School Annual Report

2008
Our mission is to provide educational excellence for tomorrow’s citizens

At Kirwan State High School, we strive for personal excellence, prepare students for the future and develop confident and caring citizens.

Our philosophy is to enable greatness through an inclusive and student centred culture underpinned by a mindful, caring and compassionate school community and built on professionalism, continuous improvement and accountability.

We value and commit to:
- Thoughtful behaviours
- Respectful, positive and supportive relationships with our whole school community
- Excellence in professional practice
- Passion for lifelong learning, the pursuit of knowledge and a commitment to make a difference
- Providing opportunities for students to achieve success
- The diversity of culture, talents, interests and pathways of our students

We enable our students to:

Demonstrate personal excellence by being:
- Passionate, hard working and active participants in their own learning
- Deep thinking, reflective learners with an understanding of how they learn
- Self regulated, resilient and motivated learners with a knowledge of their aspirations and goals

Prepare for the future by being:
- Creative and innovative learners committed to lifelong learning
- Effective communicators who are confident in a wide range of settings and with a wide repertoire of technologies
- Healthy and well balanced citizens

Be confident and caring citizens by being:
- Individuals who respect and value themselves, others and their environment
- Local leaders who contribute to their community
- Actively engaged global citizens
Future outlook

In 2009, Kirwan High is working towards:

- Embedding the use of the Dimensions of Learning framework across the school
  - The Dimensions of Learning framework provides an evidence-based model through which Kirwan High can help students to become highly successful learners. Dimensions of Learning uses what researchers know about learning to define best practice in teaching.

- Completing the rigorous Self-Study process that will lead to our accreditation with the Council of International Schools (CIS) in 2010
  - Accreditation with CIS involves an extensive quality assurance process in which all aspects of the school’s operations are reviewed. CIS accreditation recognises a commitment to continuous improvement and an international standard of educational quality.

- Growing our International Student Program
  - Following the school’s accreditation through Education Queensland International’s International Student Program in 2008, Kirwan has hosted over 30 international students. These students add to the cultural diversity of the school and are an important part of the school’s strategies to develop students’ international mindedness.

- Developing the NQ Minerals and Energy Trade Training Centre
  - Kirwan is leading a consortium of local high schools and industry groups to enhance its strong partnerships with the resource sector and to establish a state-of-the-art Trade Training Centre that will provide industry-standard vocational training in a range of skills areas related to the local mining and downstream industries.
Kirwan State High School is a coeducational state institution with enrolments from Years 8 to 12. In 2008, Kirwan State High School has a total of 1958 students enrolled.

Our distinctive curriculum offerings:

- **Academics:** Kirwan High offers an extensive range of subjects in both the middle and senior schools. These include traditional academic subjects as well as Vocational, Arts, Sports Excellence, Business and Industry options. Highlights of our academic program include our unique national award winning Literacy program and various Science excellence programs which have been widely recognized as state of the art practice. The Science programs include our Centre for Biotechnology Excellence and our Minerals and Energy Academy. The implementation of the Dimensions of Learning framework helps our teachers focus on the way students learn and is improving students’ academic outcomes.

- **Vocational Education:** Our VET offering at Kirwan State High School are substantial. We offer fourteen Certificate I, II and III courses in: Construction; Engineering; Furnishing; Information Technology; Hospitality; Retail; Tourism; Childcare; Business; Visual Arts and Contemporary craft; Outdoor Recreation; Sport; Sport and Recreation; and Work Education. We have over seventy current school based apprentices and trainees in a variety of industry areas including Information Technology, Hospitality, Dental Assisting, Animal Practices, Marine Operations, Fitter and Turner, Entertainment delete this, Horticulture, Business, Hairdressing, Construction (Carpentry), Floor Tiling, Children’s Services, Plastering, and Automotive. We have had approximately three hundred school based trainees and apprentices over the past decade.

- **The Arts:** The Arts is an integral part of the Kirwan High identity. With a diverse range of outstanding opportunities in Dance, Drama, Media, Music, and Visual Arts on offer, our school is widely recognised as an Arts Hub within the North Queensland community. Students choosing to study the Arts at Kirwan High benefit from the passion and expertise of a highly dedicated team of specialist teachers coupled with a wide range of partnerships with community Arts organisations. The experience of learning through The Arts at our school is second to none.

- **Sport:** Kirwan State High School is a nationally recognised school for its performance in Sport. Approximately seven hundred students were enrolled in sporting programs in 2008. A major factor in attracting such significant enrolments has been the schools focus on its ‘Sports Excellence’ Programs which have been established for the past fourteen years. In Years 9 and 10, students progress to the specific Sports Excellence Programs (Basketball, Cricket, Hockey, Netball, Rugby League, Touch, Soccer and volleyball). Kirwan has successfully won nineteen Queensland Championships in sports such as Soccer, Hockey, Indoor Cricket, Touch, Volleyball and Rugby League. The Specific Sports Excellence programs allow students to develop in the sport of choice. Students continue their development through a progressive and balanced approach progressing to Years 11 and 12 in Senior Specific Sports Excellence Programs.
Extra curricula activities:

Students say they like coming to Kirwan State High School because it is a friendly school with a wide range of opportunities. These opportunities include an extensive list of diverse extra curriculum programs, including: Senior Leadership Programs; School Discos; Excursions and Outdoor Activities; Interschool Christian Fellowship; Interact; Junior and Senior Debating and Public Speaking; Senior Magazine; Annual Carnival and a range of community, civic and social opportunities. There is no shortage of things to do at Kirwan State High School.

How computers are used to assist learning:

Kirwan High has been recognised as a state leader in the use of Information Technologies to teach students and to increase communication with home. Kirwan State High School is seen as one of the best schools in the state when it comes to smart classrooms and the concept of learning anywhere anytime.

Kirwan High has over 700 computers for student to use and every teacher has a laptop. The school has a wireless network that covers 90% of the school and over dozen computer laboratories are embedded in subject areas across the school. We encourage students to bring laptops to school so that they can learn anywhere anytime. We believe that students need to be developing tomorrow's skills today. In 2007, the school began operating dedicated a Laptop Program in selected Top Scholar and Music Excellence classes.

The school pioneered the development of a computer based system that allows staff to record, track and analyse key information about students and to provide information to parents and students. The school’s ourSchool and inSchool initiatives allow our school community to utilise technology flexibly and responsively to enhance student learning outcomes and opportunities. The ourSchool and inSchool initiatives have been used as a model for the development of the statewide OneSchool information management system. Kirwan High is a member of the Guiding Coalition of schools piloting OneSchool developments.

The school has a strong Information Technology curriculum. We cater for students who want to study Information Technology at university, for students who want to have it as an embedded skill for their chosen career path such as engineers or accountants and we cater for students who want to be technicians through our VET strand of subjects.

The Information Technology department has had success in a number of competitions that students compete in. We have had students who have won the prestigious state Byte awards for the most talented IT project. We have had students who have been state finalist for the trainee of the year award. As well as entering students into the Australian Informatics Competition where we placed third place in Australia.
Our school at a glance

Social climate

Established in 2005, the Student Wellbeing Departments’ key purpose is to create a school community in which all student members feel they belong, they are safe and they are worthwhile citizens.

Led by two Heads of Department (middle school and senior school), these departments are unique in that a whole school approach to student wellbeing and its organisation has been constructed. The departments seek to engage students in schooling in order to ensure their personal success through focussing on attendance, assessment submission, and participation in school activities.

At Kirwan State High School, Care Meeting Groups have been established as the basis of all school organisation. These groups are designed to:

- provide students/teachers with an opportunity to know one another as individuals;
- ensure that all students in the school have someone who takes a personal interest in them with the aim of helping them;
- provide all students in the school with a member of staff in whom they can confide; and
- develop desirable ideals and traits of citizenship.

On enrolling at the school the student is placed into a Care Meeting Group. Each Care Meeting Group has students of one year level only and is under the care and supervision of a Care Meeting Group teacher. The students in the group will expect understanding, guidance, interest and loyalty from their Care Meeting Group teacher. Care Meeting Groups meet daily.

In Year 8, 9 and 10 each Care Meeting Group has four Healthy Living Program periods per week. The Healthy Living Program teacher conducts a structured program of activities based on the Key Learning Area Strands of Physical Activity, Personal Development and Health. Camps, Care Meeting class excursions and various Care Meeting class projects are offered to complement the in-class activities.

An integral part of the Healthy Living Program is the Senior Buddy Project. This project is based on the belief that senior members of a school are responsible young adults willing to contribute positively towards a favourable school climate by helping the younger students fit into their new environment as quickly as possible. In this program Year 8 classes are matched with two to four Year 11 Senior Buddies. These Senior Buddies meet once a week with the class for the whole of Term One and work through a set of structured activities. They also attend the Year 8 Care Meeting classes throughout the year.

A co-ordinator has been assigned to each year level to ensure that students have access to a rich selection of activities to support the school experience. The co-ordinator’s brief is to build a sense of community, and to encourage belonging. Their responsibilities include the organisation of: camps, discos, musical, Kermis; students to participate in community events; committees; parent information and ‘getting to know you’ sessions; and structures to counsel students with poor results and poor attendance.

School Opinion Survey results indicate that parents believe Kirwan High is a safe school with good discipline where their students are treated fairly and are happy to go to school.
Our school at a glance

Involving parents in their child’s education

The Parents and Citizens’ Association meets monthly. Other support groups and sub-committees such as the Music Support Group, Tuckshop Committee, Touch Support Group etc meet on a regular basis.

The format of the school’s Parents and Citizens’ Association meetings has recently been changed to provide a greater focus on informing and involving parents in key educational initiatives within the school.

The school prides itself on having a welcoming atmosphere and readily invites parents to contact the school personally, by phone or email. The school Extranet allows parents to have a virtual presence in the school life of their children.

Our welcoming attitude is supported by a weekly Newsletter and regular information and report nights.
Our staff profile

Qualifications of all teachers

<table>
<thead>
<tr>
<th>Highest level of attainment</th>
<th>Number of classroom teachers and school leaders at the school</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate</td>
<td>1</td>
</tr>
<tr>
<td>Masters</td>
<td>7</td>
</tr>
<tr>
<td>Bachelor degree</td>
<td>119</td>
</tr>
<tr>
<td>Diploma</td>
<td>5</td>
</tr>
<tr>
<td>Certificate</td>
<td>0</td>
</tr>
</tbody>
</table>

Expenditure on and teacher participation in professional development

The total funds expended on teacher professional development in 2008 was $102,733.

The major professional development initiatives are:

- **Dimensions of Learning** – a world best practice, school-wide approach to teaching that focuses on a research-based understanding of how students learn
- **International Mindedness** – strategies to embed intercultural and international perspectives authentically across the school curriculum
- **Positive Behaviour Support** – a school-wide approach to responding effectively to student behaviour, with a focus on establishing clear expectations and rewarding good conduct
- **Information Technology** – continued enhancement of teachers’ innovative use of technology in the classroom and piloting the state-wide implementation of OneSchool software

The involvement of the teaching staff in professional development activities during 2008 was 94%.

Average staff attendance

For permanent and temporary staff and school leaders the staff attendance rate was 96% in 2008.

Proportion of staff retained from the previous school year

From the end of the 2007 school year, 80% of staff were retained by the school for the entire 2008 school year.
Performance of our students

Student attendance

The average attendance rate as a percentage in 2008 was 86%.

Key outcomes

National Assessment Program – Literacy and Numeracy (NAPLAN) results - our reading, writing, spelling, grammar and punctuation, and numeracy results for the Year 9

<table>
<thead>
<tr>
<th>Domain</th>
<th>Measures</th>
<th>Yr 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading</td>
<td>Average score for the school</td>
<td>548</td>
</tr>
<tr>
<td></td>
<td>Average score for Queensland</td>
<td>568.2</td>
</tr>
<tr>
<td></td>
<td>For the school the percentage of students at or above the national minimum standard.</td>
<td>2008</td>
</tr>
<tr>
<td>Writing</td>
<td>Average score for the school</td>
<td>534</td>
</tr>
<tr>
<td></td>
<td>Average score for Queensland</td>
<td>555.3</td>
</tr>
<tr>
<td></td>
<td>For the school the percentage of students at or above the national minimum standard.</td>
<td>2008</td>
</tr>
<tr>
<td>Spelling</td>
<td>Average score for the school</td>
<td>555</td>
</tr>
<tr>
<td></td>
<td>Average score for Queensland</td>
<td>567.8</td>
</tr>
<tr>
<td></td>
<td>For the school the percentage of students at or above the national minimum standard.</td>
<td>2008</td>
</tr>
<tr>
<td>Grammar and Punctuation</td>
<td>Average score for the school</td>
<td>542</td>
</tr>
<tr>
<td></td>
<td>Average score for Queensland</td>
<td>563.2</td>
</tr>
<tr>
<td></td>
<td>For the school the percentage of students at or above the national minimum standard.</td>
<td>2008</td>
</tr>
<tr>
<td>Numeracy</td>
<td>Average score for the school</td>
<td>549</td>
</tr>
<tr>
<td></td>
<td>Average score for Queensland</td>
<td>570.7</td>
</tr>
<tr>
<td></td>
<td>For the school the percentage of students at or above the national minimum standard.</td>
<td>2008</td>
</tr>
</tbody>
</table>

Apparent retention rates Year 10 to Year 12

Year 12 student enrolment as a percentage of the Year 10 student cohort. 86.6% (State average is 75.2%)
Performance of our students

Outcomes for our Year 12 cohort of 2008

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of students awarded a Senior Statement.</td>
<td>297</td>
</tr>
<tr>
<td>Number of students awarded a Queensland Certificate Individual Achievement (QCIA).</td>
<td>4</td>
</tr>
<tr>
<td>Number of students awarded a Queensland Certificate of Education (QCE) at the end of Year 12.</td>
<td>197</td>
</tr>
<tr>
<td>Number of students awarded an International Baccalaureate Diploma (IBD).</td>
<td>0</td>
</tr>
<tr>
<td>Number of students awarded one or more Vocational Education and Training (VET) qualifications.</td>
<td>190</td>
</tr>
<tr>
<td>Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT).</td>
<td>37</td>
</tr>
<tr>
<td>Number of students receiving an Overall Position (OP).</td>
<td>125</td>
</tr>
<tr>
<td>Percentage of OP/IBD eligible students with OP 1-15 or an IBD.</td>
<td>74%</td>
</tr>
<tr>
<td>Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification.</td>
<td>90%</td>
</tr>
<tr>
<td>Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer.</td>
<td>96%</td>
</tr>
</tbody>
</table>

Post-school destination information

At the time of publishing this School Annual Report, the results of the 2008 Year 12 post-school destinations survey, Next Step – Student Destination Report for the school were not available. Information about these post-school destinations of our students will be incorporated into this Report in September.

Value added

Kirwan High adds value to students’ lives and learning experiences through a range of innovative programs and initiatives:

- Through our Science Centre of Innovation and Professional Practice (SCIPP) and Biotechnology Centre, Kirwan continues to lead the way in Science Education in North Queensland, ensuring our students benefit from science programs built on the latest techniques and knowledge.
- Through the Queensland Minerals and Energy Academy, Kirwan High students have access to a range of innovative programs and authentic industry experience that connect them with trade and university pathways in the local resources sector.
- Accreditation as an International Student Program school with Education Queensland International in 2008 saw the school undergo quality assurance processes that confirm the world-class standard of the student wellbeing and support services within our school.
- The school’s regional leadership of the AccessAsia initiative provides opportunities for students to develop deeper intercultural understanding and international perspectives through engagement with a curriculum that focuses authentically on international mindedness.
- The school’s annual musical is truly a community event that involves hundreds of students from diverse backgrounds, providing a sense of connection, belonging and community and a celebration of our students’ amazing talent. In 2008, students presented *The Sound of Music*. 
Both students and parents express satisfaction with Kirwan High and the education it offers. This satisfaction is reflected in the large enrolment which has existed for more than twenty years now. Kirwan High is one of the largest schools in the state and draws more than 50% of its population from outside of its immediate catchment area – a sure sign of student and parent satisfaction.

Staff at Kirwan High are actively engaged in a range of extra-curricular activities. Our teachers have had significant input into strategic planning and the evaluation of school processes through the 2008 review of our Philosophy and Objectives and the ongoing work in our Self-Study as we prepare for accreditation with the Council of International Schools. School Opinion Survey data indicates that staff opinion is generally comparable with that of Like Schools. In a key measure of staff wellbeing – the rate of short term staff absences – Kirwan High’s performance is better than both Like Schools and state-wide results.