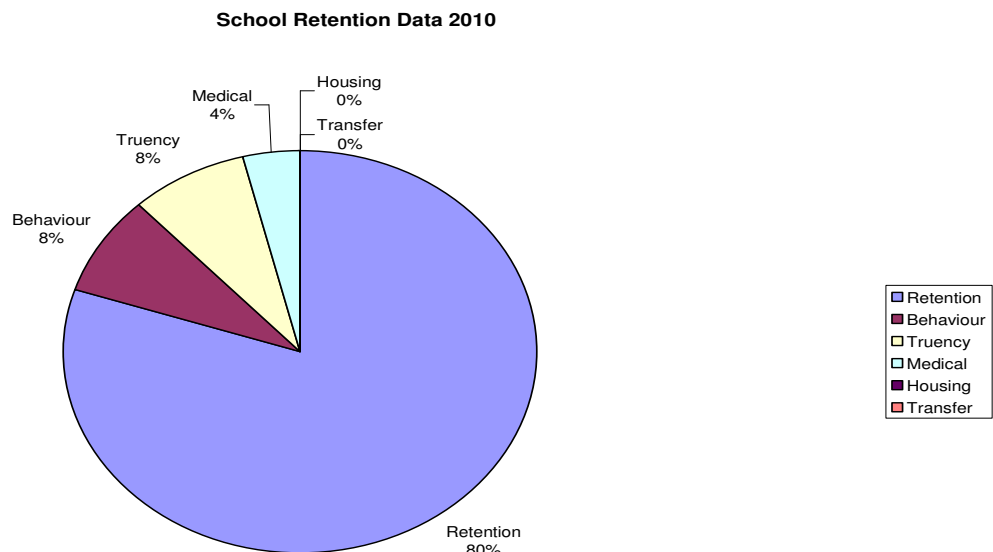
5 students enrolled in TAFE courses to pursue trade, HSC or other courses.

3 students began working full time.

2 students were seeking work.

An additional student was supported to complete his School Certificate having only missed out on one subject's major assessment task the previous year at a mainstream school. He worked on this on Wednesdays with Russell's supervision and produced a terrific scientific study of Dead Sea salts as found in pop-up stalls in your local shopping centers.

### **Student Retention and Exit Data 2010**




There has been a continued improvement in our Retention rate, as shown below. This is an extraordinary achievement given that our clients have all previously dropped out of education. We were also pleased to welcome back into our student body one student who was unable to continue in 2009 for health reasons and successfully complete the School Certificate in 2010.

YEAR	Retention Rate	Students achieving School Certificate
2007	27%	8
2008	57%	15
2009	75%	17
2010	80%	20

Note: Data does not include minor part time enrolments.

### School Certificate results 2010

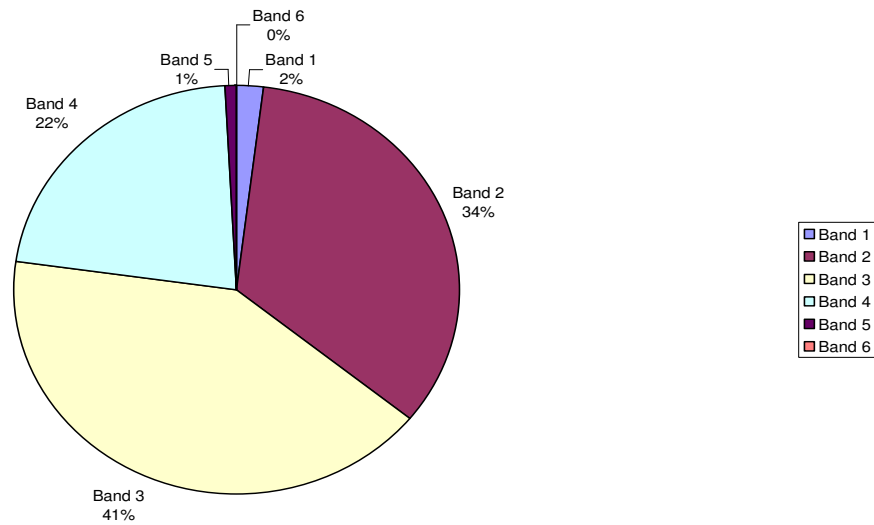
2010 School Certificate School Group Statistics Report				 OFFICE OF THE BOARD OF STUDIES NEW SOUTH WALES 6 December 2010				
Warakirri College (77919)				E.M.	E.M.	State	State	School vs
Course	Course Name	Students Included	Students Omitted	Mean	S.D.	Mean	S.D.	Variation
5000	English - literacy	20	0	69.90	6.84	76.87	8.40	6.97-
5010	Mathematics	18	1	60.04	5.83	72.10	11.71	11.16-
5020	Science	20	0	64.45	6.90	76.67	10.18	12.22-
5040	Australian History, Civics and Citizenship	20	0	59.70	6.27	70.16	11.32	10.46-
5050	Australian Geography, Civics and Citizenship	20	0	62.05	7.17	72.38	11.15	10.33-
6000	Computing Skills	19	0	64.89	9.80	79.44	10.84	14.55-

Note: One student had completed Mathematics and Computer skills previously in 2009 and another had a medical exemption approved for Mathematics.

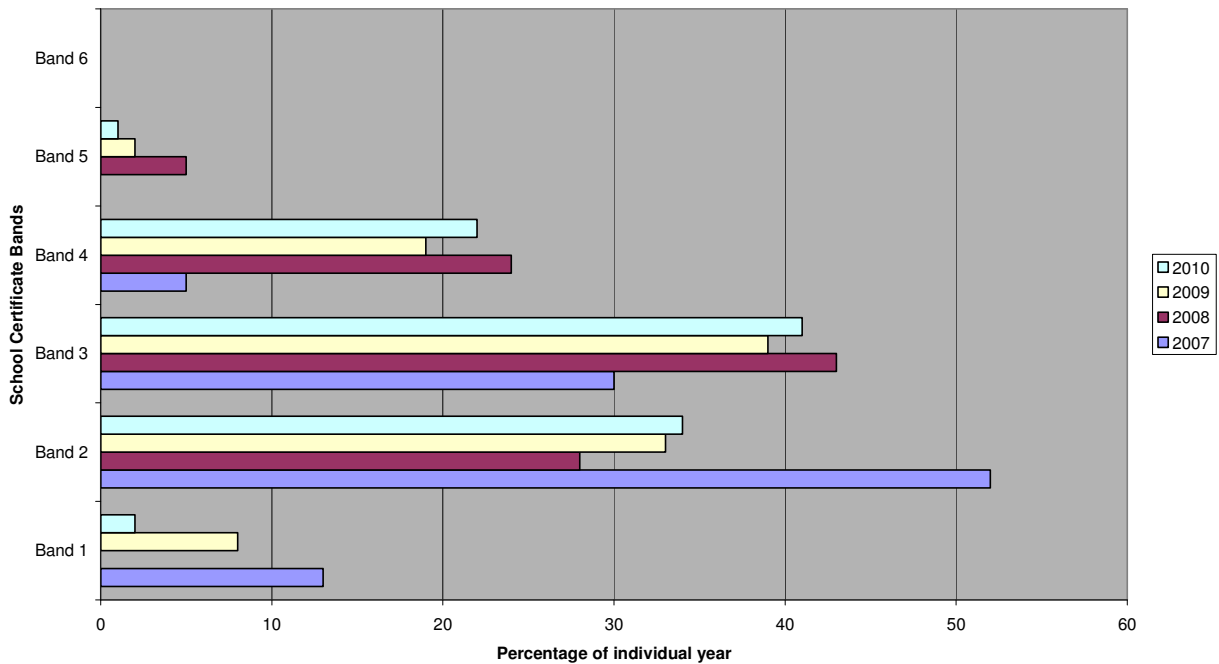
#### School Certificate 2010

Subject	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6
English	0	2	8	10	1	0
Mathematics	0	7	11	1	0	0
Science	0	6	9	9	0	0
History	1	11	8	1	0	0
Geography	1	10	8	2	0	0
<b>Total</b>	<b>2</b>	<b>36</b>	<b>44</b>	<b>23</b>	<b>1</b>	<b>0</b>

**School Certificate by Band 2010**



**Comparison of Bands by Year**



As always our School Certificate results reflect the discontinuous education and life circumstances of our enrolment base and entry criteria. For many, completion itself is a major achievement. For others they are the first in their family to complete a year 10 level education. Then there are the students who no other school would take and Warakirri College their only option to put the past behind. Some of these having turned this corner have now returned to State High Schools working toward the Higher School Certificate. The media recently has highlighted the problems victims of bullying face in schools. Warakirri has seen a significant increase in student enrolments that have suffered from this trauma and the associated mental health issues bullying has caused. Warakirri Parramatta Campus has become a safe and supportive environment in which these students can thrive.



## **Student Exit Survey**

Each year we do a student exit survey here are some unedited responses.

**Do you think you have changed as a result of coming to Warakirri? If you answered "yes", please describe how you think you have changed as a result of attending Warakirri.**

*I have grown more confident; I'm better at finding a good school; responsible; smarter; reliable; I have become less lazy; now I know what I want after year 10; I can relate to different people on a more mature level; better at school; I have reached my goals; coming to school is not a waste of time; I've been made a better person; changed my life and met my goal*

**What has helped you make these changes?**

*Warakirri College; going to school; teachers and students; youth connections staff; teachers pushing me to come to school; I have reached my goals; friends and family; school environment*

**Please tell us what you think about the teachers at Warakirri.**

*They are so good to you; all the teachers try their best to teach us, they are good people; their mad; they were absolutely helpful thanks guys; Russell funny guy and biggest science nerd I ever met; Hinekura easy going relaxing and chilling; Marjana gentle nice lady also biggest maths nerd I have ever met; I think that they are the best teachers ever; Russell is a very cool guy and much more patience; they are cool, funny; their nice; I really connected well with the teachers and thought the teachers had their own relationship with each student; friendly; nice, helpful, patient, caring and understanding; Russell is k but makes weird decisions; Hinekura is awesome; Marjana is a great teacher*

**Please say why or why not Warakirri has had an effect on your understanding of the consequences of your choices and actions.**

*Very clear; Helped me get ready for the real world and met my needs; teachers; it has because when I made a bad choice there were consequences and good same applied; think better and nor do stupid things and regret it; because we should be treated that same as we treat others; I can understand there are consequences for wrong doings; they taught us with freedom comes responsibilities and with that comes consequences.*

## **2010 Graduation**

Our Graduation ceremony was held at the Collaroy Beach on the 25<sup>th</sup> November 2010. Twenty one students graduated with a full School Certificate. The beach location was enjoyed by all and a traditional charcoal BBQ provided by one of the students more than satisfied our needs. The event was attended by parents and friends of the students, who enjoyed the small award ceremony and chance to have casual conversations.

## **Growth and New Directions**

In December 2010 we received Board of Studies approval to open a new campus in Fairfield from 2011. Our Aim has been to duplicate the educational program and success of our Parramatta Campus into the South West region of Sydney. This area has been particularly difficult for students wanting to attend Parramatta.

**WARRAKIRRI COLLEGE -  
PARRAMATTA  
FOR THE PERIOD JAN  
2010 TO DEC 2010**

	January ACTUAL	February ACTUAL	March ACTUAL	April ACTUAL	May ACTUAL	June ACTUAL	July ACTUAL	August ACTUAL	September ACTUAL	October ACTUAL	November ACTUAL	December ACTUAL	Jan-Dec TOTAL
Income													
Warrakiri - DEEWR	10,833	10,833	10,833	2,362	9,528	12,780	9,528	9,528	9,528	7,623	7,623	15,261	116,261
Other income	0	0	0	100	0	0	0	0	0	0	195	0	295
<b>Total Income</b>	<b>10,833</b>	<b>10,833</b>	<b>10,833</b>	<b>2,462</b>	<b>9,528</b>	<b>12,780</b>	<b>9,528</b>	<b>9,528</b>	<b>9,528</b>	<b>7,623</b>	<b>7,818</b>	<b>15,261</b>	<b>116,556</b>
LESS EXPENSES													
Staff Costs													
Salaries & Wages	12,346	12,346	12,149	12,346	12,346	15,664	11,961	14,564	14,818	13,625	13,902	14,299	160,368
Superannuation	1,017	1,017	1,183	1,017	1,017	1,244	1,034	1,239	1,281	1,174	1,199	1,221	13,644
Staff Training	2,535	0	0	0	420	796	420	250	682	0	-190	0	4,913
Staff Recruitment	0	0	0	0	0		0	0	0	0	0	0	0
Workers Compensation	145	145	145	145	113	113	105	167	409	137	137	137	1,897
<b>Total Staff Costs</b>	<b>16,043</b>	<b>13,508</b>	<b>13,476</b>	<b>13,508</b>	<b>13,897</b>	<b>17,818</b>	<b>13,520</b>	<b>16,220</b>	<b>17,190</b>	<b>14,936</b>	<b>15,048</b>	<b>15,657</b>	<b>180,821</b>
Accommodation Costs													
Office Rental	3,704	3,726	3,726	3,726	3,726	3,726	3,618	3,598	-3,598	11,433	3,839	3,839	45,064
Electricity	0	0	0	476	-210	482	109	109	-207	110	106	159	1,135
Repairs & Maintenance	344	59	38	38	193	215	75	137	136	106	102	130	1,571
Cleaning	228	240	248	205	227	227	238	344	132	238	238	238	2,803
Security	0	0	0	0	0		0	17	8	8	8	8	49
Signage	0	0	0	0	0		0	0	0	0	0	0	0
<b>Total Accommodation Costs</b>	<b>4,276</b>	<b>4,025</b>	<b>4,012</b>	<b>4,445</b>	<b>3,936</b>	<b>4,650</b>	<b>4,040</b>	<b>4,205</b>	<b>-3,529</b>	<b>11,895</b>	<b>4,293</b>	<b>4,374</b>	<b>50,622</b>
Client Expenses													
Client Assistance	32	390	1,091	273			0	0	85	0	0	703	2,573
Client Training/Job Search	0	0	0				0	0	0	0	0	0	0
Training Resources	0	143	0			113	0	0	72	0	0	0	328
<b>Total Client Expenses</b>	<b>32</b>	<b>533</b>	<b>1,091</b>	<b>273</b>	<b>0</b>	<b>113</b>	<b>0</b>	<b>0</b>	<b>157</b>	<b>0</b>	<b>0</b>	<b>703</b>	<b>2,901</b>
Administrative Expenses													
Accounting & Audit Fees	0	0	0	0	0	0							
Admin Equip Leasing/Maint.	157	157	157	157	157	179	157	157	126	167	185	170	1,928
Consultants Fees	0	0	0	0	809	182	0	0	0	0	0	0	990
Insurance	43	43	43	43	43	43	41	41	41	41	41	41	506
Meetings/Conferences	0	0	0	0	0	0	0	0	0	0	0	219	219
Office Amenities	18	0	0	0	103	0	0	0	0	0	0	0	122
Postage & Courier	15	25	48	27	38	17	79	42	22	15	40	56	424
Printing & Stationery	0	0	0	0	39	515	0	57	139	0	211	0	961
Promotions & Marketing	0	0	0	0	0	0	0	0	0	0	0	769	769

Telephone & Faxes	123	37	94	112	102	18	90	101	101	81	83	83	1,027
Telephones - Mobile	64	279	73	73	73	5	75	77	77	66	74	79	1,014
<b>Total Administrative Costs</b>	<b>421</b>	<b>542</b>	<b>417</b>	<b>413</b>	<b>1,364</b>	<b>958</b>	<b>442</b>	<b>475</b>	<b>506</b>	<b>370</b>	<b>634</b>	<b>1,417</b>	<b>7,960</b>
Motor Vehicle Expenses													
MV Leasing	0	0	0	0	0	0	0	20	0	0	0	0	20
<b>Total Motor Vehicle Expenses</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>
IT Allocation	1,136	1,308	1,075	895	1,232	590	1,010	860	941	1,038	1,050	1,007	12,142
Head Office Allocation	1,648	2,146	2,113	2,202	2,084	3,740	1,733	1,870	2,285	1,754	2,478	2,204	26,257
Marketing Allocation	8	2	15	2	4	2	4	6	23	24	23	16	129
<b>Total It &amp; Admin</b>	<b>2,792</b>	<b>3,456</b>	<b>3,203</b>	<b>3,099</b>	<b>3,319</b>	<b>4,333</b>	<b>2,747</b>	<b>2,736</b>	<b>3,249</b>	<b>2,816</b>	<b>3,551</b>	<b>3,227</b>	<b>38,528</b>
Youth HO	485	485	505	486	955	101	175	312	277	261	281	461	4,783
<b>Total Expenses</b>	<b>24,050</b>	<b>22,549</b>	<b>22,704</b>	<b>22,224</b>	<b>23,471</b>	<b>27,973</b>	<b>20,924</b>	<b>23,968</b>	<b>17,850</b>	<b>30,278</b>	<b>23,807</b>	<b>25,839</b>	<b>285,635</b>
<b>Surplus/Deficit</b>	<b>-13,216</b>	<b>-11,715</b>	<b>-11,870</b>	<b>-19,762</b>	<b>-13,942</b>	<b>-15,193</b>	<b>-11,396</b>	<b>-14,440</b>	<b>-8,322</b>	<b>-22,655</b>	<b>-15,989</b>	<b>-10,578</b>	<b>-169,079</b>