



Wadja Wadja High School

ABN. 59 392 395 955

ICN 1039

ANNUAL REPORT

2022 BASED ON 2021 DATA

MR DANIEL HOEPNER
PRINCIPAL
WADJA WADJA HIGH SCHOOL
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MISSION STATEMENT

The Corporation's mission, in furtherance of its philosophy of care, is to:

1. Provide education to students in an environment that meets the needs of all levels of students;
2. Provide a vocational program to support the current curriculum and encourage more young Aboriginal people to remain in an educational environment;
3. Provide a caring, supporting and culturally appropriate environment to enable the best possible academic results of students;
4. Give all Students the skills to function in and be an asset to the greater community and to lead a personally fulfilling life; and
5. Provide role models for the community through students teaching others to respect and value their culture.

LOCATION AND OVERVIEW

Wadja Wadja High School is located at Woorabinda, Queensland an Aboriginal community approximately 165 km west of Rockhampton in Central Queensland. It is the only school in the community which offers post primary education. Wadja Wadja High School is governed by the board of the Wadja Wadja Aboriginal Corporation for Education.

Wadja Wadja High School is a non-denominational coeducational Aboriginal school that encourages post primary students of any age to continue and value their education. It is a Queensland non-government independent school and is a member of the Independent Schools of Queensland Inc.

HISTORY OF THE SCHOOL

On the 8th September 1982 the first letter relating to the establishment of a high school at Woorabinda passed between the principal of the Range Convent High School and the Woorabinda Community Council.

On the 24th January 1984 Wadja Wadja High School opened its doors with an enrolment of 21 students catering for years 8 and 9.

The Certificate of Incorporation of an Aboriginal Association was certified on the 7th June, 1990 forming the Wadja Wadja Aboriginal Corporation of Education.

The first members of the corporation were:

- Terrance Gregory Munns
- Gerald Andrew Doyle
- Noris Frederick Blair

- Kenneth Edward Tranby
- Valerie Joyce Tye

OUR PURPOSE

The objectives of the Corporation are to:

1. Further, foster and promote the economic, educational, cultural and social development and general advancement and wellbeing of the aboriginal peoples from time to time resident, or entitled to be resident, within the trust area of which the corporation is now the trustee;
2. Advance the education of young aboriginal people;
3. by undertaking activities such as:
4. Operating the school to provide secondary education to children of all eligible persons for no fee dedicated to the values of aboriginal education and with a commitment to the philosophy of care in accordance with the corporation's mission set out in rule 3;
5. Encouraging students to develop their own particular gifts in a community setting;
6. Providing a wide range of activities for students which will encourage their self-realisation, self-discipline, self-confidence, the development of imagination, the meeting of academic challenges and positive health and fitness;
7. Training eligible persons as teachers;
8. Providing technical, educational or financial aid for missions and charities caring for the physical wellbeing of aboriginal people;
9. Encouraging educators and others to assist in the education of the children of eligible persons and of aboriginal persons generally;
10. Provide training and skill development to aboriginals' resident in the trust area and to promote, assist and encourage their employment in places outside the trust area;
11. Train and develop the vocational skills of aboriginals' resident in the trust area; and
12. Doing all such other things as are incidental or conducive to the attainment of the above objects.

OUR VISION

Engagement of students to continuity & commitment by students to achieve a QCE.

OUR VALUES

- Respect for self and others
- Strong sense of community
- Leadership
- Self Determination
- Cultural Identity

CONTEXTUAL INFORMATION¹

Wadja Wadja High School is committed to providing an education that enables the students to move forward into a better tomorrow. Our school is a safe place where parents are welcomed at a gathering each term to meet staff and teachers and encouraged to be part of their child's education. Our student body is 100% first nations people, with a multicultural and diverse teaching body. We strive as a whole school to not only applaud all the student's successes, but to also identify areas that need improvement, and to strive to building a better tomorrow for the Woorabinda community and surrounding areas.

The junior high school curriculum emphasises is developing and improving Math and English skills to better support the younger students in preparation to enter senior high school. The senior student's curriculum is divided into pathways including a moderated Australian Curriculum, VET and ATAR subjects delivered through the Distance Education Qld program. This year the school has proudly graduated one student who has been accepted into Griffith University.

We share our educational journey with the whole community of Woorabinda in numerous ways that include, a partnership with the Cathy Freeman Foundation who provide support with each terms parent / teacher engagement events, a partnership with Darumbal Community Youth Services who provide school uniforms to students, we employ Indigenous Liaison officers who support the parents in getting their children to school, the school website is updated regularly along with the school Facebook page to keep the community abreast of the events in real time. Additionally, parents are always welcomed to come to school and speak with staff or sit in on classes.

¹ Australian Education Regulation 2013 s60 (1)(a)

STRENGTHS

- Education offering clear education pathways
- Excellent understanding of technological advances
- Strong data collection measures in place
- Majority of revenue comes from State and Federal Government funding
- Effective up to date agreements in place with all staff.

WEAKNESSES

- Consistent attendance is a struggle
- Business plan on the future direction of the organisation needs updating
- No formal strategies exist for recruitment & management of staff
- Capital expenditure is required to upgrade facilities.

OPPORTUNITIES

- Collaboration with consultants on alignment of curriculum
- Improve management and reduce risks by reviewing governance procedures
- Use CRM system/process to improve staff and student education, retention and increase cashflow
- Build alignment through independent advice and support
- Develop and formalise a succession framework for senior staff

THREATS

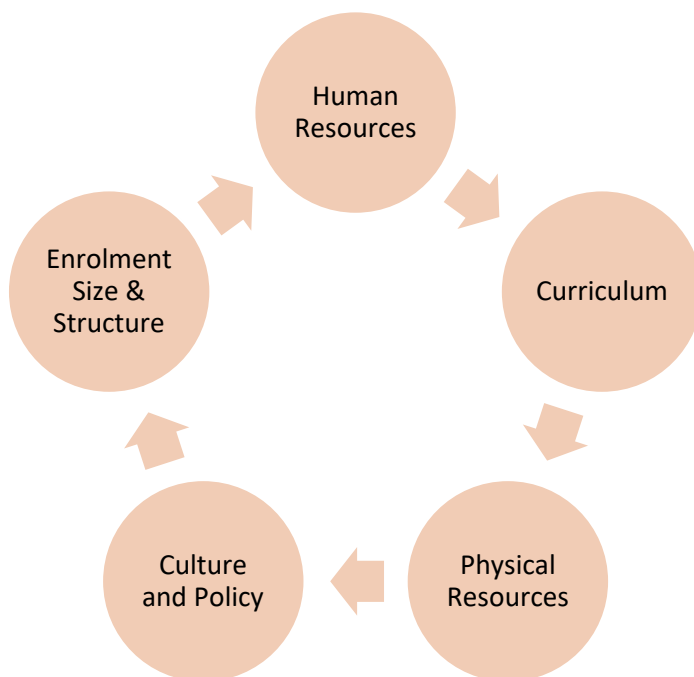
- Future Financial Wellbeing in jeopardy - Census data is down and without improvement is at risk
- Current lease on premises is in the process of being negotiated
- Covid 19 impacting the whole community which affects staff and student attendance

All stakeholders are to focus and work on the action items that will enhance the strengths and create opportunities to grow and improve the organisation.

As a **priority** it is important to implement the Strategic Plan Report strategies (refer below) that address the organisation's weaknesses and address the external risks facing the organisation.

STRATEGIC FOCUS AREAS

Listed below are the high-level Strategic Focus Areas the organisation will be focusing on as it strives toward achieving its vision and mission.



STRATEGIC FOCUS AREAS

- Human Resources.
- Curriculum
- Physical Resources
- Culture and Policy
- Enrolment, Size and Structure

STRATEGIC OBJECTIVES

HUMAN RESOURCE OBJECTIVES

- To recruit and affirm qualified staff, supportive of the students, school and community.
- Maintain Qualified Vocational Education Trainers for Senior Classes
- To provide a cooperative and supporting environment for staff
- Recruit Qualified Indigenous Staff members
- Ongoing Governance Training for members of the Corporation
- Develop succession framework for senior staff.

CURRICULUM OBJECTIVES

- To deliver a realistic achievable pathway to a QCE.
- To deliver an inclusive curriculum creating a pathway to a wider world of learning and employment
- To educate all students for an active and ethical contribution to society, whilst committing to the new national curriculum
- To pursue participation in all areas of curriculum
- Maintain Vocational Education Program for senior students.

STRATEGIC OBJECTIVES

PHYSICAL RESOURCE OBJECTIVES

- To provide appropriate resources to learning areas
- To provide and maintain aesthetic and structural integrity of buildings.
- To comply with Workplace Health and Safety Legislation
- To collaborate with local council to annually inspect all school buildings.
- Maintain VET Facilities

CULTURE AND POLICY OBJECTIVES

- To provide a caring supportive and inclusive environment to enable the best possible educational results.
- To embed a structured program to provide a greater understanding of the local culture.
- To maintain compliance with all policies and procedures annually.
- To improve and promote the school's image within the local and wider community.

ENROLMENT, SIZE AND STRUCTURE OBJECTIVES

- To remain a co-educational, independent indigenous high school.
- To operate at an optimal level of student enrolments.
- To provide staffing levels in direct proportion to student numbers and educational need.

PROJECT PLANS

HUMAN RESOURCES

Projects	Role	By When
Recruit quality staff	Principal & Management Team	Ongoing
Supportive staff environment	HR Manager & Management Team	Ongoing
Develop governance skills	Directors & Principal	Annually

CURRICULUM

Projects	Role	By When
Deliver achievable pathway to QCE	Principal & HOC	3 YEARS
Deliver inclusive curriculum	Principal & HOC	Ongoing
Commit to new National Curriculum	Principal & HOC	Annually
Maintain Vocational Education Program	Principal & HOC	Annually

PHYSICAL RECOURSES

Projects	Role	By When
Resource learning areas appropriately	Principal & Teaching Team	Ongoing
Maintain building aesthetics	Principal	Annually
Inspect school buildings annually	Directors & Principal	Annually
Maintain VET facilities	Principal & Teaching Team	Annually

CULTURE AND POLICY

Projects	Role	By When
A caring supportive environment	Principal & Management Team	Ongoing
A greater understanding of local culture	Staffing body	Ongoing
Comply with all policies & procedures	Directors	Annually
Improve and promote the school's image	Principal & Management Team	Ongoing

ENROLMENT SIZE AND STRUCTURE

Projects	Role	By When
Monitor student enrolments	Principal & Management Team	Ongoing
Provide adequate staffing levels	Principal	Ongoing

SUMMARY – FUTURE OF SCHOOL

AIMS AND PRIORITIES – 5 YEARS

1. Educationally – VET program to be implemented and trialled for 3 years for grades 10,11 & 12.
2. Educationally – to graduate students with a QCE (QLD Certificate of Education)
3. Staffing for 1 & 2 – employ 2 VET trainers, and teacher aids to assist with program, employ teachers, HOC to ensure 1 & 2 is achieved.
4. School lease for 30 years. Currently the Board Chairman is working with the shire council to have the current school grounds all on the one tenure and then an appropriate lease agreement for 30 years. The process began in December 2021. Currently the school has no lease.
5. Improve the existing school to better facilitate the VET program – extend buildings, and redevelop the existing school
6. House all staff in Baralaba as per the 2022 EBA. Purchase land and housing to accommodate teaching staff, employ a specialist to source build, and ensure project is accomplished in 6 months.
7. Current school main building – maintenance

RESPONSIBLE PARTIES

Title	Name	Date 1	Review Date
Acting Principal / CEO	Mr Daniel Hoepner	25.02.2022	01.06.2022
Board Chair	Mr Vincent Ghilotti	25.02.2022	01.06.2022
Director	Miss Deloris Munns	25.02.2022	01.06.2022
Director	Miss Dellas Walker	25.02.2022	01.06.2022
Management Team	Mr Daniel Hoepner (Acting Principal) Mr Hector Costello (VET, Traineeships, HOC) Mrs Jenney Costello (HOC, Senior Teacher) Mrs Michelle Sainsbury (BSM)	25.02.2022	01.06.2022