



Kimberley College

*With Courage and
Compassion*



2019

Annual Report

(Based on 2018 Data)





Our School

Nestled in a picturesque, semi-rural setting in Brisbane's Bayside, Kimberley College is recognised for developing students with integrity, social responsibility and confidence. We believe that education is more than a simple process of knowledge transfer. We are passionate about the future of our students and recognise that each student is an individual with infinite potential.

We believe that young people learn best when they have structure as well as space and time to foster creativity – time to think and grow. We think that learning should be inspirational, challenging and fun. We work hard to nurture our students' unique gifts and needs within a supportive College community. Our teachers are dynamic educators, passionate and knowledgeable about learning, with a strong understanding of contemporary, evidence-based teaching and learning practice.

The objectives of Kimberley College are:

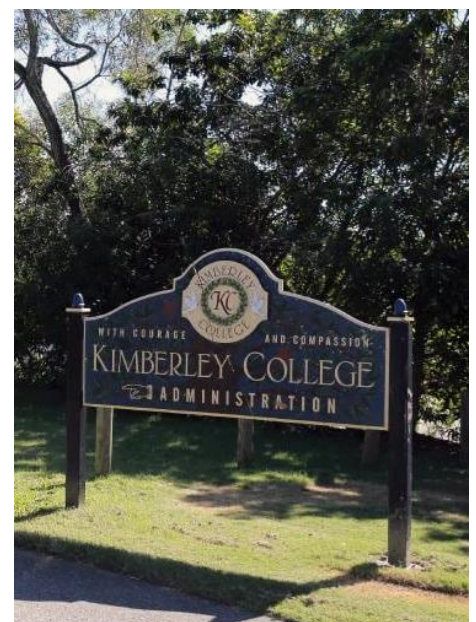
- to provide multi-aged, non-graded education which incorporates thinking skills based learning experiences as part of an individualised curriculum,
- to create a school environment which nurtures intellectual and moral autonomy, and
- to nurture self-respect and self-confidence in students.

Every person at Kimberley College has the right to a strong sense of belonging. This occurs when each person has the opportunity to express themselves. It is achieved when students are treated fairly and they, in turn, learn to appreciate others whilst showing them respect. It also happens because each person knows our school provides a safe environment for them to create their own identity within a community that values diversity and promotes equity.

The school has a non-exclusive enrolment policy. Teachers have a strong belief in the need to develop moral and social intelligence in an environment which respects all religious and secular beliefs.

School Overview

School Sector:	Independent
Address:	41 Kruger Road, Carbrook, QLD 4130
Total Enrolments:	735
Year Levels Offered:	Prep – Year 12
Co-educational or Single Sex:	Co-educational





Our Why

Vision: To be the leading independent school of innovative teaching and learning where students feel safe, included, supported and extended.

Mission: To provide opportunities for individuals to become engaged, to find their purpose and passion, think of others, and live the change they want to see.

Goals:

1. To establish and maintain a not-for-profit, non-graded, multi-age educational facility;
2. To implement a curriculum that incorporates individualisation and the teaching of future studies and thinking skills;
3. To provide an inspiring educational atmosphere which establishes an interactive and lateral approach to learning for children from Preparatory to Year 12 inclusive;
4. To create a school environment which nurtures intellectual and moral autonomy in students;
5. To provide a low fee, community-based educational choice for parents;
6. To nurture positive social and interpersonal skills including tolerance, respect, understanding, consideration, and cooperation;
7. To provide a positive environment of encouragement where students' self-respect and self-confidence are nurtured and reinforced.

Motto: With Courage and Compassion





Distinctive Curriculum Offerings



Kimberley College's Curriculum and Approach to Teaching and Learning is based around a multi-aged classroom system. This effectively moves the year level focus that is typical of traditional schooling to a more modern approach. This provides students with the opportunity for success regardless of their level of achievement measured against global standards. This leads to improved self-confidence and self-worth, which are foundational to enabling all students to explore and build on their gifts and talents. Multi aged classrooms at Kimberley College featuring collaborative teaching teams that facilitate teaching and learning for all year levels and all Key Learning Areas through a thematic approach. This removes the need for movement between classrooms and classes which enables the students to build strong working relationships between themselves and their teachers.

The primary and middle school classes are multi-age with groups of students forming a 'boat', with two boats joining to form a 'catamaran'. This analogy was adopted to symbolise the flexible nature of our teaching and learning programs, similar to a sailing vessel on the open ocean, our learning journeys can sometimes be uncharted and we occasionally come across an island that we might like to investigate. We aim to provide learning experiences that are tailored to the needs of the students, and celebrate these learning and life journeys both in school and beyond. The Catamaran grouping system provides students with the opportunity to remain in the same Catamaran with the same teachers for two or three years in the primary school and three years in the middle school.



Curriculum design at Kimberley College is based on the question: “What thinking can I teach in this lesson?” Thinking strategies are then applied from options: Six Thinking Hats, Mind Maps, Multiple Intelligences, Socratic Circles, Q- Matrix, SCAMPER, Habits of Mind and Essential Questions. The principles of the, Art and Science of Teaching: A Comprehensive Framework for Effective Instruction by Robert Marzano informs the teaching and learning practice at Kimberley College. It has been described as a model for ensuring quality teaching that balances the necessity of research based data with the equally vital need to understand the strengths and weaknesses of individual students.

Kimberley College promotes the involvement of students in The Opti-MINDS Creative Sustainability Challenge. This is a team challenge in which participants think, create and communicate in creative problem challenges which showcase their skills and talents in an exciting, vibrant and public way.

The Annual Kimberley College fair is an opportunity for students to showcase the curriculum and to be immersed in activities designed to establish a broad knowledge of countries from around the world. Classes select countries in need of international aid to inspire fair projects as the focus for curriculum in Term Two. These projects look at the social and cultural features of their chosen country which inspires the productions of foods, products and artworks for sale at the fair. For students who are more scientifically inclined, they have the opportunity to create a cause-and- effect machine and enter into Rube Goldberg competition.

Primary School (Prep – Year Six)

The Kimberley College Primary School offers a unique learning environment with a genuine commitment to differentiation and catering to the diverse needs of all students. Above all else, we want our primary students to feel safe, happy, nurtured and loved. As a result, our learning spaces provide fun, exciting and meaningful student-centred learning experiences designed to inspire and empower students through thematic teaching. Themes in the primary school often have moral components which allow the students to examine issues in depth, even at an early age, and these learning environments prepare their young minds to thrive, specifically in relation to personal development and academic success.





The primary school is divided into four multi-aged classrooms: Kokomini (Prep), Kokowara (Years 1 and 2), Waka Waka (Years 3 and 4) and Gubbi Gubbi (Years 5 and 6). Teaching and learning experiences are shaped by social justice issues whilst also nurturing moral intelligence. Our multi-aged classes remove the focus on a specific year level thus allowing all students the opportunity to experience success at their various levels of ability. This leads to improved self-confidence and self-worth which are vital in developing a love of life-long learning. Our primary school curriculum is designed and delivered through collaborative teaching teams who facilitate teaching and learning experiences for all individual student needs. These teams – comprised of two full time teachers and a full-time teacher aid – provide support to students' social, emotional and academic development. All students within the primary school also participate in Japanese, Music, Art and Library sessions with specialist teachers.

During their foundational years of learning and in order to prepare them for their time at the College, we introduce the students to the concept of 'thinking'. Students learn to think creatively and critically through the use of specific strategies including Edward de Bono's Six Thinking Hats, Mind Mapping, Multiple Intelligences, Socratic Circles, Habits of Mind, and asking Essential Questions. Students are empowered and challenged through self-reflection, group learning, problem-solving and community involvement.

At Kimberley College we provide an alternative means of 'testing' in the primary school. The capabilities of the students are tracked within the classroom through personalised learning experiences, day-to-day interactions with the students, and diversity (in the form of content, context, structure and style). The principles of Marzano's "The Art and Science of Teaching" have been implemented, along with changes to reporting that focus on individual effort rather than a normative curve.



The primary classrooms are located at the front of the campus for easy parental access. The lower primary boasts two beautiful, purpose-built classrooms with outdoor play space for the children. The upper primary classrooms are structured to reflect the learning spaces in the middle school. Within the grounds is a new 'Primary Only Zone' which contains undercover eating facilities, handball courts and toileting facilities. Students of the primary school also have access to the undercover futsal and multi-purpose courts.

Throughout their learning journey in the primary school, students are offered opportunities to participate in extra-curricular pursuits including Bush School, Opti-MINDS and the RAW Challenge to name just a few. In the senior years of primary school, students develop as leaders through their involvement in a leadership program, camp and our Invictus Human Relationships Program. The primary school students also participate in their very own annual sports carnivals including cross-country, athletics and swimming.



Middle School

Our middle school environment is designed to cater to the social and emotional needs of our students. The middle school program features ten multi-age classrooms (or 'boats' and 'catamarans') and teaching teams coordinate learning experiences in each classroom. This analogy was adopted to symbolise the flexible nature of our middle school programme, similar to a sailing vessel on the open ocean, our learning journeys can sometimes be uncharted and we occasionally come across an island that we might like to investigate. We aim to provide learning experiences that are tailored to the needs of the students, and celebrate these learning and life journeys both in school and beyond. Complimenting our catamaran structures are our connections to place and Indigenous Australian communities. Each catamaran is named after an Indigenous community in Queensland: Barada, Jagera, Lama Lama, Maikulan and Wanamara, and engage in custodian projects that explore their connection to people and place. Students embody the values of the school and their catamaran, and represent them with pride at academic, sporting and extra-curricular events.

Our teaching and learning philosophy centres on the education of the 'whole' child and offers an alternative approach to junior secondary schooling. The Kimberley College middle school program is designed to provide learning experiences that serve to educate, enlighten and empower young adults in years seven to nine. Our students engage in experiential learning through the thematic exploration of relevant topics that promote social investment and contribution to their local communities.

Kimberley College embraces thematic curriculum planning and project based learning experiences that explore 'Big Ideas' and allows students to engage with their learning in authentic and purposeful ways.

The Kimberley College philosophy promotes a growth mindset, and encourages students to become creative problem solvers by learning to collaborate, and think flexibly and critically. Our goals of autonomy, mastery and purpose are intended to empower students in each subject area by equipping them with critical thinking tools, providing academic choice, nurturing moral intelligence, encouraging participation and setting high expectations. Additionally, our multi-age classroom structure removes the traditional 'year level' focus, allowing students the opportunity to experience success on a daily basis. This is supported by our catamaran teaching teams that facilitate learning across all subject areas, removing the necessity for students to move between classes. This methodology requires a genuine commitment to cater to the needs of individuals. Leaders and teaching teams at Kimberley College have made this commitment, as evidenced by their courage to challenge the educational 'norms', in favour of nurturing an environment that fosters the natural development of self-confidence and ownership of learning.

The Kimberley College community prides itself on the unique approach the middle school program offers. Our students are resilient, resourceful and lifelong learners. We honour their talents, support their challenges and celebrate their accomplishments.



Senior School

The senior years of learning at Kimberley College are focussed on preparing our students to contribute to society post-school as responsible and caring adults who realise they can make a difference through positive action. Our students feel a sense of purpose and place in our four faculty senior school and show concern for leaving people and places better for having known them.

The Kimberley College senior school continues to develop the learning pathway of individual students to suit their needs, ability and aspirations beyond their secondary schooling years. Our College offers senior students the opportunity to qualify for a Queensland Certificate of Education (QCE) following academic and vocational pathways.

Students planning to undertake tertiary study are able to plan a course of between four and six Queensland Curriculum and Assessment Authority (QCAA) General subjects from the twenty offered at the College. Students studying fewer than six General subjects may also choose from over twelve Applied subjects and certificates up to a diploma level on campus. Students must meet all requirements as outlined by the QCAA to be eligible to receive an Australian Tertiary Admission Rank (ATAR), commonly used to determine entry into Australian tertiary institutions.

Kimberley College offers students who want a vocational focus in senior a well-structured vocational pathway. In addition to the certificates delivered at school, we are partners with TAFE Brisbane and SkillsTech allowing students access a wide range of accredited certificate courses.

Kimberley College also offer School-based Apprenticeships and Traineeships (SATs). Students who choose to undertake SATs within their studies may have a reduced workload to incorporate work-related training as part of their course.

High achieving students at Kimberley College also have the opportunity to engage with early entry tertiary level courses at all of the local universities.





Extra- Curricula Activities

Kimberley College offers students opportunities to be involved in the life of the College Community through a wide range of extra-curricular and camping programs. By participating, students gain confidence and experience activities they may not have done before. Programs include:

• QDU Debating	• Kokoda Challenge
• Rostrum Public Speaking	• Football (Soccer)
• Opti-Minds	• Basketball
• Chess	• Athletics
• Bush skills	• Cross Country
• Photography	• Dance
• Yoga	• Golf
• Instrumental Music	• Swimming
• Raw (obstacle) Challenge	• Netball



Camping Program

Commencing in Year 5, Kimberley College students have the opportunity to attend school camp annually with their catamaran family (Primary and Middle School) or as year-level cohorts in Senior School. Camp offers each student access to so many different skills that will assist them both when they return to school and as they engage with the wider world around them outside of school hours.

Excellence Programs

Kimberley College offers three excellence programs as part of its unique curriculum. These programs are targeted at students who perform, or have the potential to perform, in these activities at an elite level. Each individual excellence program offers its own tailored curriculum for the needs of their students. Students must be selected in these programs in order to participate. The three excellence programs offered at the College are Golf, Football and Dance.

Farm and Agriculture Program

Kimberley College has been operating a farm and agriculture program since 2017. It was started to give the students some "real life" hands-on farm experience and, by doing so, they learn where food comes from and how to manage and look after farm animals. The school prides itself on its working farm which is home to beef cattle, Australian miniature goats, chickens and ducks.





Social Climate

Every student enrolled at Kimberley College is here because we are different from other public and private schools, and we are very proud to be so.

So, what then makes Kimberley College so different? Here are some of the most important reasons:

- Our classrooms are multi-aged because research shows that students learn at their level of ability, not age or year level
- Our classrooms are team-taught and draw upon more than one educator's knowledge and experience to teach students
- Our education is non-graded from Prep to Year 10
- We teach critical thinking and problem solving skills
- We write our own thematic curriculum based on 'real world' issues whilst still aligning with ACARA standards
- We differentiate our teaching and we champion the student's right to negotiate their learning
- We promote group work and hands-on learning
- We teach students to have a social conscience
- We assess students via assignment work, presentations, rich tasks, and in their demonstration of skills, not through exams from Prep to Year 10
- We are reserved and selective in our use of technology in education
- We are vigilant in the fight against bullying
- Our teachers are creative risk-takers who are always looking for new and better ways to engage students
- Our campus is nestled within a picturesque, natural environment
- All that we do is focused on the individual child
- Our staff love working here



Parental Involvement





At Kimberley College we believe that education works best when the school and home work together. This relationship is of paramount importance and the College actively promotes open communication between the home and school.

Parents are encouraged to actively contribute to the school community by joining the P & F Supporters Group or one of the P & F Sub-committees. There are also two current parents who are members of the College Board and sit on sub-committees of the Board. Parents can volunteer to assist in Primary classes with activities such as reading and special events such as excursions and performances.

The College provides regular parent information evenings including sessions with guest speakers presenting session on topical parenting subjects.

Parent, teacher and student satisfaction with school

Kimberley College enjoys a positive reputation and satisfaction levels within our community. The College recently undertook surveys of parents, students and teachers using the MYP School results surveys.

Key results from parent survey:

- Kimberley College has a very welcoming and supportive culture. (89%)
- My child speaks positively about Kimberley College. (82%)
- I have confidence in the teaching staff at Kimberley College. (81%)
- At Kimberley College, each child is encouraged to achieve to the best of their ability. (80%)
- My child feels valued and respected at Kimberley College. (80%)





Kimberley College Staff

Kimberley College employs 58 full-time and part-time teaching staff and 29 support staff. This includes a Teacher Librarian, A Counsellor and 3 Learning Support teachers. At present we do not have any Indigenous teachers on staff.

Qualifications of all Teachers:

Qualification	The percentage of classroom teachers and school leaders at the school who hold this qualification
Doctorate or higher	5.2%
Masters	8.6%
Bachelor Degree	84.5%
Diploma	1.7%
Certificate	0%



Expenditure on and teacher participation in professional development:

Key professional development focused on developing personalised learning classrooms and also included child protection obligations, pastoral care topics, disability standards and NCCD reporting, Australian curriculum, ISQ seminars, QCAA and subject specific workshops, and workplace health and safety. Many teaching staff maintained first aid qualifications. In addition to the funds used on professional development, considerable time was also invested in on campus workshops developing our Teaching and Learning Framework: The Art and Science of Teaching, and collaborative planning by teaching staff. The involvement of the teaching staff in professional development activities during 2018 was 100%, with all staff attending at least two professional development learning days and achieving the required 30 hours of continuing professional development mandated by the Queensland College of Teachers.



Total Number of Teachers	Total expenditure on teacher PD (as recorded in Financial Questionnaire)	Average expenditure on PD per teacher
58	\$121,392	\$2,092.97

Examples of teacher participation in Professional Development activities:

Description of PD activity	Number of teachers participating in activity
Principles of Learning and Teaching – implementing the Art and Science of Teaching framework	58
First Aid training	32
Student protection training - ISQ	58
QCAA – new Senior Assessment training	12
ISQ Principal Training	2
Mighty Minds Workshop	58
Dr Annette Reneflott – Anxiety training	58
Invictus Conference - Wellbeing	58
UQ Senior Science day	3

Average staff attendance for the school, based on unplanned absences of sick and emergency leave periods of up to 5 days:

For permanent and temporary teaching staff the average staff attendance rate in 2018 was 97%

Proportion of teaching staff retained from the previous school year

From the end of 2017, 88% of staff were retained for the 2018 school year.





Kimberley College Students

We enrol students from a wide range of suburbs and over 30 different primary schools. Our recent survey showed over 60% of our students travelled 11km or more to attend Kimberley College. There is a high demand for places at Kimberley College with waiting lists on many year levels. We advise parents to enrol their children as early as possible.

Average student attendance rate for each year level:

Year levels	Average attendance rate for each year level as a percentage in 2018
Prep	95%
Year 1	91%
Year 2	94%
Year 3	88%
Year 4	87%
Year 5	93%
Year 6	91%
Year 7	91%
Year 8	93%
Year 9	89%
Year 10	91%
Year 11	89%
Year 12	87%



Average student attendance rate (%) for the whole school

The average student attendance rate for the whole school as a percentage in 2018 was 91%.

A description of how non-attendance is managed by the school

Parents phone absences through to the College’s Absentee Line or email. Student absences are recorded and tracked using a centralised database. Any unexplained or unexpected absences are investigated by staff. The College meets with parents if there are concerns about absences affecting the child’s academic and social development.



National Assessment Program (NAPLAN)

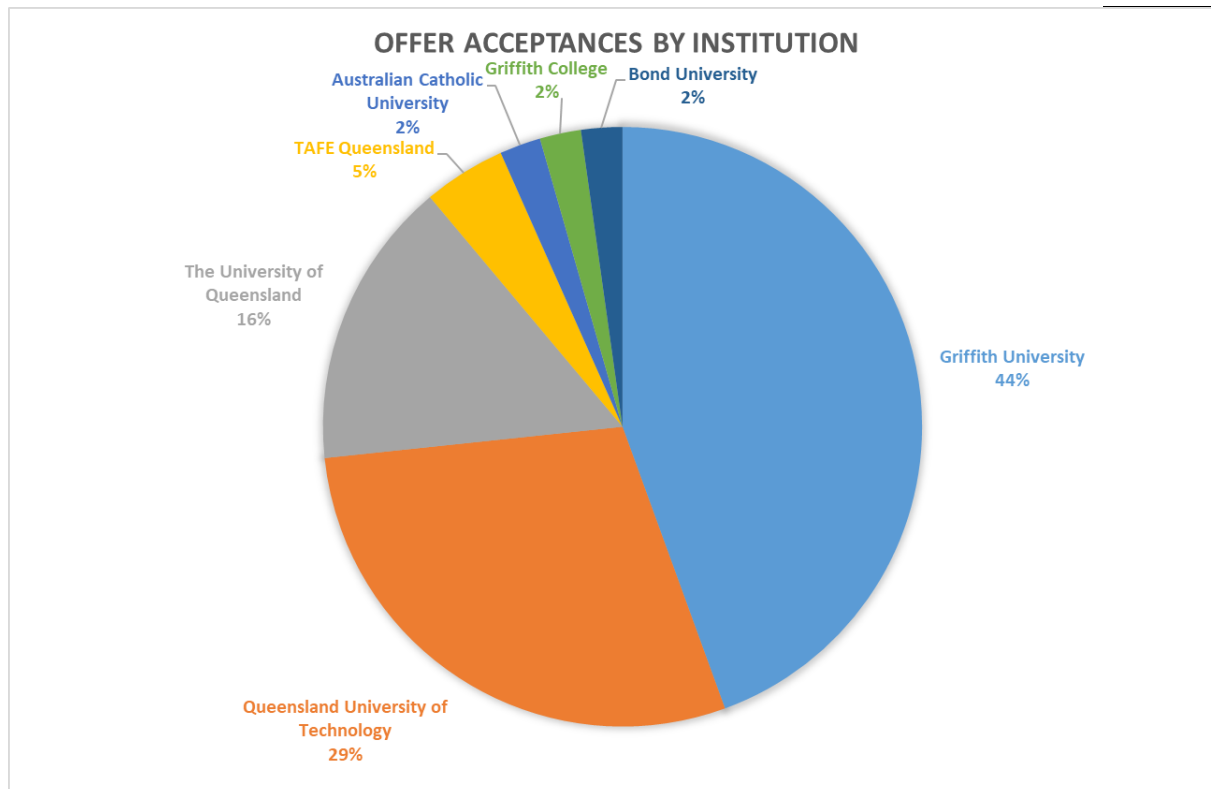
Refer to My School website: www.myschool.edu.au

Apparent retention rates from Year 10 to 12

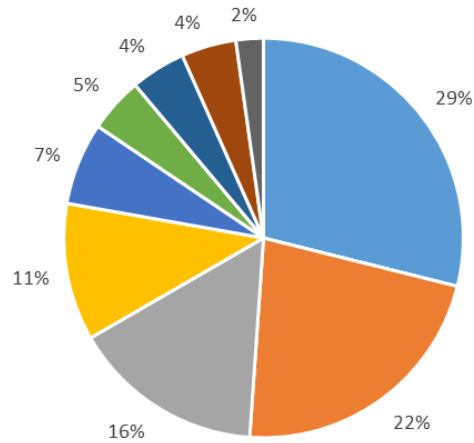
The Year 12 2018 student enrolment as a percentage of the cohort in Year 10 in 2016 was 88%.

Year 12 Outcomes

Year 12 Results for 2018	
Number of students awarded a senior statement:	105
Number of students awarded a Queensland Certificate of Individual Achievement	1
Number of students awarded a Queensland Certificate of Education at the end of Year 12	100
Number of students awarded one or more Vocational Education and Training (VET) qualifications	43
Number of students who are completing or completed a School-based Apprenticeship or Traineeship (SAT)	8
Number of students who received an Overall Position (OP)	61
Percentage of OP students who received an OP 1 - 15	75.4%
Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, VET qualification	96.2%
Percentage of Queensland Tertiary Admissions Centre applicants receiving a tertiary offer	90.9%



OFFER ACCEPTANCES BY FIELD OF EDUCATION



- Society and Culture (e.g. Law, Economics, Psychology, Sport & Recreation)
- Health (e.g. Pharmacy, Veterinary Science, Naturopathy, Speech Pathology)
- Creative Arts (e.g. Music, Graphic Design, Communication & Media Studies)
- Natural and Physical Sciences (e.g. Mathematics, Physics, Laboratory Technology)
- Education (e.g. Early Childhood, Primary, Secondary)
- Architecture and Building (e.g. Urban & Regional Planning, Interior Design)
- Information Technology (e.g. Computer Science, Programming)
- Management and Commerce (e.g. Hospitality Management, Banking & Finance)
- Engineering (e.g. Chemical, Automotive, Civil, Aerospace, Biomedical, Surveying)

For further information please contact:

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