



# WARAKIRRI COLLEGE

→ RECONNECTING TO EDUCATION

## 2011/12 ANNUAL REPORT

Providing Educational Opportunities to Young People in a Supportive Real World Context



AN MTC SOCIAL CHANGE INITIATIVE

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## PRINCIPAL'S REPORT

Warakirri College is a project of the highest priority for MTC. The College's expansion in 2011 into the CBD of Fairfield represents a significant investment and commitment by MTC to continue to serve the needs of disadvantaged students whilst creating educational opportunities for communities in Western Sydney and even beyond. Some of our students travel from inner city suburbs and Eastern Sydney to attend Warakirri College in Parramatta and the recently acquired Fairfield Campus.

MTC's status as a major Education and Training Provider in the region, with expertise in the area of adult learning, continues to strengthen as a result of this unique school. Warakirri's non-conventional education approaches benefit not only the student body, but also the student's families and peers, as well as local communities.

Warakirri's expansion in 2011 into Fairfield commenced with enrolling students in the Higher School Certificate. This increase created new teaching positions including Head Teacher roles across both campuses. With their HSC qualification, students are now able to improve their chances of undertaking further education, developing a career pathway and securing a job. Furthermore, in view of this digital age and an all encompassing on-line community in Fairfield students receive access to a very high computer to student ratio (1:1). The computer lab is an example of an interactive, local and global learning space signaling a new way forward.

Our students therefore are better placed to gain from MTC's overarching commitment and like Warakirri's motto says, they now have an opportunity to Stand and Grow.

Lisa Lillis  
Principal  
Warakirri College

# WARAKIRRI COLLEGE OVERVIEW

Warakirri College is a division of MTC's Social Change. The College commenced operations in 2007 to assist young people experiencing major difficulties in completing their studies. The College does not charge school fees and the students range in age from 16 to 22 years old.

Warakirri College's Aboriginal name to Stand and Grow is a commitment towards the creation of an interactive learning environment for students who are socially, economically and culturally disadvantaged. As a Special Assistance School the College's philosophy is driven by the development of a supportive and real world context that includes developing adult learning approaches to education within an integrated curriculum and environment.

The College has a very diverse student body; the student's cultural backgrounds and ancestry include countries located in the Pacific Island, Middle East, Asia as well as students from Aboriginal and Torres Strait Island communities and of Anglo Australian backgrounds.

Warakirri has two main campuses situated in the central business districts of Fairfield and Parramatta and is accredited to provide the Year Ten component of the School Certificate at the Parramatta Campus. The Higher School Certificate (HSC) as well as the School Certificate is now being delivered at the newly opened Fairfield campus (2011).



## MTC WORK SOLUTIONS

MTC is a not-for-profit community based organisation committed to assisting people to gain employment, skills training, work-experience and career planning. MTC's main aim is to create and manage programs that assist people, groups and communities to achieve their goals by building education, training and meaningful employment opportunities.

MTC's mission aims to achieve the following goals:

Enriching Lives, Creating Opportunities and Benefiting Communities

MTC is an incorporated not-for-profit organisation. All surplus funds generated are reinvested into the community through training, employment and community support initiatives.

MTC has four divisions:

- Employment Services
- Education & Training Services - MTC Training Solutions
- Social Change – Youth Services and Community Services
- Shared Services (Corporate Services)

## STUDENT OUTCOMES IN STANDARDISED NATIONAL TESTING

As Warakirri College does not offer Years 7 or 9 - there are no results for students in NAPLAN.

## STUDENT PERFORMANCE IN STATE-WIDE TESTS & EXAMINATIONS

### 2011 SCHOOL CERTIFICATE RESULTS AND BANDS

The table below is supplied by the office of the Board of Studies and shows student results for the 2011 School Certificate School Group Statistics Report.

#### 2011 School Certificate School Group Statistics Report



#### Warakirri College (77919)

4 December 2011

Course Number	Course Name	Students Included	Students Omitted	E.M.		State	State	School vs
				Mean	S.D.	E.M.	E.M.	State
5000	English - literacy	31	2	68.87	8.82	77.34	8.62	8.47-
5010	Mathematics	32	1	56.00	6.03	70.88	12.49	14.88-
5020	Science	31	2	62.71	9.51	75.44	9.90	12.73-
5040	Australian History, Civics and Citizenship	33	1	58.27	12.28	72.42	10.97	14.15-
5050	Australian Geography, Civics and Citizenship	32	1	60.19	8.53	72.15	11.07	11.96-
6000	Computing Skills	33	1	68.70	11.60	79.20	12.10	10.50-

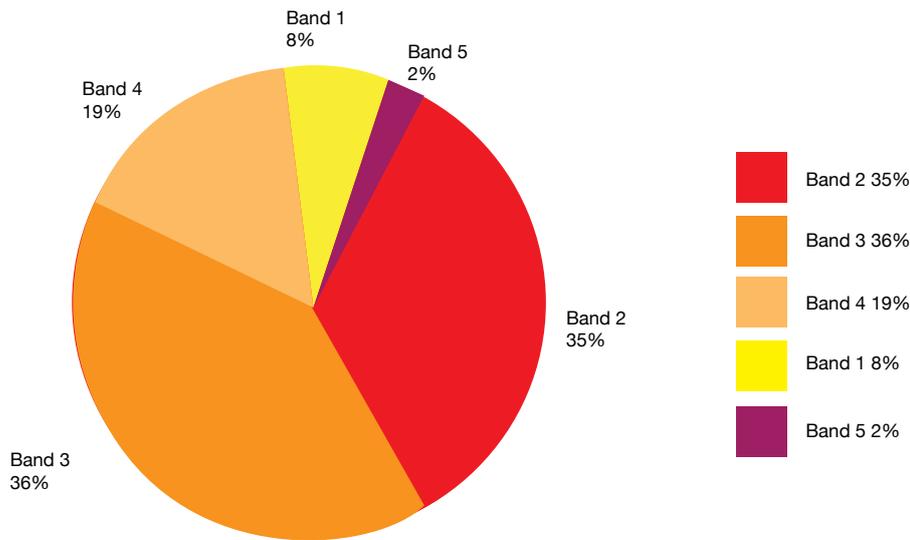
**Table A:** The data above shows comparative results for both students at Warakirri College students (left hand columns) and those gained across the state and shown as stage averages – see columns on the right hand side.

### SCHOOL CERTIFICATE RESULTS SHOWN FROM BANDS 1-6

SCHOOL CERTIFICATE 2011						
SUBJECT	BAND 1	BAND 2	BAND 3	BAND 4	BAND 5	BAND 6
English	0	5	8	16	2	0
Maths	2	24	5	1	0	0
Science	1	10	13	7	0	0
History	5	7	18	3	0	0
Geography	5	10	14	3	1	0
Total	13	56	58	30	3	0

**Table B:** In the subject area Mathematics, this area is taught at Level 5.1 only. As the same test is used to assess student's whose performance may fall into a higher band width; this skew means that Warakirri students will not be able to exceed the Band 4 level.

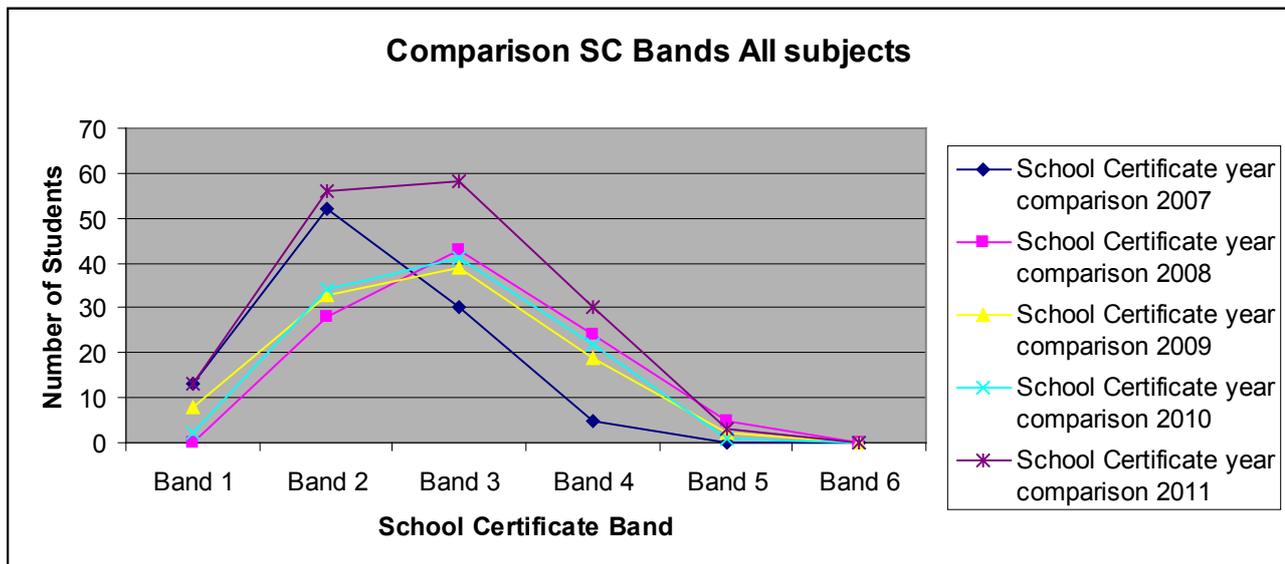
## SCHOOL CERTIFICATE BANDS 2011 SHOWN IN GRAPH FORMAT



**Figure A:** The majority of our student's scores fall into Bands 2 and 3.

The above graph shows a typical result for the school. There is a small proportion of students (19%) which achieved a Band 4 result. The College is very proud of this result and will continue to strengthen student performance.

## COMPARATIVE DATA - YEARS 2007 -2011 SCHOOL CERTIFICATE BANDS



**Graph A:** In 2011 as already stated Warakirri expanded operations into the CBD district of Fairfield, holding School Certificate classes across both campuses. The College received growth in enrolments across both campuses, whilst student's performances remained in-line with those at Parramatta and predating the expansion.

In 2011 the results do show an emerging trend with the grid lines showing not only larger student enrolments, but steady improvements with results starting to fall into Band 4 and a small but significant result for a few students whose results fell into Band Level 5. Therefore, there is a small percentage of students that performed well. This is a very encouraging result and demonstrates that the College is beginning to attract a small percentage of high performing students.

## RETENTION RATES & COMPARATIVE DATA 2007 to 2011 OF TOTAL NUMBERS OF GRADUATES ACHIEVING THE SCHOOL CERTIFICATE

YEAR	Retention Rate	Students achieving School Certificate
2007	0	8
2008	2	5
2009	1	13
2010	5	18
2011	5	14
Paramatta 2011	13	58
Fairfield 2011	13	58

**Table C:** Student Retention Rates is based on enrolments of students made throughout the year as opposed to enrolments that were recorded or made on the last day of the school year. Students that failed to attend past the first week of the school's Term 1 were not shown above.

## THE ISSUES IMPACTING WARAKIRRI STUDENTS

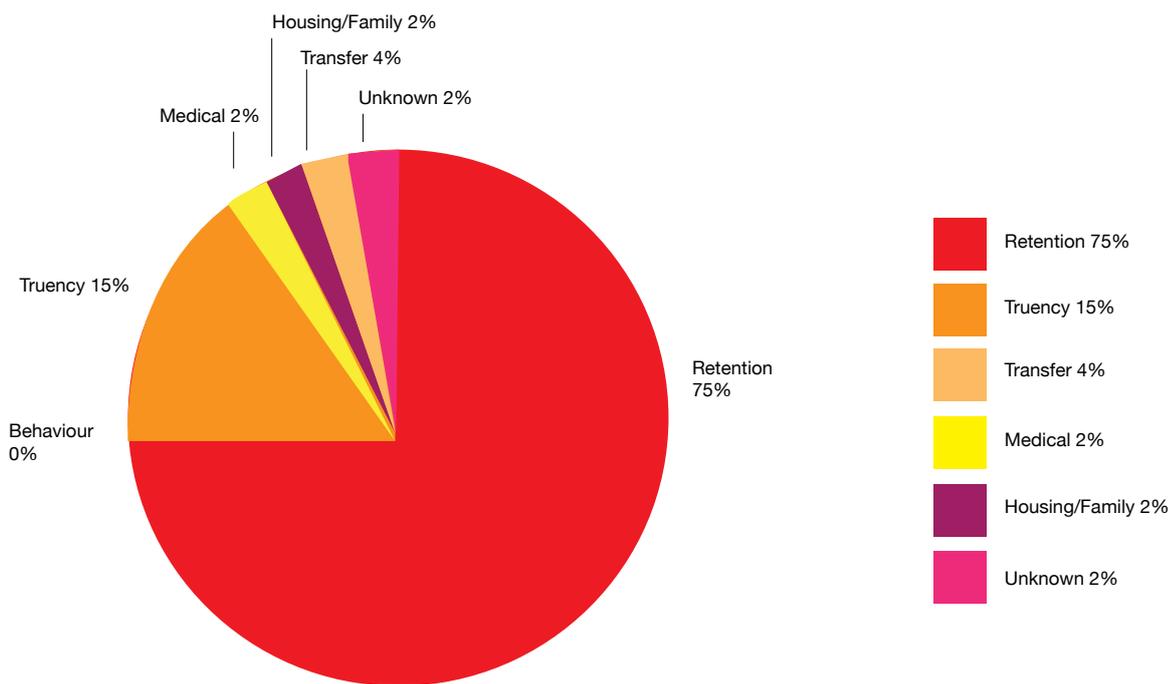
PARRAMATTA	2011	FAIRFIELD	2011	COMBINED CAMPUSES	2011
Issues/Key Areas		Issues/Key Areas		Issues/Key Areas	
Retention	19	Retention	16	Retention	35
Behavior	0	Behavior	0	Behavior	0
Truancy	4	Truancy	3	Truancy	7
Medical	0	Medical	1	Medical	1
Housing/Family	0	Housing/Family	1	Housing/Family	1
Transfer	1	Transfer	1	Transfer	2
Unknown	0	Unknown	1	Unknown	1
Total no. of students	27	Total no. of students	23	Total no. of students	47
% that are retained	79%		70%		74%

**Table D:** This table highlights the range of issues impacting students' ability to attend class. The number of students that are retained suggests that over 70% of students attend school across both campuses.

It should also be noted:

- As previously mentioned, Warakirri students face a range of difficulties that impact their ability to attend class.
- When collecting this information the College always maintains a supportive and helpful environment and teachers, to the best of their ability, work closely with the student's Case Manager (if available) and other referral services to ensure that the student is able to attend school and is steadily working towards completing their studies.

## The Issues Impacting Warakirri Students



**Figure B:** the above is a graphical display of statistics highlighting the key reasons for students not attending class.



**Photo:** Warakirri Students at Sydney's Circular Quay in April 2011.

## PROFESSIONAL LEARNING AND TEACHING STANDARDS

Teacher	Type of professional learning
Russell McKane Head of College	Outside the Square – Alesco Conference Newcastle (see below) *
Hinekura Quinlan Head Teacher Parramatta Campus	Mental Health First Aid Adopting Australian History Curriculum into Classrooms
Marilyn Paul Head Teacher Fairfield Campus	Australian History Teachers Association Conference Adelaide HSC Marking First Aid Year Advisors Workshop: Board of Studies Survival Guide for Youth Workers 2 Days Outside the Square – Alesco Conference Newcastle 2 Days (see below) *
Natalie Liddell PDHPE Teacher Fairfield & Parramatta Campus	Mental Health First aid First Aid Alcohol and Drug Education: What are young people up to? Outside the Square: Alesco Conference Newcastle 2 Days (see below) *
Marjana Mitrovic Mathematics Teacher Fairfield & Parramatta Campus	OHS Management Systems Secondary Science Laboratories How the Brain learns Mathematics Motivating, Engaging and Managing Students effectively Outside the Square: Alesco Conference Newcastle 2 Days (see below) *

All Teacher Staff Training is listed below:

The IWBNet (Interactive White Board Network) two day conference in Redfern

\* Teachers attended the Outside the Square: Alesco Conference Newcastle across 2 Days.

An annual network hosted by WEA Hunter Alesco in Newcastle with presentations from; Board of Studies following the withdrawal of the School Certificate, working within an Adult Learning Environment, funding models and strategies for working with youth at risk.

## WORKFORCE STRUCTURE

Teacher	key Learning Areas	Full Time/Part Time
Lisa Lillis Principal	Non Teaching Staff	Full Time
Russell McKane Head Of College	Head Teacher	Casual teaching
Hinekura Quinlan Head Teacher Parramatta Campus	Yr 10 English Yr 10 Mandatory History Part time PDHPE - Sport	Full time & part time
Marilyn Paul Head Teacher Fairfield Campus	Prelim HSC English Prelim HSC Ancient History HSC Coordinator	Full time
Natalie Liddell PDHPE Teacher Fairfield & Parramatta Campus	Yr 10 PDHPE	Full time across both campuses
Marjana Mitrovic Mathematics Teacher Fairfield & Parramatta Campus	Yr 10 Maths Prelim HSC General Maths	Full time across both campuses

**Table F:** Warakirri Teaching Staff, Key Learning Areas, Full Time and Part Time positions

In addition to the information shown above see also the list below:

- In 2011 all teaching staff performed full time duties with three staff teaching across both Campuses;
- The attendance rate for direct teaching staff in 2011 was 84%; and
- All teachers at Warakirri meet the accreditation requirement for Institute of Teachers Act 2004 and are registered with the NSW Institute of Teachers.

## WORKFORCE COMPOSITION & STUDENT BODY DIVERSITY

MTC has a highly diverse workforce which is featured encompassed into our philosophy and approach when recruiting teachers for Warakirri. Warakirri's workforce composition is made up of teachers from CALD communities, Anglo Australian, Eastern European and Pacific Islander communities.

To demonstrate how this cultural diversity relates to the context of the school - see the statistics below:

CULTURAL BACKGROUND			
	PARRAMATTA	FAIRFIELD	Total
Indigenous	2		
Anglo/Aust	8	2	4
NZ	3	6	14
Islander		1	1
Asian	1	3	6
African		1	2
European		1	1
Middle Eastern	1	1	1

**Table G:** Warakirri's teachers bring a wide range of life experiences. The statistics above show a level of cultural diversity within our student body.

In areas such as Fairfield and Parramatta; the level of cultural diversity indicated is particularly high. Fairfield is regarded as one of the most multicultural communities in Australia, over 133 nationalities are based in this region alone.

## SENIOR SECONDARY OUTCOMES & STUDENT ATTENDANCES

Below is information regarding student outcomes as well as student attendance information.

Total number of students enrolled in the School Certificate	Gender	% of total student population measured across gender	% of total student population that have gained a qualification	Total number of students that have completed their School Certificate
14	M			12
		58%	Overall	
7	F		52%	3
Totals - 21		36%		Totals - 15

**Table H:** This table shows student attendance numbers, total student populations using gender information and statistics for students that gained qualifications for the Fairfield campus. Note: The High School Certificate was offered for the first time in 2011, so there are no results for the HSC.

## STUDENT ATTENDANCE NUMBERS

Total number of students enrolled in the School Certificate	Gender	% of total student population measured across gender	% of total student population that have gained a qualification	Total number of students that have completed their School Certificate
9	M	63%		6
15	F	45%	Overall	12
Totals - 24			54%	Totals - 15

**Table I:** This table shows student attendance numbers, total student populations using gender information and statistics for students that gained qualifications for the Parramatta Campus. The Attendance Numbers are the same as information that was supplied to ACARA for the My School Website and is based on attendance records collected for a period of 20 days in May 2011. These results are also based on tabulations supplied by DEWEER.

## POST SCHOOL DESTINATIONS

FAIRFIELD		
STUDENT NUMBER	STUDENT INTENTION	Post School &/or other desintations
231	Appentice	Electrician
227	Not stated	Unable to contact
224	Apprentice	Unable to contact
219	Yr 11/HSC	Liverpool Tafe
222	Yr 11	Bossley Park High School
223	Working	Labourer / Building Industry
221	Not stated	Unable to contact
228	Health Issues	Addiction
224	Not stated	Unemployed
219	Unknown	Interested in Painter Decorator
220	Not stated	Unemployed
222	Not stated	Unable to contact
223	Working	Factory - Joining Railway
221	HSC	Warakirri
230	HSC	Warakirri

**Table J:** This table shows the total number of students enrolled in 2011 for the Fairfield Campus and Post School Destinations.

PARRAMATTA		
STUDENT NUMBER	STUDENT INTENTION	Post School &/or other desintations
200	YR 11/HSC	St Mary's Senior High School
199	Working	Receptionist Dental Surgery
166	Working	Newcastle - Retail
202	Health	Significant Health Problems
211	Y11/HSC	Distance Education
209	Y11/HSC	Lithgow TAFE
205	Unemployed	Looking for Apprenticeships
206	Not Stated	Unemployed
247	TAFE	TAFE Beauty School
208	Apprentice	Welding Apprenticeship TAFE
215	Apprentice	Panel Beating
238	Apprentice	Apprenticeship TAFE
217	YR11/HSC	Holroyd College
232	YR11/HSC	Warakirri
204	YR11/HSC	Warakirri
203	YR11/HSC	Warakirri
201	YR11/HSC	Warakirri
214	YR11/HSC	Merrylands High School
248	TAFE	TAFE Cert 3 Business Studies

**Table K:** This table shows the total number of students enrolled in 2011 for the Parramatta Campus and Post School Destinations following that year.

## STUDENT ATTENDANCE AND MANAGEMENT OF NON-ATTENDANCE

Student Attendance figures were shown in Tables D and figure C and under Senior Secondary Outcomes & Student Attendances.

As for the school's approach to managing student non-attendance; this is in keeping with our policy in this area and detailed in Warakirri Policy and Procedures, specifically under Policy 1.9: Notification of Poor Attendance to Parents.

Any unexplained absences for example that continue beyond a period of 5 days are coordinated in accordance with our policy where the student is subject to a "penalty". As part of this process, the College "will notify the parent(s), guardian or other person who has control or charge of the student" as to the nature of the penalty. This method ensures that the guardian or parent is not only made aware of the student's actions but has the opportunity to participate in the process. Our processes aim to maintain the student's integrity and if a penalty is issued, it is discussed with the student and enacted in a way that is respectful to all involved.



**Photo:** Warakirri Students on an excursion to the Museum of Sydney April 2011.

## ENROLMENT POLICIES AND CHARACTERISTICS OF THE STUDENT BODY

Warakirri College's Policies and Procedures and under Policy Number Enrolment Policy states that:

**Warakirri College is a school specifically designed to re-engage disenfranchised and at risk young people.**

During student/teacher interviews, the student is required to undertake a literacy and numeracy test. Other assessment tools that assist the College in the enrolment process and are in-line with our policy and include:

- Assessing the student's capacity to re-engage in education;
- Making note of any learning or behavioural difficulties and/or disabilities;
- Ensuring that the student has achieved an academic level Year 9 or equivalent;
- Assessing levels of social, cultural & economic disadvantages;
- Noting if English is a second language;
- Noting if the student is from a CALD community or Aboriginal & Torres Strait Islander community background; and
- Noting if the student is experiencing a range of issues that include being marginalised, isolated as well as some level of mental health issue or impediment.

We also maintain where possible a range of other issues and factors that influence the welfare of the student and include the following:

- **Interaction with parents and guardians:** part of the College's philosophy and approach is where available and possible to maintain the involvement of the student's guardians and parents. This also includes contact with the student's case manager and/or youth-worker to ensure that the student's needs regarding their family and home life are also being met.
- **Student Welfare, Student Discipline and Procedural Fairness.** These areas are also managed in-line with the College's policies and procedures. In respect of Policy 1.27 Procedural Fairness, see below:

**Procedural fairness is a basic right of all individuals dealing with authorities.**

This includes the fundamental right "to be heard" and the right to an "impartial decision". An example of a strategy relating to student discipline may include negotiating community service hours, excluding the student from class time, entering into a mutual respect contract and even mediation.

Furthermore, no policy or procedural areas were updated or amended in 2011 and Warakirri College Policies and Procedures are located in several locations:

- Hard copy files are located at both campuses;
- Electronic copies are located on the Warakirri Computer Drive Folders which is managed by MTC's IT Support Staff. Files located in these drives are backed up on a daily basis; anFiles are also available at MTC Work Solution's Head Office in Marrickville and with Education and Training's Quality Assurance Team which is located at MTC's Bankstown offices.

## SCHOOL DETERMINED IMPROVEMENT TARGETS

In November 2011, MTC conducted an internal audit of the both Campuses in order to improvements in key areas, they are listed below:

- Teaching Staff
- Curriculum
- Premises & Buildings
- Facilities
- Safe and Supportive Environment
- Discipline & Attendance
- Management & Operation of the School
- Educational & Financial Reporting

As a result of the audit a number of key areas were identified as needing improvements. As already mentioned in September 2011 the College received a new Principal (Lisa Lillis) who has been working steadily towards implementing a range of targets.

Together with the audit team, Warakirri is now working towards fulfilling a number of key outcomes that include the following items:

- Updating the College's Policies and Procedures in-line with developments in key areas such as Child Protection as well as reflecting MTC's own Policies and Procedures in areas such as Staffing and Recruitment for example;
- Upgrading the College's Parramatta campus which will include refurbished and additional teaching rooms, more functional student spaces as well as interactive classroom spaces;
- Researching funding options, as well as developing small scale programs and projects; and
- The development of an Action Plan aimed at making continuous improvements.



**Photo:** Warakirri Students

## INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

Promoting respect and responsibility is a reflection of the culture that exists between teachers and students, and is also reflected in comments made by students as part of their Exit Survey. See student's comments made below:

What do you like or find helpful about Warakirri?

*The teachers were very patient with me  
I like the environment and the people - very nice and helpful  
Becoming happier  
Everyone is so nice and always helpful  
They are all very chilled and cool  
The constant support - providing help with your future  
You get treated like adults  
You get more one on one time  
I liked Warakirri College it is different to other schools*

What goals have you achieved since attending Warakirri?

*Manners, commonsense  
Getting my Year 10  
To stop behaving badly towards people  
Realising that I am smart  
Getting my Year 10 certificate  
Got a job and positive attitude  
I got a job and my Year 10  
Getting a proper education  
Finish my Year 10*



*“I got a job and my Year 10”*

## EVENTS OF 2011

Below is a list of highlights that include activities that Warakirri student's participated in, as follows:

- Warakirri's Parramatta Students went on a Ferry Trip to the CBD of Parramatta as part of their Orientation Week program. This excursion formed an important part of their first term studies in Science and Geography where they looked at the Parramatta River, its ecology and land use.
- In April, Fairfield students went on an excursion to the Sydney City Museum to see an exhibition on 'The freedom ride' about Aboriginal history and gaining equal rights in Australia.
- At the end of Term 1, PE sports program students of both campuses met at the Fairfield Seven Ten Split Bowling Alley where the Fairfield students came out on top.
- In May, students from both Campuses met to undertake a sustainability workshop as a part of MTC's Green Futures Program.
- In June, the Board of Studies conducted an inspection at Fairfield to assess the application made for HSC studies and as a Special Assistance School.
- In June, our Parramatta students attended the Careers Expo at Homebush Bay.
- Students at Fairfield attended The Fairfield Skills Expo at the Fairfield Community Hall in August. One of the highlights of the day was one our students obtaining an award for his dancing.
- Parramatta students continued to participate in our partnership project with Bendigo Bank's local branch managers as part of a special financial literacy and personal management course. This was the third year that we have participated in this partnership. Students now have fortnightly sessions with Bendigo Bank employees who teach them about general banking, budgeting, internet use and how to create and manage a savings plan. The program is designed for students to explore real-life experiences that they can use in the lives.
- ParraSIP, who organised the partnership, filmed students and participants response. This was presented to DEEWR and Bendigo Bank State and National Divisions. The program has been heralded with much acclaim and is seen by Bendigo Bank as a model for similar partnerships in other branches.
- After sitting for the final School Certificate exams, Fairfield students participated in a three day spray art painting workshop facilitated by Youth Connections and MTC's Media Arts Expert – Murrmur Sayed Ahmed.



## STUDENT'S STORY

My name is Salote Tuvitu and I was given the opportunity to complete my Year 10 certificate at Warakirri College in 2011. I was able to enrol at Warakirri College through my Juvenile Justice Officer who was helping me get back on the right track.

Before I came to Warakirri College I was looking for a school to complete my Year 10 and was unsuccessful for most students that are 15-16 years of age - I was 17 turning 18. I also had a history of truancy which made my chances of enrolling at TAFE difficult. I was told that I needed to choose another subject to prove that I was able to attend most days in Year 10. So I enrolled in the Business Administration Certificate III course which was unsuccessful as I had no interest in this area.

Now my hope in being able to complete Year 10 was very low. Seeing my Juvenile Justice Officer weekly kept me up to date with what was needed from me to keep myself busy during the week and instead of being with the wrong crowd. We spoke about unpaid fines, job searching, applying for my L's or joining a sporting team. We also discussed and found solutions towards my personal issues.

At one point my Juvenile Justice Officer spoke about being able to enrol at a school in Fairfield. This was the first time I heard of Warakirri College and I was extremely excited. By the end of 2011, I had completed my Year 10 certificate and I was satisfied with the results. I was also encouraged to enrol for another year at Warakirri to complete my HSC in 2012 and 2013.



**Photo:** Salote Tuvitu, Warakirri Student

## STUDENT SATISFACTION LEVEL

Other comments made by students in Exit Surveys completed in November 2011 which show high level satisfaction with Warakirri. The students were asked whether they had changed as a result of coming to Warakirri, below are some of the replies received to this particular question:

*More confident, self reliable*

*Being at Warakirri has made me realise that things are not easy to come by*

*I am happier with myself and more comfortable*

*I have grown up and thought more about my future. More about what I want to do*

*I think I have proven that I am more responsible and reliable*

*Stop hanging around the streets*

*Got me thinking more and staying on task*

*I have become more independent*

*I have learned that I can do things alone*

*I have gained maturity*

*Learning how to understand*

*I am more dedicated to learning and I now want to learn and work*

## SUMMARY

Warakirri's overarching philosophy is based on an expectation that student's learn to put the past behind them and make a solid commitment towards their education. This includes participating in classroom activities and discussions as well as fulfilling the Curriculum requirements.

At Warakirri students are encouraged to explore their creativity and learning abilities in a supported, interactive environment with an emphasis on a cohesive and holistic style of teaching. The low student to teacher ratio allows for a more concentrated approach, as the teacher spends more quality one on one time with each student. The result is a more confident student, better able to engage in their learning and education even beyond the campus environment.

In 2011 Warakirri's expansion into Fairfield marked a significant commitment and financial contribution by MTC that created positions for a larger teaching team. As a result students are now able to complete their Higher School Certificate and several Year 10 graduates have already enrolled in Year 11 at the Fairfield campus.

This is a very positive outcome for Warakirri and the beginning of a new chapter in this school's relatively new history and entry into the field of education.