

Ipswich Flexible Learning Centre

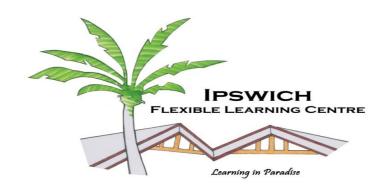
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This Annual Report for 2018 is published to provide information about the Ipswich Flexible Learning Centre for parents / carers, young people and other interested parties. This report contains the detail mandated by the Commonwealth and State Governments and Edmund Rice Education Australia reporting requirements.

I see no value in a centre of learning, which churns out numberless school leavers each year and is passively part of a society torn apart by divisions of race and partisan politics...

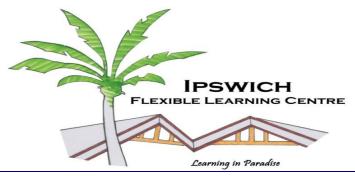
Our schools exist to challenge popular beliefs and dominant cultural values, to ask the difficult question, to look at life from the standpoint of the minority, the victim, the outcast, and the stranger*.

*Former Congregational Leader of the Christian Brothers, Br Phillip Pinto. New York 2002



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INTRODUCTION

Ipswich Flexible Learning Centre (FLC) is a part of Edmund Rice Education Australia Youth+ and is conducted in accordance with the Youth+ philosophy and principles. Ipswich FLC commenced operation as a registered Non-State School in 2012, and is part of a national association of over 50 mainstream schools and Flexible Learning Centres.

Ipswich FLC is a co-educational Catholic school in the Edmund Rice tradition. The philosophy of the Ipswich FLC draws on the spirit and vision of Edmund Rice Education Australia (EREA). Our learning community has a clear commitment to social justice and stands in solidarity with disenfranchised young people of all social, cultural and religious backgrounds.

The philosophy also has a practical focus, based in the application of four core principles of *Respect*, *Safe and Legal*, *Participation* and *Honesty* among all participants of the Ipswich FLC. This is evident in the ways the organisational culture and practices are shaped through the application of these principles. In essence, the principles establish a *common ground* among staff, young people and parents. This collective forum offers the means to resolve conflict, negotiate learning, recognise rights, responsibilities and consequences as they are modelled and explored. This occurs both within the group, as individuals and as members of the broader community.

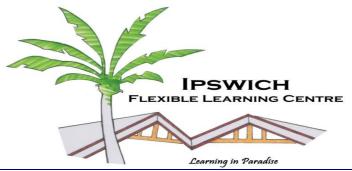
Ipswich FLC works with young people who are vulnerable and experience a complexity of interrelated needs. As discussed above, participation and retention are key elements in the philosophy of Ipswich FLC. The development of moral reasoning through the application of the four principles prepares students for responsible citizenship. The learning experiences also build self-confidence and esteem in young people, promote an optimistic view of their potentialities and future, and assist them to develop the knowledge, skills and attitudes necessary to enjoy a healthy and fulfilling life.

Ipswich FLC offers an inclusive and non-discriminating learning community to young people, who for a variety of reasons, are disenfranchised from mainstream education. Our schools intentionally support the 2008 Melbourne Declaration on the Education Goals for Young Australians: Australian Governments commit to working with all school sectors to

- 'Close the gap' for young indigenous Australians
- Provide targeted support to disadvantaged students
- Focus on school improvement in low socioeconomic areas

Young people are enrolled from a variety of language, cultural and religious backgrounds, with particular sensitivity to Indigenous culture.

Young people are exposed to learning experiences that develop understanding and appreciation of diverse cultural values that constitute Australian society. Learning is focused around the individual needs of young people and progress is carefully documented and monitored. In conjunction with their teachers, youth workers, wellbeing staff and young people draft learning plans with articulated educational pathways.



YOUTH+ FOUNDATION STATEMENT

Youth+ seeks to respond to the needs of young people disenfranchised and disengaged from education. Youth+ provides a place and an opportunity to re-engage in a suitable, flexible learning environment.

Youth+ seeks to build honest and authentic relationships with young people, their families and communities, supporting and celebrating the uniqueness and dignity of each person.

Youth+ is guided by the vision of Edmund Rice about the empowering service of education, to achieve personal and community liberation through educational experiences that enable transformation.

BEST PRACTICE GUIDELINES

Ipswich FLC identifies a number of best practice guidelines supportive of meaningful socially inclusive educational experiences. While not exhaustive, the following provide a basis for programming and young person support.

Individualised Education Program

Education programs need to be attuned to the individual young person by an assessment of need and delivery within a supportive environment that will re-engage the young person with learning and encourage a sense of community. Personal Learning Plans are developed and negotiated with young people and form an integral part of daily learning programs.

Negotiated and Articulated Goals

Education programs will negotiate goals and the methods of achieving those goals. Such goals will be tailored to the identified needs of the individual.

Professional and Community Driven

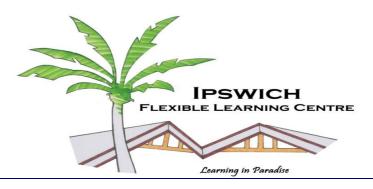
Education programs should be characterised by a high degree of professionalism, and supported by a close relationship with communities in which they are located.

Young Person Support

Young People are encouraged to make a commitment to the program and its principles. Young Person achievement is valued and celebrated with appropriate recognition given to the uniqueness of adolescent development.

Family/Carer Involvement

Families/carers are viewed as partners in their children's educational experience. While family circumstances may be related to student alienation, the importance of building positive family/carer relationships is a priority.



Learning Choices

Diagnostic assessment is important to provide guidance in planning individualised programs. Effective programs will engage young people in learning toward defined literacy and numeracy outcomes and other areas of knowledge relevant to real life situations. Young people experiencing risk will be provided with programs that cater for their spiritual, physical, social, psychological and intellectual development. As well, they will be provided with learning choices both in and beyond the school and with programs that are effectively linked to community agencies and vocational pathways.

Multi Professional and Multi-Disciplinary Teams

Team members use a multidisciplinary, multi-professional approach to provide health, educational, cultural, social and emotional support for young people. Multi professionals are encouraged to develop supportive relationships with young people, and assist them with their basic life needs. Multi professionals are encouraged to develop links with external support agencies (e.g. Child and Youth Mental Health Services, Drug & Alcohol services, accommodation services, counselling services). Staff selection processes identify staff members who are: flexible, able to relate to young people, willing to negotiate, clear about operation by principles, as well as being clear about the responsibilities and the rights of all.

SCHOOL PROFILE AS AT AUGUST CENSUS 2018

The total 2018 enrolment of the **Ipswich** FLC full time equivalent students is shown below.

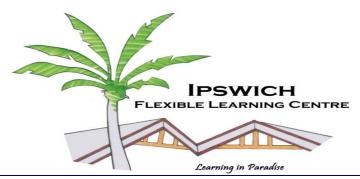
Gender/Year	7	8	9	10	11	12	Total
Male	4	7	13	6	15	16	61
Female	1	7	6	8	12	26	60
Total	5	14	19	14	27	42	121

YOUNG PERSON SUPPORT

Each young person at Ipswich has staff who support them in their health and wellbeing. At the Ipswich site these staff include their classroom teacher for core literacy/numeracy and at least one other significant worker. The role of the team is to establish a close relationship to the young person, to monitor their progress, to advocate on their behalf, to provide advice, direction and support during difficult personal issues, and overall to support the young person to achieve their stated personal and educational goals. The role of staff is broad in scope, in-depth in its substance, and long-term in relationship.

It includes:

- In-house mentoring and advocacy
- Supporting the young person and their families in times of emotional crisis or practical need
- Maintaining the close partnership between school, young person and parent/carer



- Working in partnership with other agencies who are involved with students e.g. CYMHS (Child Youth Mental Health Service), Department of Communities, Child Safety & Disabilities, Youth Justice, Headspace, ICYS (Ipswich Community Youth Service), St Vincent de Paul, The Mercy Centre, Five Bridges, Ipswich Community Justice Group, Kambu Medical Service, Kummara, Goodna Youth Service, Ipswich PCYC, Leichhardt Community Centre, etc
- Supporting and mentoring young people who live independently
- Helping students to build capacity and resilience in social and emotional aspects of their lives
- Helping young people to develop a positive self-concept
- Supporting young people with issues of drug misuse and self-harm
- Networking with other agencies such as Youth and Family Services to provide specialist assistance e.g. family mediation, counselling, anger management

The Pastoral Care program also includes the support work of the Associate Head of Campus - Social Worker, Indigenous Community Engagement Officer, Transition Youth Worker, and the Inclusive Education Coordinator.

CURRICULUM - LEARNING CHOICES PROGRAM

The Ipswich Flexible Learning Centre provides holistic learning experiences that address the social needs of students, and promotes their emotional, physical, spiritual and academic development. The purpose of the learning experiences is to empower young people to take personal responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

Learning experiences address curriculum areas of literacy, numeracy, study of society and environment, vocational training, information technology, music and technology, outdoor education, Indigenous education, relational and spiritual education and science.

Subjects offered at various year levels include:

YEAR LEVEL	CORE	ELECTIVE
Years 7, 8, 9, 10	Literacy, Numeracy, Integrated	Art, Board Games Creation,
	Studies which include literacy,	Building and Construction,
	numeracy, SOSE, Science,	Bicycle Maintenance, Cooking,
	basic computer skills, and	Cooking and Health Nutrition,
	general life skills.	Craft, Drama, Fishing,
		Gardening, Hobbies, Jewellery
		Making, Metalwork, Minecraft,
		Model – making, Music,
		Physical Education, Screen-



printing, Sewing, Skateboard
Making, Sport and Recreation,
Swimming, Work readiness
(including Résumé writing and
obtaining "White Cards".

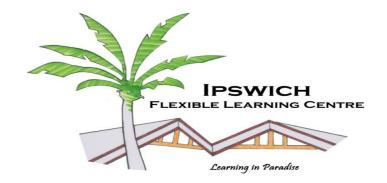
YEAR LEVEL	Authority Registered Subjects	Certificate Courses
Years 11 – 12	 English Communication - 6125 Prevocational Mathematics - 6140 Social and Community Studies - 6241 Recreation - 6206 Religion & Ethics - 6245 	 Cert I (30999QLD) and II (10306NAT) in Functional Literacy Cert 1 (CUA10315) Visual Arts Cert 1 (FSK10113) Access to Vocational Pathways Cert 11 (FSK20113) in Skills for Work and Vocational Pathways Cert 1 in Information, Digital Media & Technology Cert 11 (CUA20615) in Music Industry Cert 1 (BSB10115) in Business CPPCCWH1001 – Prepare to work safely in the Construction Industry

A short course in *Independent Living Skills* is also offered.

All electives were offered to all young people irrespective of age or ability. Young people were offered various outings and excursions to enhance classroom skills, team building and social and communication skills.

The electives were chosen to enhance

- Communication and participation skills and to support young people with social and emotional issues and to provide lifelong strategies to utilise in their future career paths.
- The young people's life experiences by offering opportunities where due to the individual's personal situation may not be normally available to them.



By offering these types of unique experiences, the young people develop a "fun in learning" attitude and thus changing attitudes to formal education.

The Ipswich Flexi Centre has a keen interest in offering Young People camp/expedition experiences. In 2018, Young People had the opportunity to engage in activities at Caloundra, Somerset Dam camp grounds, Stradbroke Island, and The Great Southern trip to Canberra/Sydney. Camp experiences place young people in different settings which afford them opportunities to experience wider Australia.



An off shoot to the "fun in learning" attitude is then that the young people will want to attend the Centre and thus increase attendance and retention rates.

Learning Support was given to young people completing Certificate courses through School, TAFE, RTOs and employment agencies. Young people can gain work experience, traineeships and school based apprenticeships through our partnership with Apprenticeship Qld.

Extra Learning Support was and is continually being provided to Young People with verified disabilities and students with low NCCD levels.



OUTCOMES

National Assessment Program Literacy and Numeracy (NAPLAN) results.

None of the students in Ipswich Flexible Centre participated in NAPLAN.

Outcomes for Year 12 Students			
Total number of Senior Certificates awarded	2		
Percentage of students awarded Senior Certificates and awarded a Vocational Education and Training (VET) qualification	2.63%		
Percentage of students awarded Senior Certificates or awarded a VET qualification	35.71%		
First Aid HLTAID1001/2/3	33.33%		



APPARENT STUDENT RETENTION RATE

Senior cohort Year	Year 8 Base	Year 12 at exit	Retention Rate %
2017	5	42	840
2018	5	40	800

^{*}Note: Year 7 became the starting year level for secondary schooling in 2014 and does not factor into this calculation as yet

ATTENDANCE RATE

The average student attendance rate for 2018 was 78%. This number excludes students who terminated enrolment during the year or who were absent for extended explained absences.

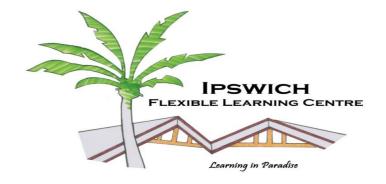
SPECIAL PROGRAMS THAT PRODUCE IMPROVED OUTCOMES FOR YOUNG PEOPLE

The Ipswich Flexible Learning Centre has formed a strong relationship with Apprenticeships Queensland Ipswich and several young people have obtained work experience, School Based Traineeships or School Based Apprenticeships. This relationship has helped to develop very positive personal development as well as employment skills for the young people involved.



The Centre offers regular outdoor education opportunities – Rock climbing, Abseiling, bush walking, canoeing, mountain biking, archery and camping experiences. Various camps were held throughout the year ranging from overnight to week long stays. The young people take an active role in the planning and evaluation of these activities.

As discussed previously, a wide variety of electives were offered over the year – electives that allowed young people to explore, acknowledge, and excite their own individuality. These electives allowed the refinement of fine motor skills to sporting ability and agility. Basic skills and refinement were honed in areas of cooking and gardening. Young people were given the skills and knowledge to create and cook good, basic nutritional meals. Their creative skills were to be extended when creating community meals and functions.



Creative outlets and basic skills were offered through art, drama, music, construction, and the crafts. There were many opportunities to try, explore, and refine as new avenues of learning were opened. As new skills were learnt and refined, self-confidence and self-worth grew and the satisfaction of a job completed was felt. Team building, peer support, scaffolding, and life skills were integral in the delivery of these electives.

Reporting is framed within the Australian Core Skills Framework where reporting is based on the five core areas of; Learning, Reading, Writing, Oral Communication and Numeracy. Each young person was reported on their own individual achievements and bench marks and not on a class average or placing in class. Any areas of concern were seen as goals for the next term's focus via an Individual Learning Plan. These Learning Plans were reviewed each quarter and reports were prepared half-yearly in consultation with parents/carers. Anytime throughout the year parents/carers were more than welcome and encouraged to discuss any concerns regarding their young person's educational plan and wellbeing.

Ipswich Flexible Learning Centre, flexible by name and nature, provides programmes as the needs arise. Networking with outside agencies and tutors, similar programmes and activities were investigated and offered to our young people. Special support programmes at the Centre were initiated to support these young people.

Other special support programmes offered included grief programmes for victims of crime and/or accidents and job readiness programmes including mock interviews.

As our network has continued to grow we are able and will be able to offer programmes and opportunities to meet the present and future needs of our young people.

YEAR 12 COHORT 2018 POST SCHOOL DESTINATION

At the time of publishing this School Annual Report, the results of the 2018 Year 12 post-school destinations survey, Next Step – Student Destination Report for the school were not available. The following data reports the destinations of students as accurately as the school is able to ascertain at this point.

School Year – 2018	Number of Students in each category	Percentage of Students in each category
VET total (Cert IV+ III, I-	15	35.71%
II, apprenticeship,		
traineeship)		
Working full-time	5	11.9%
Working part-time/casual	10	23.81%
Seeking work	8	19.04%



Not studying or in the	2	5.26%	
labour force			
Returning to study	19	50%	
Mothering	1	2.63%	

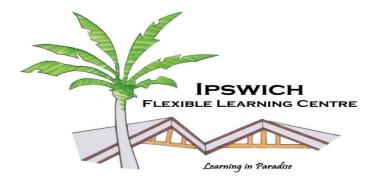
CO CURRICULAR ACTIVITIES

The Centre provides extensive opportunities for young people to participate in co-curricular or non-classroom activities at their level and within their areas of interest. Participation is encouraged. The broad range of opportunities or choices for young people includes activities that are described as cultural, sporting, and intellectual and/ or service related. (See Table below).



Co-Curricular Activities offered at Ipswich FLC in 2018

Cultural	Intellectual	Sporting	Service	Outdoor Adventure Based Learning
Aboriginal &Torres Strait Islander events & activities	Science Centre	Football (various codes)	Sexual Health and wellbeing	Adventure based camps
Multicultural events and activities	Heritage Centre - Amberley	PCYC activities	Various Agency Visits	Mountain biking
Aboriginal Film nights	Miles Historical Museum	Orienteering	Anti-bullying workshops	Bush walking
Ngutana - Lui	Ipswich Library	Athletics	Mercy Centre	Canoeing
NAIDOC Activities	Museums	Swimming	Career Workshops	Low ropes
	GOMA	Basketball	Street Links	Archery
	Theatre	Fitness	Community BBQs	Camping
	Mt Coo-tha Planetarium	Cycling	Cyber Safety	Abseiling
	Cobb & Co - Toowoomba	Tennis	"Lovebits"	Beach walks
				Rock-climbing
				Fishing



STAFF PROFESSIONAL DEVELOPMENT PRIORITIES 2018

Ipswich Flexible Learning Centre is committed to the ongoing professional development and formation of staff. This continues to enrich the educational opportunities provided for our young people and models to our young people the modern reality of lifelong learning. The following priorities were identified in the Centre's 2018 Operational Plan:

All staff have participated in annual Whole EREA Staff Gathering Days and Xavier Network professional development days. They have also completed professional Development in Spirituality, Ethos, Values and Identity, and Catholic Schools in the Edmund Rice Tradition. (These Whole School Gathering contribute to the Accreditation to teach in a Catholic school). Staff participated in Child Protection Conferences and Workshops on a



rotational and ongoing basis. Staff also participated in in-house workshops dealing with young people with varying disabilities and issues. Teaching staff upgraded their professional skills to verify Certificate courses.

Staff have participated in the following programmes and workshops:

Curriculum planning ACSF

Break Every Yoke

Galilee

New Street

Doing schools Differently Conference

Mental Health First Aide

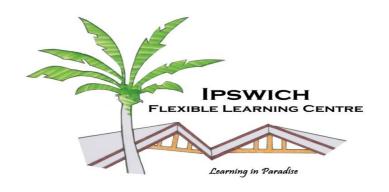
Senior First Aide

Accelerated Literacy Programme

Yumi Deadly - Maths Programme

BKSB - Numeracy/Literacy Programme

The average amount spent per teacher in 2018 on professional learning was \$35,468.31. This represents 1.37% of the annual budget of the Centre.



STAFF

The staff of Ipswich Flexible Learning Centre is a highly qualified, experienced and generous group of professionals who consistently contributes more than would otherwise be expected both within the classroom and beyond. The distinctive skills/qualifications and experience of our staff include:

Number of teachers	9
Number of Support staff	16
Total Number of Staff	25

David Harrison (HOC) Dip Ed (Manual Arts); Grad Dip Arts (Religious Ed.); BA.

Ed.: Dip Community Welfare (Youth); Justice of Peace

Tim Acutt BA Arts; Dip Teaching; Dip Art, TAE

Tash Vazey BA (PolSc); Grad Dip Ed Sarah Craig BCreInd/BED (Sec) MA ED

Caitlin Smith BA Applied Science (Physical Ed), Grad Dip ED, Grad

Cert RE

Anne Ripper BA SS Grad Dip Ed, TAE
Ben Fama'aea BA Ed Dip Children Services

Sally Butler BA Creative Arts, Grad Dip Teaching & Learning Matt Richards BA Health & PE, Dip Ed Support, Dip Youth Work, Dip

Fitness, TAE

The average attendance rate for teachers in the 2018 academic year was 91%. This figure reflects a low rate of sick leave among the staff. This figure does not include staff absent from classes attending professional development activities or who would have been replaced whilst on other forms of leave such as long service or maternity leave.

The teaching staff retention rate expressed as a percentage is 78%. This indicates the percentage of teachers who have continued service at the school from 2017 into 2018. There is core group that brought a continuum of goals and values from the previous years.

THE SOCIAL CLIMATE OF THE CENTRE

One hallmark of Ipswich Flexible Learning Centre is the very real climate of compassionate care evident. This is expressed through:

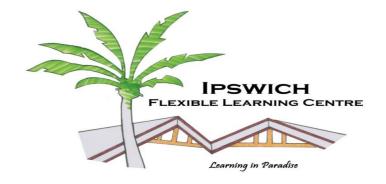
- A commitment by all to operate by the principles of respect, being honest, being safe and legal, and participation.
- The formation of right relationships amongst everybody in the school community.
- A belief that conflicts and problems can be resolved by talking and negotiation.



- An understanding by all that bullying and misuse of power by anyone in the school community is not acceptable and this is reinforced by whole school workshops including, Child Protection, Anti bullying, social awareness.
- Community Care Groups
- Availability and willingness of staff to talk with young people
- Consultations with the Social Worker/Welfare Officer which may require referral to counsellors and outside agencies
- Programs for the;
 - Integration of young people to the centre.
 - Transition of young people to work experience, traineeships, job interviews
- Participation in Community Activities to raise social awareness e.g., Street Links - an initiative of Ipswich City Council, where the young people helped in activities. Street Links provided an opportunity for the marginalised of Ipswich City to meet welfare agencies in a non-threatening arena
- A strong emphasis, not on the mistakes that people make, but rather on what they do to fix the consequences of those mistakes and the effort made to change behaviour. "How many chances does a young person get? As many as they need."
- Encouragement of young people to take initiative; to raise issues of concern to them; to challenge other young people and staff if they feel that one of the principles has been broken; to negotiate what they learn and how they want to learn it; to be active participants in all that they experience in their time at The Centre
- Participation in a Child protection workshops with our neighbouring school to celebrate Child Protection Week



 Weekly community BBQ's and/or shared meals involving young people and outside agencies where young people could communicate with agency representatives in a casual atmosphere.



STRATEGIES USED FOR INVOLVING PARENTS/CARERS IN THE EDUCATION OF THEIR YOUNG PERSON.

Ipswich Flexible Learning Centre recognises that parents/carers are the primary educators of their young people. Some young people live independently.

The work of the school is most successful when it collaborates effectively with parents / carers. The Flexible Learning Centre supports and encourages this role of parents / carers through:

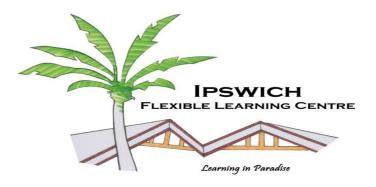
- Information evenings,
- Newsletters
- Information letters hard copy and/or emails
- Open communication with parents and carers
- Parents and carer meetings
- Cultural celebrations
- Social celebrations
- Fundraising community involvement (e.g. Biggest Morning Tea, Pyjamas Day)
- The voluntary contribution of distinctive skills and enthusiasm of parents and community members. These are gratefully acknowledged and celebrated.



In recent times, substantial change has occurred in the provision of computer hardware and software for young people and staff. Professional development continues to enhance the skills of staff in this important facet of learning. Information management has become a critical literacy. Integration of technology within all learning continues to evolve across the variety the school's subject offerings.

The IT infrastructure for Youth+ was further expanded. This incorporated a WAN (fibre optic connections) with connections to all sites across Australia with a minimum bandwidth of 20mb. We moved from an external provider offering IT support to the establishment of an internal ICT department consisting of 7 personnel. Laptops and IPADS together the Desktop computer lab were fully utilised throughout the year. The bank of 22 IPADS were used in the various classrooms as required. Laptops were distributed and stored in all classrooms.





2018 MILESTONES

Young people moved on their journey through academia by commencing, continuing and finishing their Certificate courses. They also gained hands on skills through bicycle maintenance, cooking, food nutrition, music, art, manual arts, crafts and computing. Many of the young people gained skills in the outdoor activities in camping, canoeing, bicycling, orienteering, rock climbing, fishing and other activities. They gained pride in themselves and their work in the ongoing landscaping of the school grounds.

Young people placed their footprint on the school grounds by helping to build under

staff supervision a pergola at the front of the school. This area under the heritage listed Moreton Bay figs beside the pergola was further enhanced by the laying of synthetic turf and the placing of picnic tables. These picnic tables had been previously built by young people and staff. This area was and is being used as an outdoor learning space, a space for community events and a shaded, relaxed area for lunch breaks.

Another area that was upgraded in 2018 was the quadrangle. A sun sail was erected and more synthetic turf was laid with a hopscotch area and a quarter size basketball court and tennis court area.



Classrooms that were refurbished in 2017 were fully utilised by senior learning groups during 2018.

Our young people were helped within the wider community by our networks with outside agencies being further strengthened. Links with Aboriginal organisations and community were further strengthened.

Xavier Flexi School Network undertook the EREA School Renewal process in 2018 and we achieved a positive outcome.



GOALS FOR THE 2019 YEAR

In 2018 emphasis was given to furthering the ongoing goals of previous years and these will be carried through to 2019 by:

- providing a facility to inspire our young people to enjoy their educational journey and thus prepare them for life outside of the centre
- inspiring and instilling a joy of learning in our young people
- consolidating and building on the values of the community that is the Ipswich Flexible Learning Centre
- promoting the values of Respect, Honesty, Participation, and Safe and Legal as values for everyday life
- giving young people pride and self-confidence within themselves so as to build self-worth and self-respect.
- providing young people with the skills to equip themselves for everyday highs and lows.
- Further updating and providing modern technology for the young people
- giving opportunities to young people to engage in work experience in trades and career pathways
- updating and building up our bank of learning and teaching resources
- the continual upgrading of staff qualifications
- maintaining the high levels of Child Protection competency of all staff.
- growing and strengthening our network connections within the wider community.
- consolidating connections with the Aboriginal community and other cultural groups; and,
- enabling and empowering our transitioned young people to be an integral participant in the broader community

There will be an investigation to purchase another property in a nearby location to further expand the school.

Project goals from 2017 continued into 2018 and 2019 and they have:

- utilised the equipment of the Welding facility where the first project was continued. Students under the supervision of qualified staff continued to build a 5.4 metre aluminium boat from a flat pack kit.
- · continuing to restore a Quad-bike,
- the further landscaping of the grounds where outdoor classes can be held, timeout and rest areas can be established. More vegetable and herb gardens along with flower gardens to be built and
- the construction of a further pergola in the landscaped area in the school grounds.



CONCLUSION

2018 has seen Ipswich Flexible Learning Centre's students and staff place a significant footprint in Ipswich by the ongoing refurbishment and landscaping of the school. The Centre has established a greater name for itself in the wider Ipswich community. Students and staff have prided themselves in making a little bit of Ipswich their own "Island of Paradise" where they feel safe and respected.

David Harrison Head of Campus Ipswich Flexible Learning Centre Tim Young
Principal
Xavier Flexi Schools Network