



# THE BUSY SCHOOLS

Annual Report 2022



YOUR  
**ATTITUDE**  
DETERMINES YOUR  
**DIRECTION**





# MESSAGE FROM OUR BOARD OF DIRECTORS

## FROM BOARD CHAIR: DR KAMAL DHALIWAL

The 2022 academic year was another exciting one for The BUSY Schools as we continued to grow, further the continuous improvement of our existing campus network and also revised our future strategic direction. The stories I've heard throughout the year from our broader school community and our BUSY Schools team provide inspiration to the Board of Directors that The BUSY Schools are making a meaningful difference to at-risk or disengaged youth. We are proud of the positive impact we are making to the communities we serve, demonstrated by the outstanding results outlined in this year's report.

At the end of 2022, The BUSY Schools Board of Directors along with the CEO and Executive Principal undertook a process of review of our future strategic direction. Whilst we had established a five-year strategic plan in 2021, we reviewed this to ensure relevance and currency in the current environment.

Following this review, our main pillars for our strategic intent remained the same (as below), but we agreed on short-term focus in specific areas:

- Growth, structure and financial sustainability, particularly with the recently announced reduction in funding loading for special assistance schools.
- Further support for school-based apprenticeships/traineeships and employment outcomes for graduating students.
- Health and wellbeing support programs and partnerships.
- Fundraising and donations to continue providing additional wrap-around supports and services for students.

We look forward to another successful year in 2023 as we further our efforts to support disengaged students and provide them the platform to complete senior education and gain a head start into employment and/or further study.

**Dr Kamal Dhaliwal**

**Chair of The BUSY Schools Board of Directors**



# AN INTRODUCTION AND WELCOME, THE BUSY SCHOOLS CEO: LEE AITKEN

The 2022 year furthered The BUSY Schools network as a quality alternative school setting for disengaged students in Queensland. With the guidance of our Board of Directors, The BUSY Schools continued to grow and mature thanks to the dedication and commitment of our school teams. We remained focused on the continuous improvement of our education program and the support of disengaged students and youth at risk to achieve social, educational and employment outcomes.

In time for the second term of the 2022 academic year, The BUSY Schools opened a new campus in Coolangatta at the southern end of the Gold Coast. This campus was the fourth in our network and established in the Coolangatta TAFE building, the result of productive partnerships with TAFE Queensland and the Queensland Department of Employment, Small Business and Training. The campus commenced Year 11 in 2022 and will offer both Year 11 and 12 from 2023.



As this annual report outlines, The BUSY Schools supported a growing number of students and upheld very impressive results for graduating students. However, we understand that success and quality outcomes look different for different students. We acknowledge that attendance, participation and completion of schooling are sometimes in themselves a major achievement and indicators of quality outcomes for previously disengaged students. We applaud the efforts of our students to overcome challenges, further themselves and be positive contributors to their communities.

**Lee Aitken**  
CEO, The BUSY Schools

VISION	MISSION
Our vision is to have more young people completing school, more young people in meaningful employment and as a result, exposing more communities to positive change.	Really understand the needs of our students, our people and our community in doing so, build positive, respectful and productive relationships to maximise engagement, enhance educational achievement and open up a world of career opportunities.
PHILOSOPHY	AIMS
<ul style="list-style-type: none"><li>• Commitment to achieving high-quality formal and informal educational and employment outcomes with young people who have complex learning, social and emotional support needs;</li><li>• Helping young people who have disengaged from mainstream schooling to restore their sense of self-worth and dignity through meaningful engagement in learning, training, practical experience and recreational activities;</li><li>• Belief in the power of role modelling and mentoring to inculcate in students the good behaviours, qualities and values expected of young people; and</li><li>• Providing consistent values and a secure, stable, consistent environment that will enable them to develop their capacities for trust, reliability and resilience in their personal lives, relationships, families and communities.</li></ul>	<ul style="list-style-type: none"><li>• Restore a love of learning, personal growth and pride in achieving personal goals to those in need who may otherwise not have means of social support;</li><li>• Re-engage in structured learning, productivity and assessment through authentic participation in its education and training program;</li><li>• Develop the skills, knowledge and attitude necessary to positively participate in the workplace;</li><li>• Achieve formal recognition for the achievement of academic and vocational standards and awards;</li><li>• Develop positive attitudes and behaviours towards themselves, their families, others and the school community as well as an ability to regulate their emotions, thoughts and behaviours in different situations; and to maintain healthy and rewarding relationships with a diverse range of individuals and groups.</li></ul>

# THE BUSY SCHOOLS EXECUTIVE PRINCIPAL: TONI BANFIELD

As founding Principal of The BUSY Schools – Salisbury Campus, it was an honour to be appointed as Executive Principal for The BUSY Schools in 2022. The academic year was one in which The BUSY Schools grounded itself as a special assistance school favoured by community, industry and future employers. Having had rapid growth since 2020 and opening four campuses, 2022 was a time of connection, consultation, collaboration, review and continuous improvement for improved student outcomes.

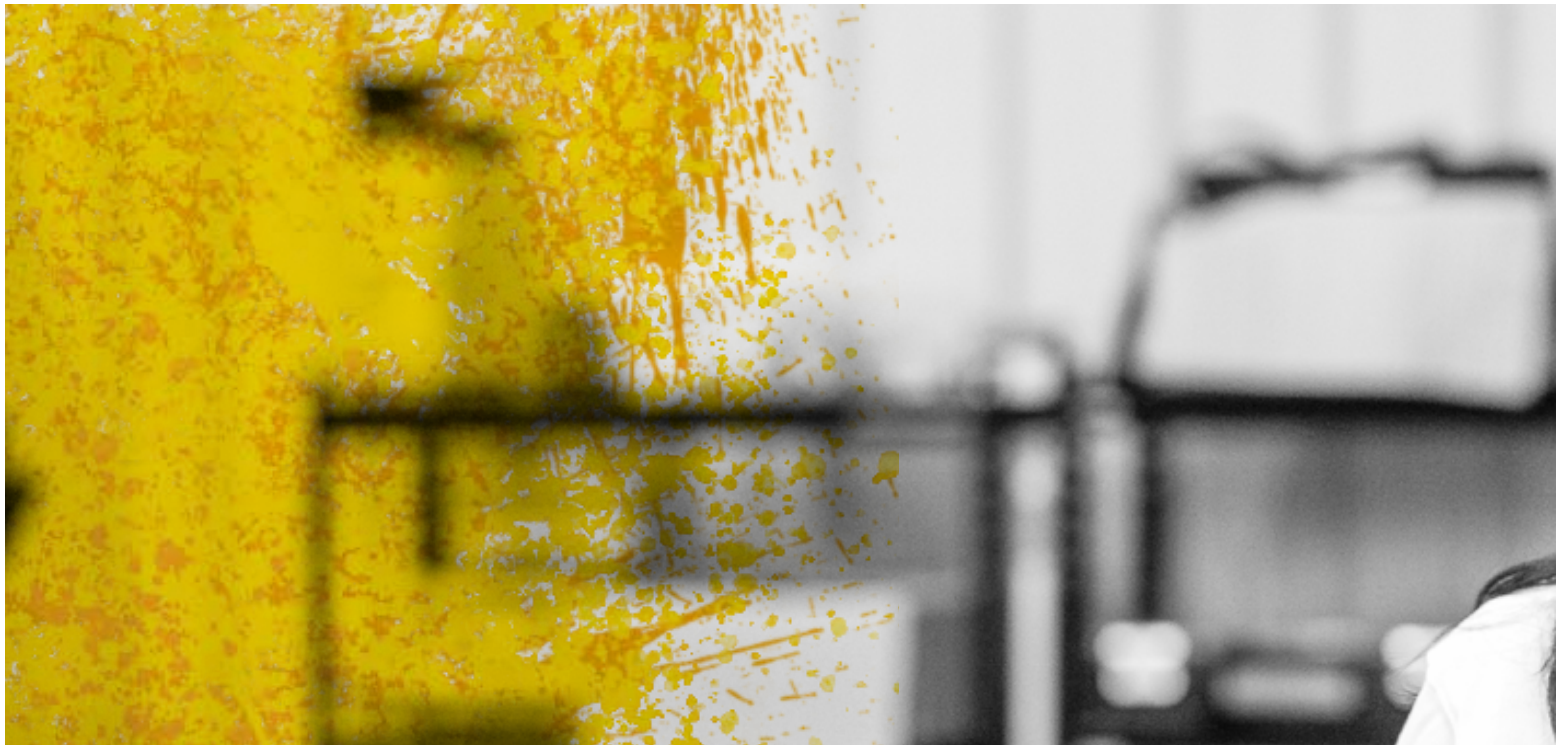
2022 was a year in which The BUSY Schools began the journey to use evidence-based trauma-informed and restorative approaches across all campuses to support all students to re-engage in learning to finish senior schooling, maintain eligibility for a Queensland Certificate of Education (QCE) and gain employment and further training outcomes. The BUSY Schools to Work employability skills program was also launched. Work began in the development of a BUSY Schools teacher growth and development framework to support the professional growth of staff.

While there are many memorable events each year, an absolute highlight would be attending the Year 12 Formal Graduations for Cairns, Shailer Park and Salisbury campuses. To share in this journey and experience with students, their families and the school community is truly humbling.

**Toni Banfield**  
Executive Principal, The BUSY Schools







# SOCIAL CLIMATE

**The BUSY Schools represents an alternative to mainstream schooling and often a last chance for students to re-engage in secondary education. The schools are for senior secondary students and offer a unique program combining academic studies, vocational education and training and personal development. The BUSY Schools campuses aim to provide a supportive, inclusive learning environment that combine learning, training, practical experience and recreational activities.**

The school ethos revolves around re-engagement and ongoing retention of students who require special assistance. At The BUSY Schools we recognise the potential of our students and that a supportive environment can build confidence and unlock endless opportunities.

Throughout a student's time at The BUSY Schools and beyond, we want to impact their life and career journey through our absolute focus on them as individuals. At The BUSY Schools we aim to make education as enjoyable and engaging as possible by providing supportive learning environments with a student lounge and kitchen, quiet study and chill-out zones, group break out spaces for collaboration and team work, and recreation spaces for fitness and fun.

We strive to provide students with the highest quality educational experience possible by focusing on: quality teaching, work readiness – skills and preparation for employment and graduate outcomes – through individual career pathway planning, assisted pathways to start paid employment and training while still at school.

## INCLUSIVITY

People of all communities coming as one team for common goals.

## EXCELLENCE

We always strive to exceed.

## RESILIENCE

Equipped to meet challenges and excel.

## INTEGRITY

We act with honesty and sincerity.

## INNOVATION

Embracing new ideas and technology to stay ahead of change.



# MAJOR PROJECTS

## **Queensland Independent Schools Block Grant Authority**

As reported in the 2021 annual report, The BUSY Schools Shailer Park campus was successful with an application to the Queensland Independent Schools Block Grant Authority (QIS BGA) to receive funding through the 2021 round of the Australian Government Capital Grant Program. After a very detailed planning and consultation stage, the construction for this project commenced in late 2022 in preparation for the 2023 academic year. This created additional: purpose-built learning spaces; an arts/music room; dedicated student consultation and breakout spaces; employee kitchen and work areas; employee/student amenities. The BUSY Schools thanks and acknowledges the Commonwealth Government for their funding and support for this project.

## **Safer Communities Fund Round 6 - Early Intervention**

The BUSY Schools was successful in receiving a grant from the Department of Industry, Science Energy and Resources to provide a structured Work Readiness Program for our students.

The BUSY Schools to Work Program is an early intervention work readiness and employability skills program for our students to prepare them to succeed in work placement opportunities leading to gainful employment.

We identified an opportunity for improvement within our Educational Plan to improve the success rate of our students attaining and successfully completing work experience and therefore increasing chances of students being accepted into school-based apprenticeships/traineeships and ultimately securing ongoing employment. The BUSY Schools to Work program continues into 2023.

## **Independent Schools Queensland Funding and Programs**

The BUSY Schools is grateful for the ongoing support and guidance provided by Independent Schools Queensland (ISQ). In addition to the guidance provided for establishing four Special Assistance Schools in three years, the schools accessed support and funding to enhance opportunities for students to achieve The BUSY Schools' goals of students working towards achieving a Queensland Certificate of Education (QCE) and employment and further training outcomes beyond Year 12.

In 2022 our campuses were fortunate to work with ISQ on teacher performance and development, supporting school improvement and the new principal's program.





**"My son is loving it there. I never thought I would see the day where he looks forward to attending school. Well done and keep up the good work!"**



**"This school has potentially saved my son's future. It has opened doors and created stepping stones he otherwise wouldn't have had. Thank you from the bottom of our hearts."**



**"With the amazing teachers and staff they have at BUSY School, who care about our kids, and also care about their families are legends and I can think of nothing on which they can improve."**





# CAIRNS CAMPUS

The BUSY Schools, Cairns Campus continued its second full year of enrolments in 2022. In 2022, we completed the year by celebrating the success of 85 Year 11 students and 49 Year 12 students. Our school had grown to 134 students. Our Year 11 students start the year with hopes of a fresh start and require time while we develop relationships and build trust between staff and students. Our returning Year 12 students have found the place where they can feel successful and be supported by a passionate team of professionals including teachers, teacher aides, youth workers, the industry team, the administration officer and the campus principal. The Year 12 students have matured over the last twelve months and make efforts to support the new Year 11 students to value the opportunities provided to them.

The BUSY Schools Cairns have been fortunate enough to build professional relationships with several Registered Training Organisations to allow a broader range of vocational pathways for our students. TAFE FNQ is used for a range of courses, and because of student interest, they have created a Certificate II in Engineering Pathways and a Certificate II in Automotive Preparation training course which is specifically designed to support our students. MAJOR Training ran a Certificate II Electrotechnology (Career Start) for a second year. Capta, Mihaven, Strategix and Skills360 also worked with our students to complete a range of courses, including Certificate II in Hospitality, Certificate I in Construction and Certificate II in Supply Chain. The support of these RTOs combined with the encouragement of the school community supported our students in both attaining their QCE, but also it allowed our students to have an edge in the employment market.

At the end of 2022, we finished the year with a sense of sadness and pride. Our fantastic students had completed their journey with us and grown into confident, successful students. As we said goodbye and celebrated their graduations, there was both laughter and tears. It is an honour to work with these young people and see them grow both academically and socially.

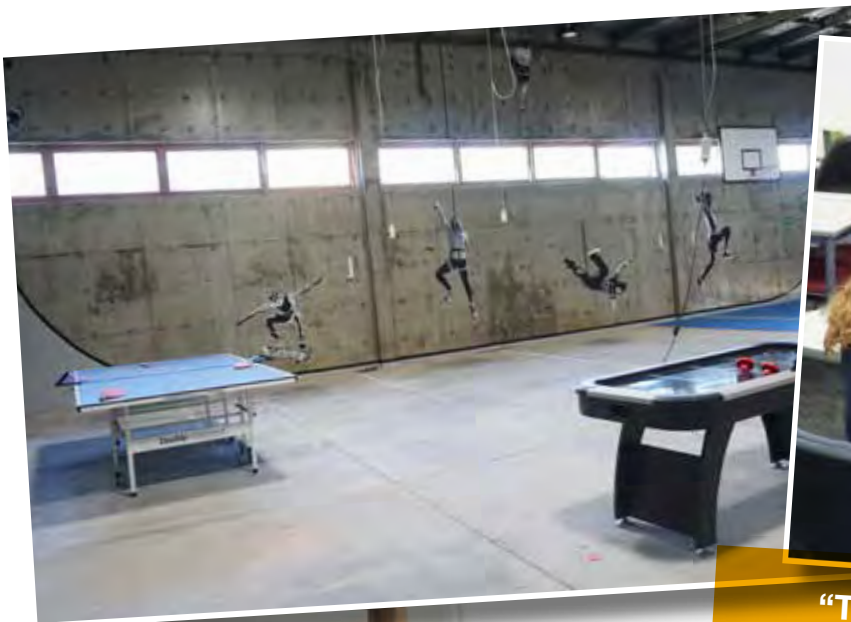
One of our 2022 graduates has been offered a place with the Marlin Coast Rangers Football Club and has also been offered a panel beating position. He shared that when he started at The BUSY Schools he felt that he had nothing to offer anyone and now can't believe that he must make a choice between two roles that he really wants. He was looking so confident and proud and that is why we do what we do at BUSY Schools. We keep supporting our young people through the tough times and the triumphs.

**Naomi Vucas - Campus Principal (2020 - present)**



**“MY SON, ACTUALLY ENJOYS GOING TO SCHOOL SINCE CHANGING TO BUSY SCHOOLS , HIS MOOD AND MOTIVATION HAS IMPROVED AS WELL . I’M A VERY HAPPY PARENT SEEING THE PROGRESS HE IS MAKING DOING THE THINGS HE’S INTERESTED IN.”**

**Parent of a BUSY Schools Student**



**"The philosophy behind this school is fabulous. The interaction between staff and students is great. I am so pleased my young person has found his 'fit'."**



**"Our daughter was frequently bullied at her previous schools, she showed considerable regression in her interest and efforts in learning and school in general. This school, along with the staff have done a fantastic job. Congratulations and thank you to all of you. I grew up in an era of you learnt and kept up or you simply fell behind, the ability for schools to recognise that not everyone learns in the same manner seems to be a dying art. Well done busy school!"**

**MAKE EVERY  
DAY COUNT**





# COOLANGATTA CAMPUS

It has been an honour to serve as the campus principal for The BUSY Schools, Coolangatta campus which opened on April 19, 2022. The campus is located only a few minutes' walk from beautiful Coolangatta beach and directly on the border to NSW. This is what makes this campus unique, as students from both states are attending and completing their Queensland Certificate of Education (QCE) with us. The school consists of 6 large classrooms, several, smaller multipurpose/activity rooms, a great student kitchen and a very large hall for students to relax in, play basketball or a game of pool. As the year progressed, there has been a steady stream of Year 11 enrolments, reaching 36 students by the end of the year.

Our goals are to cultivate relationships, build academic confidence and ability, and assist our students move into a position where employment and new educational opportunities are available to them. Small class sizes as well as strong, genuine relationships with staff allow students to study and learn in a safe and inclusive environment.

The Coolangatta campus industry team continued to build strong relationships with corporate employers as well as a number of registered training organisations throughout the year. This allowed students to participate in Certificate III in Fitness and Certificate II in Self-Awareness and Development which were delivered on campus. This ensured that students were able to learn in a familiar environment. Students were also able to complete accredited courses such as Barista training, First Aid and White Card courses.

A student/parent survey was conducted in Term 3, focusing on questions such as student support, student safety, teacher care and encouragement, parent engagement, communications and elective choices. The survey revealed high and very high satisfaction levels for students and parents.

The year ended with all students completing Year 11 successfully. The Awards Ceremony was very well attended, and students were able to celebrate their hard work and achievements of the 2022 school year.

**Klaus Knobloch - Campus Principal (2022 - present)**



**“THE PHILOSOPHY BEHIND THIS SCHOOL IS FABULOUS. THE INTERACTION BETWEEN STAFF AND STUDENTS IS GREAT. I AM SO PLEASED MY YOUNG PERSON HAS FOUND HIS ‘FIT’.”**

**Parent of a BUSY Schools Student**





**"This school saved my child's education."**



**"This school has been amazing for my son. Turned from an "E" student to a "B" student. He now has an apprenticeship and is well on his way into adulthood. I could not recommend this school highly enough. Thank you."**



**EDUCATION THAT LEADS TO  
REAL CAREERS**



# SALISBURY CAMPUS

In 2022 we celebrated our first full year of campus operation, and what a year it was. Term 1, 2022 was not the ideal start for our staff and students, we started a week later than expected and started learning remotely due to the upsurge in COVID 19 cases. Then just as we were getting students settled into classes and campus routines, we were hit with heavy rainfalls and flooding, which impacted many of our Salisbury families.

Once settled back on campus and engaged in face-to-face classes, our regular program commenced and during the course of the year students participated in a range of complementary learning activities both on-site and offsite. Students visited the First Nations Art Exhibit at the Queensland Museum, and the Brisbane Careers and Employment Expo. Onsite, students participated in Kung Fu sessions, RACQ Cash IQ program and RACQ Driver Safety Program. Year 11 students were also invited to attend the V8 Supercars for the Gold Coast 500 as part of the Students on Track Program. This was a big hit for our students and we are hoping to make this event an annual tradition for our Salisbury students.

We also welcomed Headspace, LIVIN and Beddown on campus for students to learn more about the programs and services these agencies provide young people in the community. In living The BUSY School values of inclusivity and resilience we hosted student events for Wear it Purple Day (LGBTIQA+ awareness day), Harmony Day (celebrating cultural diversity) and R U OK day.

2022 was a busy year for the vocational, education and training space. Onsite we hosted the following courses, Certificate I in Construction, Certificate II in Workplace Skills, Certificate II in Sports and Recreation, First Aid and CPR and construction White Card. In addition to these courses, students were extended the opportunity to participate in several complementary learning experiences, such as YES (Young Entrepreneurs Summit), a visit to Muster Services (all things engineering and construction), a NAWIC breakfast, Master Painters and Decorators Worldskills day, Ignite Youth Career Expo and Try a Trade for the Aussie Painters Network. Many students were completing qualifications offsite at TAFE, other RTO's or completing school-based traineeships or apprenticeships.

In May we celebrated our first birthday with blue and yellow cupcakes baked by one of our Year 12 students who was completing a Certificate II in Bakery. In November we celebrated the academic and vocational achievements of our Year 11 students in an awards afternoon which was

well attended by parents and carers. One of the biggest highlights of the year was hosting our inaugural Year 12 Graduation event at the St Lucia Golf Links complex. On the night, 40 students received their Graduation Certificates, many also received subject awards, VET awards or Special Campus awards. The evening was a fantastic success, we danced, dressed up for the photo booth, took countless selfies and generally enjoyed celebrating this momentous milestone with the students and their families.

Engaging in professional development is ongoing in education and training settings. In 2022, Salisbury staff completed training in Mental Health First Aid, Mates in Construction Connector Training and staff began their Berry Street Education Model training with two of the four days training completed in 2022. The Salisbury campus also began a Supporting School Improvement project with ISQ, the focus areas for the project are Teaching and Learning and Community Engagement, this project is ongoing until 2024.

Team Salisbury also forged relationships within the BUSY Group as we welcomed BUSY Health practitioners on site two days a week for counselling support for our students. We also partnered with our BUSY Corporate Team to host an employer morning tea where employers interviewed potential candidates for job vacancies.

As busy as our day to day, week to week and term to term schedules are we always make time to develop relationships with students; to see them, to hear them and let them know we are here for them, we put them at the centre of everything we do and recognise and appreciate who they are and what they aspire to be, because that's the Team Salisbury way.

**Liza Page - Campus Principal (2022 - 2023)**







"Thank you for all the support you have and keep providing for my daughter, you guys are amazing!!"



"There have been so many awesome opportunities for the kids this year. You guys have made it engaging and fun for the kids with the right amount of discipline to get their respect without forcing it too much. Great balance. I love that there are always plans and actions for the kids futures. I love the school. Thanks so much to all of the teachers and support staff."





# SHAILER PARK CAMPUS

The last two years have been a challenge of a lifetime. After 2021, we certainly didn't expect to be starting the year late due to COVID lockdowns and then the disastrous floods that hit the Southeast in February. Notwithstanding this, I am pleased to see that The BUSY Schools, Shailer Park campus, continued to thrive in 2022 by doubling enrolments from 80 to over 160 students.

Our clear focus on students continued as we worked with our young people to develop positive relationships and to build their confidence by running a range of different programs that focused on leadership, inclusiveness, respect, and harmony. The students had the opportunity to participate in programs such as LIVIN, R4Respect and Young Entrepreneur Summit.

Many of our students moved into a position of employment or training with the support of the Employment Pathways Officers and Work Readiness Officer. Attending various industry events and career expos provided great exposure to students to explore limitless opportunities available to them. In 2022, we also introduced a BUSY Schools to Work Program that helped students to develop employability skills. Topics covered included writing resumes and cover letters, interview skills, professional presentation, self-awareness, WHS at work, how to get a driver's licence, rights and responsibilities at work, time-management, appropriate language in the workplace and much more. Building on these skills helped students to be more prepared in obtaining employment and more confident to be able to apply for jobs.

The Shailer Park campus has built some great relationships with registered training organisations (RTOs) such as DGT, TAFE, Aurora Training, Skill360, The French Academy and Skills Generation to deliver a range of qualifications to students. These qualifications enabled students to gain qualifications needed for their future career prospects.

In 2022, our continuous improvement agenda with Independent Schools Queensland (ISQ) 'Supporting School Improvement – New Schools' program continued. Our focus for 2022 was continuing to develop a pedagogical framework (trauma informed), work readiness program and the implementation of compliance-based certificates.

The highlight of the year for the Shailer Park campus was the first graduating class of Year 12. Finishing Year 12 for many seemed unachievable but with the support of the staff from The BUSY Schools, parents and carers this became a reality. Each of them have grown with confidence and maturity and we can rest assured they are well prepared for their next journey in life.

What excites me the most about leading the campus is the sense of pride that exists amongst the students as they realise their potential and work towards achieving their goals and aspirations each day.

**Shane Blood - Campus Principal (2021 - present)**



**“DEFINITELY CONSIDER COMING TO BUSY  
SCHOOLS, IT’S A GOOD SCHOOL THAT WILL LEAD  
YOU IN THE RIGHT DIRECTION.”**

**Armin,  
Shailer Park Student**



### CHARACTERISTICS OF THE STUDENT BODY:

Campus	Identifies as Female	Identifies as Male	Indigenous	Country of Birth other than Australia
Cairns	43%	57%	24%	7%
Shailer Park	44%	53%	12%	13%
Salisbury	39%	59%	9%	11%
Coolangatta	62%	38%	11%	13%

### TOTAL ENROLMENTS (FEDERAL CENSUS 2022):

Campus	Year 11	Year 12	Total Enrolment in 2022 (Federal Census)	Total Enrolment in 2021 (Federal Census)
Cairns	89	56	145	116
Shailer Park	81	76	157	61
Salisbury	83	40	123	31
Coolangatta	36	0	36	N/A



# DISTINCTIVE CURRICULUM OFFERINGS

In addition to the core curriculum offered by The BUSY Schools of Queensland Curriculum and Assessment Authority (QCAA) Applied subjects and Short Courses, each campus offers programs in partnership with industry and community organisations. Each campus supports students to enrol in vocational education and training (VET) courses in partnership with registered training organisations (RTOs).

Across all campuses students had the opportunity to complete compliance-based certification courses such as the White Card, Responsible Service of Alcohol (RSA) and First Aid/CPR.

## **The BUSY Schools – Cairns**

- Certificate I in Construction, Certificate II in Workplace Skills, Certificate II in Automotive Vocational Preparation, Certificate II in Health Service Assistance, Certificate II in Hospitality, Certificate II in Community Studies, Certificate II in Plumbing, Certificate II in Automotive Electrotechnology, Certificate II in Electrotechnology (Career Start), Certificate II in Salon Assistant, Certificate II in Retail Cosmetics, Certificate II in Engineering Pathways, Certificate II in Aircraft Line Maintenance

## **The BUSY Schools – Shailer Park**

- Certificate I in Construction, Certificate II in Workplace Skills, Certificate II in Automotive Vocational Preparation, Certificate III In Business, Certificate III in Health Service Assistance, Certificate II in Health Service Assistance, Certificate II in Hospitality, Certificate II in Community Services, Certificate II in Plumbing, Certificate II in Electrotechnology (Career Start), Certificate II in Salon Assistant, Certificate II in Retail Cosmetics, Certificate in Engineering Pathways, Certificate III in Fitness, Certificate II in Animal Studies.

## **The BUSY Schools – Salisbury**

- Certificate I in Construction, Certificate II in Workplace Skills, Certificate II In Automotive Vocational Preparation, Certificate II in Business, Certificate III in Health Services Assistance, V II in Health Services Assistance, Certificate II in Tourism, Certificate II in Hospitality, Certificate II in Community Studies, Certificate II in Community Studies, Certificate II in Automotive Electrotechnology, Certificate II in Plumbing, Certificate II in Electrotechnology (Career Start), Certificate II in Salon Assistant, Certificate II in Engineering Pathways, Certificate III in Fitness, Certificate II in Applied Fashion, Certificate II in Telecommunication, Certificate II in Sampling and Measurement

## **The BUSY Schools – Coolangatta**

- Certificate I in Construction, Certificate II in Automotive Vocational Preparation, Certificate II in Engineering Pathways, Certificate II in Self Awareness & Development, Certificate III in Fitness

# EXTRA CURRICULAR ACTIVITIES

The BUSY Schools has a flexible timetable enabling each campus to provide a range of extracurricular activities for students.

Cairns students were offered the following activities: weekly gym session with a personal trainer, cooking and art activities, visits from ATODS (Alcohol, Tobacco, Drugs and Other Substances) and BUSY Health, career and mentoring advice sessions, and an excursion to Cairns Zoom and Wildlife where students worked to support each other as a team.

Shailer Park students participated in regular extracurricular activities such as: basketball, table tennis, pool, air hockey, NAIDOC Week activities, Mental Health Week, Pride Month, Try a Trade, Relationship and Sexuality Program, National Day of Action Against Bullying, R4Respect Respectful Relationships Program, IGNITE Youth Careers Expo.

Salisbury students were offered weekly personal training and recreation and sport activities such as table tennis, billiards, handball, touch football, soccer. Additional activities include mindfulness activities, yoga, art/craft activities, Mental Health First Aid Training, Rhythm2Recovery, Love Bites, LIVIN mental health and wellbeing program.

Students at The BUSY Schools Coolangatta campus participated in regular extracurricular activities offered such as basketball, soccer, table tennis, air hockey, pool, wellbeing activities, art and craft, lawn bowls and touch football. Students also participated in NAIDOC Week activities, Purple Day, R U OK Day, TAFE Employment Exploration Day, Multicultural Day and Trade Expo Day.

# WORKFORCE INFORMATION

## STAFF COMPOSITION, INCLUDING INDIGENOUS STAFF:

Campus	Teaching Staff		Non-Teaching Staff		Indigenous Staff	
	FTE	PT	FTE	PT	FTE	PT
Cairns	8	0	6	6	0	1
Coolangatta	4	0	3	0	0	0
Shailer Park	8	1	7	4	0	0
Salisbury	6	1	7	1	0	0

## QUALIFICATIONS OF ALL TEACHERS:

Number of classroom teachers and school leaders at the school who hold this qualification	Cairns	Shailer Park	Salisbury	Coolangatta
Doctorate or higher	0	0	0	0
Masters	1	3	2	3
Bachelor	9	10	7	4
Diploma	4	4	4	3
Certificate	3	3	6	2

# FUNDING INFORMATION

Please refer to the 'Finances' section of The BUSY School page on the MySchool website: [myschool.edu.au/school/52896/finances](https://myschool.edu.au/school/52896/finances)



# SCHOOL COMMUNITY FEEDBACK

## Parent, Teacher and Student Satisfaction with the School:

Table 1: Parent/Carer Survey

Percentage of parents/carers who agree* that:	Cairns	Coolan-gatta	Shailer Park	Salis-bury
Teachers are interested in my young person's wellbeing	98%	100%	100%	100%
This school celebrates student achievements	98%	100%	96%	100%
I can talk to my young person's teachers about my concerns	98%	100%	100%	100%
Student behaviour is well managed at this school	96%	100%	100%	100%
The school takes parents' opinions seriously	96%	100%	96%	92%
My young person likes being at this school	96%	100%	96%	94%
This school is well organised	98%	89%	96%	97%
Teachers at this school treat students fairly	98%	100%	96%	100%
My young person is making good progress at this school	98%	100%	92%	85%
My young person feels safe at this school	96%	100%	100%	95%
My young person's learning needs are being met at this school	98%	100%	96%	90%
Staff at this school are approachable	98%	100%	100%	98%
Staff at this school are responsive to my enquiries	98%	100%	96%	95%
This school keeps me well informed	98%	100%	96%	95%
I would recommend this school to others	100%	100%	100%	98%

Table 2: Student Survey

Percentage of students who agree* that:	Cairns	Coolan-gatta	Shailer Park	Salis-bury
I have supportive classmates	86%	75%	93%	71%
I feel safe at school	93%	83%	100%	93%
Staff encourage me to do my best	95%	92%	100%	93%
Staff care about me	92%	92%	100%	91%
Student behaviour is well managed at my school	80%	83%	93%	70%
I can talk to staff about my concerns	77%	92%	93%	74%
The staff help me with my school work when I need it	95%	92%	96%	93%
The staff at my school treat students fairly	89%	66%	96%	86%
I want to come to school	78%	58%	79%	68%
I feel supported to find a future pathway	97%	91%	93%	88%
Students respect one another at this school	64%	52%	71%	69%
I like the flexible timetable	96%	92%	97%	95%
I would recommend The BUSY Schools to other people	98%	84%	100%	90%

\*Agree represents the percentage of respondents who Agree or Strongly Agree with the statement.



Table 3: Student Learning Experiences Survey

Students rated learning experience (average rating)	Cairns	Coolangatta	Shailer Park	Salisbury
Essential English	76%	66%	77%	67%
Essential Mathematics	67%	83%	75%	64%
Social Community Studies	76%	71%	78%	67%
With Education Youth Worker	75%	58%	83%	65%
With Employment Pathways Officer	77%	71%	85%	59%

#### Teacher Satisfaction Data

Staff identified that the supportive and connected culture of the school was a strength. Areas for improvement identified by the staff also align with the behaviour management for improved behaviours exhibited by the students, such as reducing incidences of truancy (leaving school half-way through the day), phone use and inappropriate language. Attendance also needs to improve for some students as they are not engaging in the full school program.





# STUDENT OUTCOMES

**Average student attendance rate (%) for the whole school:**

Campus	Year 11	Year 12	Total
Cairns	72%	71%	72%
Coolangatta	69%	N/A	69%
Shailer Park	72%	72%	72%
Salisbury	76%	74%	75%

**Year 12 Outcomes:**

Year 12 Outcomes - Cairns, Shailer Park and Salisbury Campuses	
Number of students who received a Senior Statement at the end of Year 12	60
Number of students awarded a Queensland Certificate of Individual Achievement	1
Percentage of students awarded a Queensland Certificate of Education (QCE) or QCIA at the end of Year 12	62%
Percentage of students who progressed to employment or further study pathways at the end of Year 12	83%
Number of students awarded one or more vocational education and training (VET) qualifications	121
Number of students who are completing or completed a school-based apprenticeship or traineeship (SAT)	51
Number of students awarded a Certificate I	35
Number of students awarded a Certificate II	98
Number of students awarded a Certificate III+	18

## Post-School Destination Information

At the time of publishing this School Annual Report, the results of the 2022 post-school destinations survey, Next Steps – Student Destination report for the school was not available. Information about these post-school destinations of our students will be uploaded to the school's website in September after release of the information.

# THE BUSY SCHOOLS STANDARD OF SERVICE

**The BUSY School Ltd was founded in 2019 as an independent Queensland Special Assistance School to support the social, educational and employment outcomes of young people with a specific focus on those students who are at risk and disengaged from the traditional education model.**

The BUSY Schools represent an alternative to mainstream schooling and will often be a last chance for students to reengage in secondary education. Offering senior secondary schooling, The BUSY Schools has a unique program combining academic studies, vocational education and training (VET) and personal development.

Aligned to the Alice Springs (Mparntwe) Education Declaration, The BUSY Schools aim to provide for a diverse student population which allows individuals to develop confidence and realise their full potential. Students at The BUSY Schools have been previously disengaged from schooling due to a number of reasons often arising from disadvantaged backgrounds, but many have suffered from trauma.

The BUSY Schools provides a supportive and safe learning environment for young people by providing them with holistic support that increases their sense of wellbeing, self-esteem, self-worth, resilience, belonging, academic achievement and an employment pathway. The BUSY Schools culture of building trusting and respectful relationships with students allows them to flourish and fulfil their potential surrounded by all the support they need.

To maintain a high level standard of service, The BUSY Schools considers:

## **THE LEARNING ENVIRONMENT**

The BUSY Schools campuses aim to provide a supportive, inclusive learning environment that combine learning, training, practical experience and recreational activities.

Teachers focus on:

- establishing an atmosphere of high expectations
- a growth mindset for students to build self-efficacy and confidence
- regularly correcting student work and provide feedback to students
- having a high standard of classroom display
- setting a positive classroom tone
- providing access to real and simulated workplaces

## **A CONSISTENT TEACHING APPROACH**

The BUSY Schools teachers accept accountability

for each student's learning with a particular focus on the individual through a personalised approach which incorporates:

- use of data to inform teaching, monitor student learning and to meet minimum benchmarks
- consistent tracking of student growth and the use of individual learning plans
- implementation of individual support plans for all appropriate students
- use of 'warm-ups' to consolidate learning and revision strategies to move student knowledge from short term to long term memory
- delivery of lessons using the explicit instruction model – 'model, practice, apply' where applicable
- use of differentiation strategies to cater for the diversity and student individual abilities
- planning collaboratively to ensure the consistent delivery of curriculum and assessment
- actively engaging in a coaching model to enhance pedagogical practice.

## **STRATEGIES FOR ENGAGING THE STUDENTS IN SECONDARY EDUCATION.**

The BUSY Schools maximise the engagement of students in the educational program through:

- a personalised approach for students with individual learning and support plans for students negotiated, recorded and reported on a semester basis
- contextualising the curriculum to keep students focused and interested in relevant and relative content, achieved through regular curriculum reflection and feedback between students, curriculum and teaching staff
- fostering resiliency by building on student's strengths and developing capabilities and confidence
- create a 'sense of belonging' with an informal approach where teachers are facilitators/coaches working collaboratively with the non-teaching support staff to ensure a holistic approach to academic, personal and professional development
- teaching and learning in small group and individual settings to cater for differentiation and supporting specific needs
- seeking student feedback through reflective processes which inform reviews of engagement at the conclusion of each term.





# CAMPUSES

## **Cairns**

1 Wilkinson Street  
Manunda, QLD 4870

Call - 07 4058 4792

Email - [cairns@busyschools.com.au](mailto:cairns@busyschools.com.au)

## **Shailer Park**

37-43 Commercial Drive  
Shailer Park, QLD 4128

Call - 07 3440 4241

Email - [shailerpark@busyschools.com.au](mailto:shailerpark@busyschools.com.au)

## **Salisbury**

Building 3, Construction Training Centre  
460-492 Beaudesert Road  
Salisbury, QLD 4107

Call - 07 3440 4271

Email - [salisbury@busyschools.com.au](mailto:salisbury@busyschools.com.au)

## **Coolangatta**

5 Scott Street  
Coolangatta, QLD 4225

Call - 07 5506 2602

Email - [coolangatta@busyschools.com.au](mailto:coolangatta@busyschools.com.au)

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[admin@busyschools.com.au](mailto:admin@busyschools.com.au)

