



Kirwan State High School

ANNUAL REPORT

2019

Queensland State School Reporting

Every student succeeding

State Schools Improvement Strategy

Department of Education



Queensland
Government

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From the Principal

School overview

Kirwan High's mission is "to provide educational excellence for tomorrow's citizens". Students pursue personal excellence across a wide range of outstanding curriculum and extra-curricular offerings. As part of our learning community's commitment to excellence and continuous improvement, the school has attained accreditation as a world-class school with the Council of International Schools. In order to regain this accreditation, the school undertook a comprehensive two year long self study and then hosted a week long evaluation visit by a team of educators from around Australia and the world. Kirwan High was the first school in North Queensland to be accredited by CIS and is working towards re-accreditation in 2020. Kirwan High is also an accredited Department of Education International School and hosts international students from around the world. The school was also the first school in North Queensland to attain accreditation with the Australasian Schools Accreditation Agency.

As a large school, Kirwan High is able to provide an exceptional range of subjects to our students. The school has established three academies that offer specialist programs. The Creative Arts Academy specialises in Visual Arts, Drama, Music and Dance. The Sports Academy offers programs in Rugby League, Football, AFL, Touch, Netball and Basketball as well as a general program for other sports. The Global Leaders Academy provides opportunities for students to develop their leadership and global citizenship through an internationally focused curriculum. Kirwan High is committed to continuous growth in both its staff and students. School-wide implementation of the Art and Science of Teaching Framework grows teacher capacity and equips students with critical learning skills developed through evidence-based research.

In the Senior School, students choose from over 50 academic and VET subjects. Kirwan is recognised as a leader in areas such as Science, Information Technology, Vocational Education and International Education. The school continually seeks out innovative ways to utilise technology to enhance student learning and equip students with skills for the 21st century. In the VET Pathway, Kirwan High is home to the NQ Minerals and Energy Trade Training Centre. The school's partnership with the Queensland Minerals and Energy Academy provides strong links with major employers in the mining and energy sectors, providing access to high quality industry-based experience and training. The school also has outstanding vocational certificate programs in the Allied Health, Fitness and Hospitality areas.

Kirwan High is a diverse school, with many different cultures and a strong commitment to our Charters of Reconciliation and Global Citizenship. This year, through the Indigenous Young Leaders program, the students led the development of a Treaty which outlines the commitment of all staff and students to honour and value the culture of our First Nation's People and the desire to work together in the Spirit of Reconciliation. The school has won the Queensland Reconciliation Award twice as well as the Queensland Multicultural Award.

Our Student Wellbeing team delivers a range of proactive programs and works with individuals to ensure that all students can engage successfully in their studies within a safe, welcoming community. Kirwan High has a firm, fair approach to student discipline, founded on the principles of respect, engagement and safety. Parents contribute to our vibrant community through our Parents and Citizens Association and our special interest School Partnership Networks. Kirwan High has established a School Council which acts as a consultative body to support the school to set and maintain its strategic direction.

Our school at a glance

School profile

Coeducational or single sex	Coeducational
Independent public school	Yes
Year levels offered in 2019	Year 7 - Year 12

Characteristics of the student body

Student enrolments

Table 1: Student enrolments at this school

Enrolment category	2017	2018	2019
Total	1997	1935	1885
Girls	977	955	940
Boys	1020	980	945
Indigenous	423	408	414
Enrolment continuity (Feb. – Nov.)	91%	90%	90%

Notes:

1. Student counts are based on the Census (August) enrolment collection.
2. Indigenous refers to Aboriginal and Torres Strait Islander people of Australia.
3. [pre-Prep](#) is a kindergarten program for Aboriginal and Torres Strait Islander children, living in 35 Aboriginal and Torres Strait Islander communities, in the year before school.

In 2019, there were no students enrolled in a pre-Prep program.

Average class sizes

Table 2: Average class size information for each phase of schooling

Phase of schooling	2017	2018	2019
Prep – Year 3			
Year 4 – Year 6			
Year 7 – Year 10	23	24	23
Year 11 – Year 12	21	19	19

Note:

The [class size](#) targets for composite classes are informed by the relevant year level target. Where composite classes exist across cohorts (e.g. year 3/4) the class size targets would be the lower cohort target.

Curriculum implementation

The P–12 curriculum, assessment and reporting framework specifies the curriculum, assessment and reporting requirements for all Queensland state schools' principals and staff delivering the curriculum from Prep to Year 12. Further information on school implementation of the framework is available at <https://education.qld.gov.au/curriculum/stages-of-schooling/p-12>.

Extra-curricular activities

Queensland state schools provide a wide range of subjects and extra curricula activities such as sport, art, music and school camps. Further information can be found here <https://www.qld.gov.au/education/schools/information/programs>.

How information and communication technologies are used to assist learning

Information and communication technologies (ICT) are an important part of contemporary schooling. The Australian Curriculum includes ICTs as a general capability across all learning areas, as well as Digital Technologies as a specific learning area. Further information on models used by schools to assist learning is available at <https://education.qld.gov.au/parents-and-carers/school-information/student-ict-device-programs/one-to-one-models>.

Social climate

Overview

Each Queensland state school develops and enacts policies to support an integrated approach to behaviour, learning and teaching.

Our Student Code of Conduct is our school's behaviour policy, with information about school rules, consequences and processes for addressing bullying and the use of technology. A copy of this is available on our school website.

Further information is also available at <https://www.qld.gov.au/education/schools/health>.

Parent, student and staff satisfaction

Tables 3–5 show selected items from the Parent/Caregiver, Student and Staff School Opinion Surveys.

Table 3: Parent opinion survey

Percentage of parents/caregivers who agree# that:	2017	2018	2019
• their child is getting a good education at school (S2016)	95%	92%	93%
• this is a good school (S2035)	89%	89%	91%
• their child likes being at this school* (S2001)	92%	86%	90%
• their child feels safe at this school* (S2002)	94%	86%	93%
• their child's learning needs are being met at this school* (S2003)	89%	86%	89%
• their child is making good progress at this school* (S2004)	92%	88%	90%
• teachers at this school expect their child to do his or her best* (S2005)	98%	95%	95%
• teachers at this school provide their child with useful feedback about his or her school work* (S2006)	93%	87%	85%
• teachers at this school motivate their child to learn* (S2007)	92%	86%	89%
• teachers at this school treat students fairly* (S2008)	87%	88%	89%
• they can talk to their child's teachers about their concerns* (S2009)	98%	91%	89%
• this school works with them to support their child's learning* (S2010)	90%	89%	90%
• this school takes parents' opinions seriously* (S2011)	80%	83%	87%
• student behaviour is well managed at this school* (S2012)	83%	74%	75%
• this school looks for ways to improve* (S2013)	94%	91%	94%
• this school is well maintained* (S2014)	96%	92%	94%

* Nationally agreed student and parent/caregiver items.

'Agree' represents the percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement.

DW = Data withheld to ensure confidentiality.

Table 4: Student opinion survey

Percentage of students who agree# that:	2017	2018	2019
• they are getting a good education at school (S2048)	91%	96%	92%
• they like being at their school* (S2036)	87%	86%	88%
• they feel safe at their school* (S2037)	87%	87%	84%
• their teachers motivate them to learn* (S2038)	88%	88%	85%
• their teachers expect them to do their best* (S2039)	95%	97%	98%

Percentage of students who agree# that:	2017	2018	2019
• their teachers provide them with useful feedback about their school work* (S2040)	88%	89%	87%
• teachers treat students fairly at their school* (S2041)	78%	83%	74%
• they can talk to their teachers about their concerns* (S2042)	72%	70%	71%
• their school takes students' opinions seriously* (S2043)	72%	77%	73%
• student behaviour is well managed at their school* (S2044)	67%	61%	52%
• their school looks for ways to improve* (S2045)	89%	94%	83%
• their school is well maintained* (S2046)	83%	90%	84%
• their school gives them opportunities to do interesting things* (S2047)	90%	94%	90%

* Nationally agreed student and parent/caregiver items.

'Agree' represents the percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement.

DW = Data withheld to ensure confidentiality.

Table 5: Staff opinion survey

Percentage of school staff who agree# that:	2017	2018	2019
• they enjoy working at their school (S2069)	95%	94%	94%
• they feel that their school is a safe place in which to work (S2070)	96%	88%	86%
• they receive useful feedback about their work at their school (S2071)	91%	90%	82%
• they feel confident embedding Aboriginal and Torres Strait Islander perspectives across the learning areas (S2114)	86%	81%	89%
• students are encouraged to do their best at their school (S2072)	98%	96%	97%
• students are treated fairly at their school (S2073)	94%	91%	90%
• student behaviour is well managed at their school (S2074)	74%	68%	57%
• staff are well supported at their school (S2075)	83%	76%	71%
• their school takes staff opinions seriously (S2076)	81%	77%	72%
• their school looks for ways to improve (S2077)	99%	97%	91%
• their school is well maintained (S2078)	95%	97%	94%
• their school gives them opportunities to do interesting things (S2079)	92%	92%	87%

* Nationally agreed student and parent/caregiver items.

'Agree' represents the percentage of respondents who Somewhat Agree, Agree or Strongly Agree with the statement.

DW = Data withheld to ensure confidentiality.

Parent and community engagement

Our approach to engaging with parents and the community is aligned to the departments Parent and community engagement framework. The framework helps students, schools, parents and the community to work together to maximise student learning and wellbeing. Research shows parent and community engagement that is effectively focused on student learning can deliver powerful outcomes. Further information is available at <https://education.qld.gov.au/parents-and-carers/community-engagement>

Respectful relationships education programs

Our school has implemented the Respectful relationships education program (RREP) as part of the broad multi-departmental Queensland Government approach to ending domestic and family violence.

The RREP is a Prep to Year 12 prevention program that focuses on influencing behavioural change to build a culture based on equality and respect in our students, staff, parents and wider community, Students are provided opportunities to explore social and emotional learning in self-awareness, self-management, social awareness, relationships, ethics, values, social norms, gender roles, stereotypes, human rights, risk and responsible decision-making. A growing body of evidence shows that social and emotional learning of this nature leads to:

- improved social and emotional skills, self-concept, bonding to school and classroom behaviour
- less disruptive classroom behaviour, aggression, bullying and delinquent acts
- reduced emotional distress such as depression, stress or social withdrawal.

Further information is available at <https://education.qld.gov.au/curriculum/stages-of-schooling/respectful-relationships>

School disciplinary absences

Table 6: Count of incidents for students recommended for school disciplinary absences at this school

Type of school disciplinary absence	2017	2018	2019
Short suspensions – 1 to 10 days	222	250	166
Long suspensions – 11 to 20 days	41	57	55
Exclusions	25	30	39
Cancellations of enrolment	6	6	6

Note:

School disciplinary absences (SDAs) are absences enforced by a school for student conduct that is prejudicial to the good order and management of the school.

Environmental footprint

Reducing this school's environmental footprint

Environmental education has been a feature of Queensland schools for more than 30 years. In many schools it has been creatively and proactively incorporated into the curriculum in each phase of learning, and is also reflected in the school's facilities and in the actions of its principals, teachers and students.

Table 7: Environmental footprint indicators for this school

Utility category	2016–2017	2017–2018	2018–2019
Electricity (kWh)	1,593,990	1,589,087	1,694,721
Water (kL)	18,585	23,223	23,902

Note:

Consumption data is compiled from sources including ERM, Ergon, CS Energy reports and utilities data entered into OneSchool* by schools. The data provides an indication of the consumption trend in each of the utility categories which impact on this school's environmental footprint.

*OneSchool is the department's comprehensive software suite that schools use to run safe, secure, sustainable and consistent reporting and administrative processes.

School funding

School income broken down by funding source

School income, reported by financial year accounting cycle using standardized national methodologies and broken down by funding source is available via the [My School](#) website.

How to access our income details

1. Click on the *My School* link <http://www.myschool.edu.au/>.
2. Enter the school name or suburb of the school you wish to search.

Search by school name or suburb School sector School type State

3. Click on 'View School Profile' of the appropriate school to access the school's profile.



4. Click on 'Finances' and select the appropriate year to view the school financial information.

School profile NAPLAN Attendance Finances VET in schools Senior secondary Schools map

Note:

If you are unable to access the internet, please contact the school for a hard copy of the school's financial information.

Our staff profile

Workforce composition

Staff composition, including Indigenous staff

Table 8: Workforce composition for this school

Description	Teaching staff*	Non-teaching staff	Indigenous** staff
Headcounts	148	77	9
Full-time equivalents	140	62	7

*Teaching staff includes School Leaders.

** *Indigenous* refers to Aboriginal and Torres Strait Islander people of Australia.

Qualification of all teachers

The Queensland College of Teachers (QCT) is responsible for ensuring that teaching in Queensland schools is performed by an appropriately qualified person, that has successfully completed either -

- (a) a four-year initial teacher education program including teacher education studies of at least one year (e.g. a Bachelor of Education, or a double Bachelor degree in Science and Teaching) or
- (b) a one-year graduate initial teacher education program following a degree (e.g. a one-year Graduate Diploma of Education (Secondary) after a three-year Bachelor degree) or
- (c) another course of teacher education that the QCT is reasonably satisfied is the equivalent of (a) or (b). These are considered on a case-by-case basis.

For more information, please refer to the following links

- https://cdn.qct.edu.au/pdf/Policy_Teacher_registration_eligibility_requirements
- <https://www.qct.edu.au/registration/qualifications>

Professional development

Teacher participation in professional development

Queensland state schools undertake 5 staff professional development days (25 hours) throughout the year:

- 2 days at the end of the summer holidays (fixed)
- 2 days during the Easter holidays (flexible)
- 1 day in the third last week of Term 3 (fixed) on the student free day.

Staff attendance and retention

Staff attendance

Table 10: Average staff attendance for this school as percentages

Description	2017	2018	2019
Staff attendance for permanent and temporary staff and school leaders.	97%	97%	96%

Proportion of staff retained from the previous school year

From the end of the previous school year, 83% of staff were retained by the school for the entire 2019.

Performance of our students

Key student outcomes

Student attendance

The overall student attendance rate in 2019 for all Queensland state Secondary schools was 89%.

Tables 11–12 show attendance rates at this school as percentages.

Table 11: Overall student attendance at this school

Description	2017	2018	2019
Overall attendance rate* for students at this school	90%	90%	88%
Attendance rate for Indigenous** students at this school	85%	84%	83%

* Student attendance rate = the total of full-days and part-days that students attended divided by the total of all possible days for students to attend (expressed as a percentage).

** *Indigenous* refers to Aboriginal and Torres Strait Islander people of Australia.

Table 12: Average student attendance rates for each year level at this school

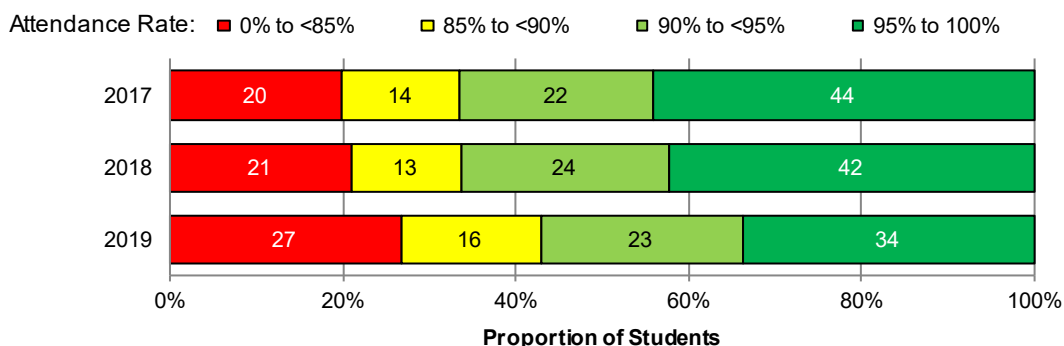
Year level	2017	2018	2019	Year level	2017	2018	2019
Prep				Year 7	93%	92%	91%
Year 1				Year 8	92%	90%	88%
Year 2				Year 9	88%	89%	87%
Year 3				Year 10	90%	87%	86%
Year 4				Year 11	89%	91%	88%
Year 5				Year 12	91%	90%	90%
Year 6							

Notes:

1. Attendance rates effectively count attendance for every student for every day of attendance in Semester 1.
2. Student attendance rate = the total of full-days and part-days that students attended divided by the total of all possible days for students to attend (expressed as a percentage).
3. DW = Data withheld to ensure confidentiality.

Student attendance distribution

Graph 1: Proportion of students by attendance rate



Description of how this school manages non-attendance

Queensland state schools manage non-attendance in line with the Queensland Department of Education procedures: [Managing Student Absences and Enforcing Enrolment and Attendance at State Schools](#); and [Roll Marking in State Schools](#), which outline processes for managing and recording student attendance and absenteeism.

NAPLAN

Our reading, writing, spelling, grammar and 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

1. Click on the *My School* link <http://www.myschool.edu.au/>.
2. Enter the school name or suburb of the school you wish to search.

School sector

School type

State

🔍

3. Click on 'View School Profile' of the appropriate school to access the school's profile.

View School Profile

4. Click on 'NAPLAN' to access the school NAPLAN information.

School profile
NAPLAN
Attendance
Finances
VET in schools
Senior secondary
Schools map

Notes:

1. If you are unable to access the internet, please contact the school for a hard copy of the school's NAPLAN results.
2. The National Assessment Program – Literacy and Numeracy ([NAPLAN](#)) is an annual assessment for students in Years 3, 5, 7 and 9.

Year 12 Outcomes

Tables 13–15 show for this school:

- a summary of Year 12 outcomes
- the number of Year 12 students in each OP band
- the number of Year 12 students awarded a VET qualification.

Details about the types of outcomes for students who finish Year 12 are available in the annual [Year 12 outcomes report](#).

Additional information about the AQF and the IBD program are available at www.aqf.edu.au and www.ibo.org.

Table 13: Outcomes for our Year 12 cohorts

Description	2017	2018	2019
Number of students who received a Senior Statement	297	289	177
Number of students awarded a QCIA	4	5	3
Number of students awarded a Queensland Certificate of Education (QCE) at the end of Year 12	293	284	174
Percentage of Indigenous students awarded a QCE at the end of Year 12	100%	98%	100%
Number of students who received an OP	126	132	96
Percentage of Indigenous students who received an OP	27%	18%	28%
Number of students awarded one or more VET qualifications (including SbAT)	207	203	129
Number of students awarded a VET Certificate II or above	174	158	95
Number of students who were completing/continuing a SbAT	21	25	19
Number of students awarded an IBD	0	0	0
Percentage of OP/IBD eligible students with OP 1–15 or an IBD	71%	59%	58%
Percentage of Year 12 students who were completing or completed a SbAT or were awarded one or more of the following: QCE, IBD, VET qualification	100%	100%	99%
Percentage of QTAC applicants who received a tertiary offer.	98%	97%	98%

Notes:

- The values above:
 - are as at 05 February 2020
 - exclude VISA students (students who are not Australian citizens or permanent residents of Australia).
- *Indigenous* refers to Aboriginal and Torres Strait Islander people of Australia.

Table 14: Overall Position (OP)

OP band	2017	2018	2019
1-5	17	10	10
6-10	27	23	13
11-15	46	45	33
16-20	30	41	33
21-25	6	13	7

Note:

The values in table 14:

- are as at 05 February 2020
- exclude VISA students (students who are not Australian citizens or permanent residents of Australia).

Table 15: Vocational Education and Training (VET)

VET qualification	2017	2018	2019
Certificate I	164	158	89
Certificate II	169	155	91
Certificate III or above	116	108	63

Note:

The values in table 15:

- are as at 05 February 2020
- exclude VISA students (students who are not Australian citizens or permanent residents of Australia).

Apparent retention rate – Year 10 to Year 12

Table 16: Apparent retention rates for Year 10 to Year 12 for this school

Description	2017	2018	2019
Year 12 student enrolment as a percentage of the Year 10 student cohort	78%	84%	85%
Year 12 Indigenous student enrolment as a percentage of the Year 10 Indigenous student cohort	74%	79%	71%

Notes:

1. The apparent retention rate for Year 10 to Year 12 = the number of full time students in Year 12 expressed as the percentage of those students who were in Year 10 two years previously (this may be greater than 100%).
2. *Indigenous* refers to Aboriginal and Torres Strait Islander people of Australia.

Student destinations

The Queensland Department of Education conducts [annual surveys](#) that capture information about the journey of early school leavers and Year 12 leavers from school to further study and employment.

Early school leavers

The destinations of young people who left this school in Year 10, 11 or before completing Year 12 are described below.

Schools work closely with a range of external agencies to support students who left school early.

Our Principal, Deputy Principal, Regional Transitions Officer or Guidance Officer liaises with early school leavers and their parents, providing a service 'beyond the school gate' to assist early leavers make a successful transition to other educational pursuits or employment.

Next Step — Post-school destinations

The results of the 2020 Next Step post-school destinations survey, *Next Step – Post-School Destinations* report (information about students who completed Year 12 in 2019), will be uploaded to this school's website in September 2020.

To maintain privacy and confidentiality of individuals, schools with fewer than five responses will not have a report available.

This school's report will be available at <https://kirwanshs.eq.edu.au>.