

ANNUAL REPORT 2022



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Messages from Key School Bodies

Message from the Chair of the Board

It has been my privilege to act as Interim Chairman of the Skillset Senior College Board this year following the departure of past Chairman and CEO of Skillset Ltd Craig Randazzo. Craig and I have been an integral part of the College since its inception in 2015. To watch it grow into the vibrant and responsive school community that it has become, has been an inspiration.

We have expanded the use of facilities available to us in Bathurst to meet the needs of our students, stretching the limits of the spaces available to us, and endeavour to develop these to meet the ever-changing needs of our students. Our Dubbo facility continues to undergo refurbishment that also responds to the emerging needs of our staff and students there.

This need for growth is in no small part due to the dedicated teaching and support team that we have recruited to deliver the breadth of curriculum across two campuses. To witness the interaction of this team with their students in both Bathurst and Dubbo and observe the collaboration that exists between the team members is to truly understand the life changing impact we can have on the young people who attend our college.

I can proudly reflect on the achievements of many individuals who make up this team, and to single out just a few seems inappropriate given the impact they all have on our reputation as a lighthouse and forward-thinking independent college. To host the 2022 Alternative Education Conference on site in Bathurst is due recognition by other education providers that we have a model of education that is making a significant difference.

As a Special Assistance School accredited with the NSW Education Standards Authority, we have an emphasis on giving young people a second chance to achieve success and reach into themselves to identify their potential as positive contributors to our communities in the future.

On behalf of the other members of our School Board, I commend this Annual Report and the achievements it represents as a valuable summary of what has been a significant year in the life of our College. I look forward to your continuing support as we negotiate our way forward delivering meaningful and significant experiences that enrich the lives of both our staff, our students, and our communities.



Ian Tooke
Interim Chairman
Skillset Senior College Board

Message from the Head of College

It brings me great joy to share the Skillset Senior College Annual Report for 2022. The year proved to be a period of progress, transformation, and enhancement. As we collectively recovered from the challenges posed by the COVID-19 pandemic, we were keen to apply the valuable insights and strategies we gained during the lockdown phase to enrich our educational environment.

In our first full year back to school, our Dubbo and Bathurst campuses have been vibrant hubs of activity. Utmost thanks to our dedicated staff who throughout the past year have delivered our curriculum and orchestrated a wide range of activities and excursions. Every decision made at the College underpins and supports our vision, empowering students to create their "best future imaginable". Our vision is deeply rooted in our core values of Kindness, Courage, and Consideration, which serve as guiding principles in all our interactions and practices.



(L-R) Meg Hitchick - Bathurst Campus Coordinator, Barbara Olsen - Administration Manager, Meghan Whiteside- Communications Officer, Abbey Barrett - Head of College

Wellbeing lies at the heart of teaching and learning, and we strive to ensure that each student's experience of school is positive and rewarding. Most importantly, our school community breathes life into our core values where, we foster a culture of continual improvement and connection. Together we celebrate collective achievements and embrace the diversity and individuality of each student, encouraging them to explore and embrace their unique strengths and passions in an alternative framework of education.

In 2022, we were honoured to host the annual Alternative Education Conference. We invited alternative education providers to Bathurst to join in two days of experiential learning. The conference showcased our vision of "best future imaginable" through student-centred, strengths-based and solutions-focused education. Keynote speakers captivated the audience with their passion and expertise. Nairn Walker from Social Solutions, Dr. Martin Hughes of Skillset Senior College, and Carolyn Blanden, Principal of Warakirri College, delivered inspiring presentations that explored Building Capacity in Schools and Research in Education, promoting discussion about best practice in alternative and mainstream settings.

Throughout the two-day conference nine breakout sessions took place, highlighting the education programs and research practices of Skillset Senior College. These included Marine Studies, Animals in School, Occupational Therapy, Rhythm2Recovery, Making Space for Art in Your Classroom and more. The conference fostered collaboration and shared knowledge as delegates attended Special Interest Groups. Teachers, administrators, wellbeing staff, learning support staff, and executive school leaders united to share a powerful experience of community. These groups became the catalyst for the exchange of brilliant ideas and innovative strategies, drawing from the collective wisdom of diverse education facilities. The sense of camaraderie and the electric energy in the air was palpable.

The overwhelmingly positive response from delegates speaks to its impact. A post-conference evaluation revealed a gratifying 90 percent level of satisfaction among attendees, affirming the conference's triumph in creating a transformative experience. The success of this gathering stands as a testament to the team's dedication and to the pursuit of building capacity in schools. We look forward to future endeavours that will continue to shape the landscape of education and empower generations to come.

Bathurst Student Support Coordinator, Jaye Shean and I were fortunate to attend the 2022 International Childhood Trauma Conference in Melbourne, drawing inspiration from the international community of trauma informed professionals. Delegates shared a passion to make a difference in the lives of those impacted by childhood trauma. A foundation in understanding and being responsive to the needs of young people who have experienced trauma is critical to the pioneering approach of Skillset Senior College, underpinning every staff response, procedure and policy; Jaye and I returned to the College equipped and motivated with greater skills and resources to promote resilience and growth for our staff and students.

Over the past year, the College welcomed the addition of nine new members to our growing team. These individuals have joined us as teaching and learning support staff, contributing their expertise to both our Dubbo and Bathurst campuses. This included a new Team Leader in Dubbo, responsible for overseeing day-to-day operations as well as the future strategy initiatives for the campus. The addition to our team of a dedicated Communications Officer, whose role involves supporting our marketing and communications endeavours, has enhanced our capacity for high quality internal and external communication, strengthening relationships within our team, school family and wider community.

In 2022, the Skillset Senior College Research Institute continued to build the College's reputation for research excellence and innovation. Towards the end of Term 3, we successfully uploaded our final report for the grant funded AIS NSW Schools-Based Research Project, followed by the publication of an article in the Australian Education Research Council Teacher Magazine.

On the 21st of October, Dr. Martin Hughes, Head of Research, Meg Hitchick, Bathurst Campus Coordinator, Jaye Shean, Student Support Coordinator, and Chris Harris, Head of Curriculum, delivered presentations at the AIS NSW Educational Research Symposium, attended by educational institutions nationwide. During this conference, they facilitated discussions on fostering a culture of evidence-informed practice within the school environment and actively participated in a live question and answer panel.

The College continues to foster this research-positive approach among our own team, with the result that research projects have become embedded as 'the way we do things here.' At our Dubbo campus, exciting progress has been made on small-scale research project led by Teacher Rachel Croft. Rachel continues her investigation into the impact of school animals on students' anxiety levels, which will generate highly relevant evidence for this much lauded element of the Skillset Senior College approach to working in partnership with our students.

In September, Chris Harris took delivery of an initial batch of carbon dioxide monitors, marking the commencement of a study he is leading in collaboration with the University of Wollongong with Dr. Nick Deutscher. Over the course of 12 months, Chris and the Wollongong team will investigate the atmospheric chemistry within classrooms. We were thrilled to commence this ground-breaking trial during Term 4, with the goal of launching the full-scope project in 2023. It is heartening to see our courageous and inspired educators take on the challenge of actively researching our innovative approaches, contributing their unique insight to global knowledge of 'what works' in the landscape of alternative education.

Reflecting on the year as a whole, I want to express my gratitude and pride for the incredible effort and enthusiasm displayed by our students, families, staff and community partners. These achievements throughout 2022 are a testament to their dedication and hard work. Together, we continue to create an inspiring and nurturing educational environment that supports the growth and success of every individual at Skillset Senior College. There is a keen sense of joy, belonging and passion that radiate from both our Dubbo and Bathurst campuses that testifies to this. It has been a privilege and pleasure to witness the growth and success of our student community, and also to receive updates from our past students, who often make the effort to get in touch and share their successes, ambitions and celebrations of life with the school family that has meant so much to them.

To our community: thank you for your unwavering support and commitment to Skillset Senior College. As we embark on another year filled with endless possibilities, let us continue to strive for Kindness, Courage and Consideration and the "best future imaginable". Together, we will make the upcoming year a spectacular one.

Sincerely,

Abbey Barrett



BA (Psych), University of Sydney; Grad. Dip. Couns.; PACFA Reg. (Clinical) ACAP
Head of College, Skillset Senior College



Courage

Kindness

Consideration



Contextual information about Skillset and Skillset Senior College

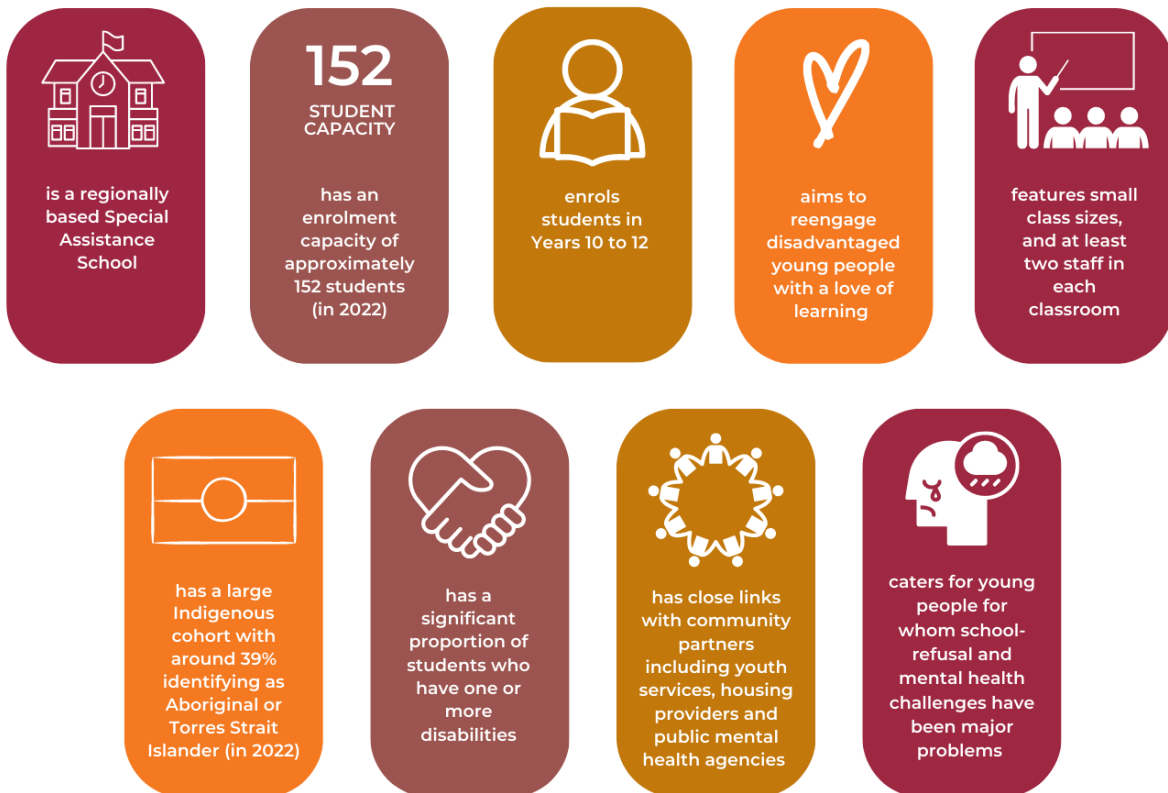
Skillset Senior College offers young people of the Central West NSW region a holistic and supportive approach to high school education, in an alternative learning environment with a full wellbeing focus.

The school is an independent, coeducational senior secondary school, registered and accredited with NESAs, and a member of the Association of Independent Schools NSW.

We promote a flexible learning environment where we work with students to accommodate their individual psychological, physical, emotional and cultural needs. We highlight and celebrate students' individual differences and are proud we support an environment where there is no "normal" and no "average".

We offer students understanding and the resourcing to genuinely provide an individual approach to each student, accepting that not all young people succeed with a conventional approach to learning, and that historical barriers to education may have entrenched a reluctance to attend or participate fully in school.

Skillset Senior College...



The story of Skillset Senior College

The first campus of Skillset Senior College opened in Bathurst NSW in 2015 and was originally formed as a sub-unit of Skillset Ltd, in response to the recognised need for an alternative secondary education option for students in the Central West of NSW. The campus is still located in the Flannery Centre, an architecturally designed, six-star environmentally rated building that also houses Skillset Ltd.

The school graduated its first HSC (Year 12) cohort in 2017. In January 2018, Skillset Senior College became a separate legal entity from parent organisation Skillset Ltd., establishing its own ABN, accounts and governance arrangements to improve the effectiveness of the operation of the school. Around the same time, Skillset Senior College underwent the NESA re-registration process, and was awarded NESA accreditation and registration through to 2023.

Skillset Senior College opened a second campus in Dubbo NSW in 2019, with the first HSC cohort of this campus completing the HSC in 2021. The two campuses operate under the same leadership and governance structure, sharing the same fundamental approach to education and student wellbeing, while tailoring the school experience to meet the unique needs of their student populations.

Skillset Senior College - Vision, Purpose and Values

Skillset Senior College strives to re-engage young people into school participation leaving them with a positive and optimistic view of school life. We provide a small and friendly learning environment with the most passionate and effective teaching staff and practices that creates an environment where young people thrive. The school particularly succeeds with young people challenged by a history of poor school attendance and experiences, and also with those who have yet to find positive solutions for persistent mental health challenges.

Vision and Purpose

Our vision is for the “best future imaginable” for our students, staff and community. We understand that for many, gaining education is a significant element of forging a pathway to that future, and our hope is that we can support our students to develop, strive towards and attain their personal goals as they self-determine their own “best future”.

Our purpose is to promote “engagement through relationship.” We provide a safe, connected and supportive learning environment, with a focus on wellbeing and a ‘whole-person’ approach to working with young people and their families/carers. At Skillset Senior College, students re-engage in education, develop the desire to learn and the skills to succeed at school, at work and in life.

Values: Kindness, Courage, Consideration



About Skillset Ltd.

Skillset Ltd. was established in 1982 as the region’s first Group Training Organisation, helping businesses across the Central West train their workforces. Since this time, Skillset has grown into a leading regional organisation offering a range of life-changing services focused on supporting people and businesses in our communities through employment, career development and education.

Registration details of Skillset Senior College Ltd.

First Accredited by NESAS	September 2014
Opened in:	January 2015
Re-registered:	February 2018 (Stage 5&6) for 5 years
NESA School Number:	78096
Dubbo Campus Site Certification:	December 2018 (Cnr Bultje & Fitzroy St) December 2020 (Sheraton Rd)



BE
ME
NT

“I thought it was going to be like every other school. But it’s very different, you get treated like an adult and not a child.”

Student Outcomes

Year 10 Record of School Achievement (RoSA)

In 2022, 36 students from the Bathurst Campus, and 35 students from the Dubbo Campus completed the requirements of Year 10 and received a RoSA. The majority of students benefited from significant adjustment in learning delivery, assessment modification and tailored learning support, with a smaller proportion of students requiring substantial adjustments to meet requirements.

Course	School Total	State Total	School A(%)	School B(%)	School C(%)	School D(%)	School E(%)	School None(%)	State A(%)	State B(%)	State C(%)	State D(%)	State E(%)	State None(%)
English 200 hours (300)	71	91663	5.63	18.31	39.44	26.76	5.63	4.23	12.28	28.81	36.16	15.86	5.87	1.02
Mathematics 200 hours (323)	71	92011		2.82	46.48	36.62	9.86	4.23	14.54	21.99	32.20	23.62	6.77	.88
Science 200 hours (350)	71	91753	8.45	12.68	54.93	14.08	5.63	4.23	12.60	23.92	36.73	19.39	6.42	.94
Geography 100 hours (4015)	71	91636	1.41	12.68	57.75	21.13	2.82	4.23	15.03	27.91	34.74	15.58	5.93	.81
History 100 hours (4007)	71	91654	1.41	9.86	49.30	32.39	2.82	4.23	14.75	27.70	34.46	15.91	6.31	.86
Personal Development, Health and P.E. 100 hours (2421)	71	18845	2.82	16.90	42.25	33.80		4.23	17.57	38.09	31.39	9.23	3.05	.67

Senior Secondary Outcomes

Preliminary Course (Year 11) Results

In 2022, 24 students from the Bathurst Campus, and 10 students from the Dubbo Campus completed the requirements of Year 11, with access to the following on-campus subjects: English Standard, Mathematics Standard, Agriculture, Marine Studies, Computing Applications (Bathurst only), Visual Design and Work Studies. These subjects were offered to appeal to a wide range of interests and abilities. A small number of students completed alternative, individual subjects through concurrent enrolment through the T-VET programme at TAFE NSW.

Course	School Total	State Total	School A(%)	School B(%)	School C(%)	School D(%)	School E(%)	School None(%)	State A(%)	State B(%)	State C(%)	State D(%)	State E(%)	State None(%)
English Studies 2 unit (30105)	33	9521	21.21	21.21	45.45	12.12			5.14	18.95	37.26	23.60	12.03	3.02
Mathematics Standard 2 unit (11236)	34	40372	17.65	23.53	41.18	14.71	2.94		7.98	21.11	37.19	23.74	9.12	.86
Agriculture 2 unit (11010)	34	2063	8.82	17.65	26.47	38.24	8.82		19.20	26.81	29.96	16.09	6.79	1.16

HSC Results

The 2022 Year 12 cohort (HSC Course) subject offerings were English Studies, Mathematics Standard 1, Agriculture, Community and Family Studies, Marine Studies, Visual Design, Work Studies, and Computing Applications. Of these subjects, 2 courses (4 units) were Board Endorsed with external exams. The College also administered an external Automotive exam through TAFE NSW.

HSC Results

Course	Course	Students Included	Students Omitted	E.M. Mean	State E.M. Mean	School/State Variation	Z-score
Agriculture 2 unit	15010	23	1	55.89	70.43	-14.54	-1.09
Community and Family Studies 2 unit	15060	12		63.28	74.79	-11.51	-1.18

HSC Band Results

Course	Name	Included Students	Omitted Students	Band 6	Band 5	Band 4	Band 3	Band 2	Band 1
15010	Agriculture	24	6				10	9	5
15060	Community and Family Studies	12	4			3	6	3	
	Band Total					3	16	12	5



The Bathurst staff and the Year 12 graduating class of 2022.

Professional Learning and Teacher Standards

All teaching staff met the professional requirements for teaching in NSW according to the following categories:

Category	Number of Teachers
Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines	18
Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications	0

NESA Teacher Accreditation Status	Number of SSC Teachers
Lead Teacher Accreditation	0
Highly Accomplished Teacher Accreditation	0
Proficient Teacher (ISTAA 'Experienced') Accreditation	5
Proficient Teacher Accreditation	11
Provisional Accreditation	0
Pre-2004 Teacher accredited at Proficient level	1
Conditional Accreditation	1
Not accredited with TAA	0

Professional Development and Formal Training

In 2022, teaching staff attended the following training events:

Training Event	Number of Staff Attended
2022 Alternative Education Conference	All Staff
Accidental Counsellor training	2
Absences and Exemptions	3
Australian Childhood Foundation - International Childhood Trauma Conference	2
AI NSW Education Research Symposium 2022 - Leading Evidence Informed Practice	4
"Beyond the Nuts and Bolts" by Family Planning NSW	1
Black Dog Institute	2
Case Management Training	1
Consolidating and Extending Teaching During COVID-19	1
CESE: What works best: Classroom Management	1
CESE: What works best: Collaboration (1 teacher)	1
CESE: What works best: Explicit Teaching (1 teacher)	1
Chemical Handling Accreditation	3
Child Protection	All Staff
Dyslexia Training	All Staff
First Aid, Anaphylaxis and CPR Training	All Staff
Flat Water Training	1
Leadership in Aboriginal Education	3
Love Bites Facilitator Training	4
Navigating Hard Conversations	4
NESA Registration and Accreditation	3
RoSA/HSC Curriculum Requirements for Registration and Accreditation	2
Suicide Prevention Training	5

Workforce and Student Profile

Workforce Composition

By 01 Dec 2022, Skillset Senior College employed:

No.	Job Title	FTE
1	Head of College	1.0
1	Deputy Head of College	1.0
1	Campus Coordinator	0.8
1	Team Leader	1.0
1	Student Liaison Coordinators	0.8
14	Teachers	11.1
2	General Assistant / Learning Support	2.0
1	Learning Support Coordinator	0.8
9	Learning Support Assistants	6.1
1	Learning Support Trainees	0.52
3	College Liaison Officers	2.8
1	College Mentor	1.0
2	Aboriginal Education Officer	1.9
2	Reception / Administration Assistant	1.68
1	Administration Manager	1.0
1	Communications Officer	1.0
37	TOTAL SCHOOL STAFF	34.8

Administration support is also provided to Skillset Senior College on a contractual basis by Skillset Ltd in areas of ICT support, finance, payroll and human resources. Casual teaching and learning support staff were also engaged on a needs-basis to cover sick leave and support operations.



Workforce Qualifications

Staff member	Qualifications
Head of College	BA (Psych), University of Sydney; Grad. Dip. Couns.; PACFA Reg. (Clinical) ACAP
Teaching Staff	Bachelor of Information Technology (2002) CSU; Grad Dip Education (secondary) CSU; Cert III/IV in Training and Assessment SWSI TAFE
	Bachelor of Teaching (Primary) 2006, CSU, Bachelor of Psychology 2006, CSU
	Bachelor Applied Science (Agriculture) 1987, Hawkesbury Ag College, Dip. Ed, 1987, Sydney Teachers College, Certificate of Policing CSU 1996, Cert IV Project Management UNE 2003, Master of Educational Leadership University of Canberra 2003, Grad. Dip of Psychology (Charles Darwin University) 2010.
	Bachelor of Education 2016, CSU.
	Bachelor of Animal Science 2012, CSU; Bachelor of Teaching 2016 , CSU.
	Bachelor of Education (Primary, Inclusive Education) 2008, CSU.
	Bachelor of Science (Macquarie) 2003; Post Graduate Diploma of Education; (CSU) 2008; Bachelor of Midwifery (WSU) 2017
	Bachelor of Applied Science (Natural Resource Management) 2010 (SCU); Bachelor of Laws 2010 (SCU); Graduate Diploma of Legal Practice (CL) 2010; Graduate Diploma of Education (Secondary) 2013 (SCU); Statement of Attainment in Trip Planning and Bushwalking 2016 (TAFE Western)
	Bachelor of Science (University of Glasgow) 2012; Doctor of Philosophy (University of Glasgow) 2017.
	Bachelor of Art Education (UNSW) 2003
	Bachelor of Exercise Science (Rehab), CSU, 2011, Master of Teaching (Primary), UNE, 2016, Certificate IV Training and Assessment, 2019. Certificate IV Agriculture and Horticulture, 2018.
	Bachelor of Teaching (English), Bachelor of Psychology (Social) 2012 CSU
	Bachelor of Education, (Primary/Secondary) (2020)
	Bachelor of Science (Mathematics & Computing) (1993) UWS Bachelor of Education (Secondary Science & Religion) (1997) ACU Graduate Cert in Physics (1998) ACU Cert IV TAE, Cert IV Project Management (2018)
	National Diploma in Performing Arts (2008) Hopwood Hall College Bachelor of Arts Upper Class Theatre Arts Degree (2011) Middlesex University, London Post Compulsory Education Training Certificate (2014) Edge Hill University, Liverpool Diploma in Teaching English Literacy and ESOL (2017) Bury College
	Bachelor of Teaching (1996) UNE
	Bachelor of Human Movement/Bachelor of Teaching (Secondary) (2005) CSU Graduate Certificate in Career Development (2015) Swinburne University
	Bachelor of Education (K-12) (2016) UNE
	Bachelor of Education – General Primary (1993) CSU Associate Diploma – Speech & Drama (1992) Trinity College Music, London Graduate Diploma – Inclusive Education (2009) CSU



Student Profile, Attendance and Retention

Student Profile

In our eighth year of operation, Skillset Senior College commenced 2022 with 168 enrolments across two campuses, and Years 10, 11 and 12. The NSW Minister for Education has granted Skillset Senior College 'Special Assistance School' status, which recognises that our school primarily assists students with social, emotional or behavioural difficulties, who are better suited to an alternative learning environment. At the time of the 2022 census, 25% of Bathurst students and 53% of Dubbo students identify as Indigenous. Around 98% of students had an identified disability or required significant adjustments to access learning therefore meeting the criteria for NCCD funding.

Many students face serious barriers to attendance at – and full participation in – school. These barriers include (but are not limited to):

Mental Health Issues	Homelessness	Trauma and Conflict	Substance Misuse
Disability	Socioeconomic Disadvantage	Family Instability	COVID -19

Attendance

Year	Non-Indigenous Attendance		Indigenous Attendance		Total Attendance	
	Bathurst	Dubbo	Bathurst	Dubbo	Bathurst	Dubbo
10	77%	71%	73%	59%	77%	64%
11	75%	65%	67%	37%	73%	52%
12	74%	87%	84%	53%	77%	76%

Management of Non-Attendance

Due to the nature of our cohort, non-attendance and school refusal have the potential to significantly impact on our student population. Parents/caregivers are always encouraged to discuss attendance matters with the school and build an attendance plan with relevant teaching and support staff. Skillset Senior College has also invested in school management software that sends daily text messages to parents and carers updating them in real-time on their young person's attendance status.

Skillset Senior College employs the following strategies to address school non-attendance and to minimise the effect of this on student outcomes.

- Effective roll-marking procedures, complemented by a text messaging service to alert parents/carers when their student has not attended school.
- Timely follow-up of unexpected or unexplained absences by phone call, text message or email.
- Clear communication of expectations regarding attendance to the student body, including a guideline that requires students to remain on campus at all times during the school day, and no unsupervised temporary departures (such as a visit to shops).

- Provision of food, drink, simple medical and basic hygiene supplies on campus to encourage attendance even when these aspects may be a challenge for students.
- Assistance with navigating the public transport system, including support to access bus passes, timetables and safe transport options.
- Individual education plans and case management for students with risk factors for sporadic attendance, in partnership with parents/carers and other key stakeholders such as mental health services.

For students who have a significant pattern of non-attendance, Skillset Senior College provides flexible opportunities and additional learning support to ensure that students have the best chance of success. Assessment delivery is tailored to ensure maximum participation even for students for whom irregular attendance is a significant barrier to learning.

Retention

2022 Year 10	Commenced	Additional	Withdrew	Completed	Articulated	Other
Bathurst	39	0	4	34 (87%)	31 (79%)	1
Dubbo	42	2	8	34 (77%)	33 (75%)	1
Total	83	2	12	68 (80%)	64 (75%)	

2022 Year 11	Commenced	Additional	Withdrew	Completed	Articulated	Other
Bathurst	28	1	4	23 (79%)	22 (76%)	-
Dubbo	20	1	12	8 (38%)	8 (38%)	-
Total	48	2	16	31 (62%)	30 (60%)	-

2022 Year 12	Commenced	Additional	Withdrew	Completed
Bathurst	20	0	4	16 (80%)
Dubbo	14	0	3	11 (79%)
Total	34	0	7	27 (79%)

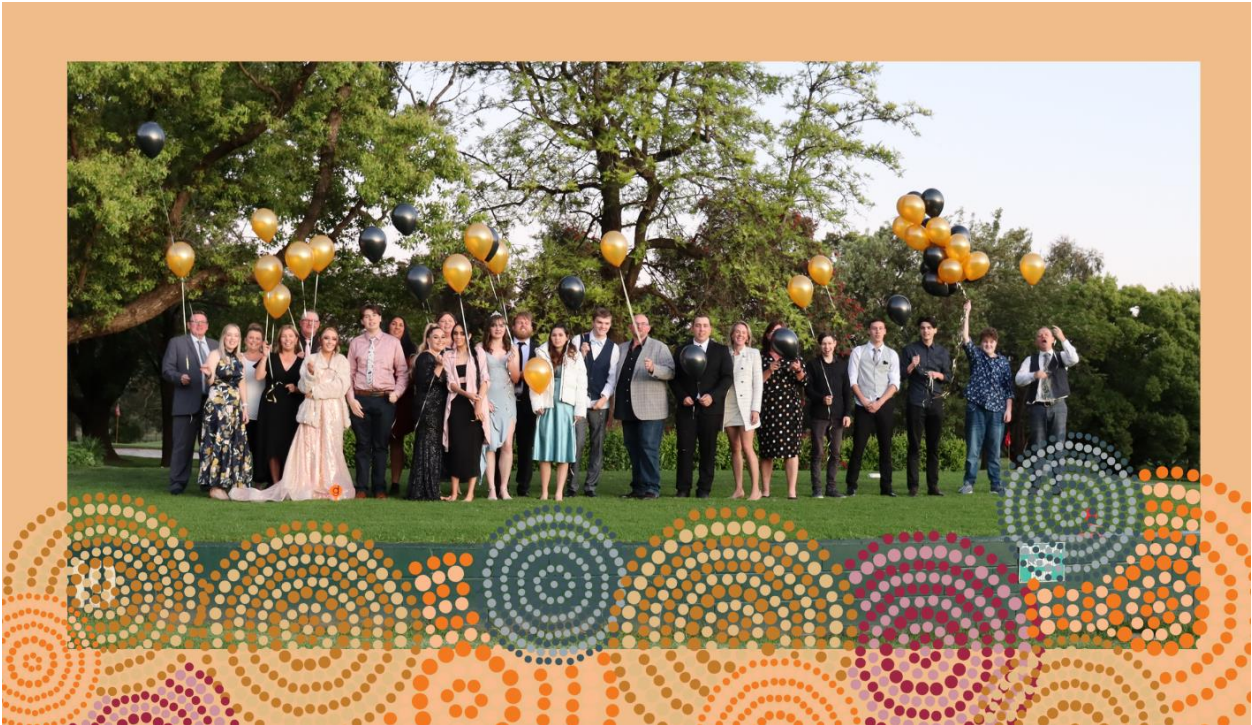
All eligible students who did not choose to articulate into the next school year were offered enrolment with the Skillset 'Youth Connect' program, designed to assist young people aged 15-19 into work, training or further study. A number of students accepted intake to the program, while 11 students enrolled at a secondary school elsewhere.

Post School Destination Survey

Year 10: 64 students (75%) of our cohort of 85 articulated into Year 11. Of the remaining 21 students, one student moved away, two students re-enrolled in Year 10 to repeat, 4 students started employment, and 3 students transferred to other schools.

Year 11: 30 of the original 50 students (60%) articulated into Year 12 at Skillset Senior College. Of the remaining 20 students 10 (50%) left to start employment, 1 went to TAFE and two left due to parental or carer responsibilities.

Year 12: 27 students graduated with the HSC. Of these graduates, five students (19%) were accepted into TAFE or university, 15 students (56%) engaged in paid employment (including full or part-time, or approved volunteer activities) and one student re-enrolled to repeat Year 12.



The staff and students from the Skillset Senior College Dubbo Campus Year 12 graduation.



“I think you will really enjoy your time here at this school. I hope that it benefits you in ways that no other school can.”

School Policies (Summary)

The policy documents below are excerpts from the Skillset Senior College Policy Manual.

Enrolment

See policy documents online at:

<https://www.skillsetseniorcollege.nsw.edu.au/wp-content/uploads/2021/07/SSCPOL025-EnrolmentPolicy-v4.pdf>

Anti-Bullying Policy

See policy documents online at:

<https://www.skillsetseniorcollege.nsw.edu.au/wp-content/uploads/2021/07/SSCPOL013-HarassmentDiscriminationAnti-bullying-v3.pdf>

Discipline Policy

See policy documents online at:

<https://skillsetseniorcollege.nsw.edu.au/wp-content/uploads/2021/07/SSCPOL022-StudentDiscipline-v4.pdf>

Complaints Policy

See policy documents online at:

<https://skillsetseniorcollege.nsw.edu.au/wp-content/uploads/2021/07/SSCPOL016-StudentComplaints-v3.pdf>

Student Welfare (Summary of Main Welfare Policies)

See policy documents online at:

<https://www.skillsetseniorcollege.nsw.edu.au/school-governance/#5>



School-Determined Improvement Targets

2022 was our eighth year of operation as a NSW Independent Special Assistance School. The Skillset Senior College leadership developed a School Master Plan to identify the forward direction of the College. In turn, the School Master Plan informed the School Strategic Plan, which was ratified by the SSC Board in February 2021. The School Strategic Plan is attached on the school website for review: <https://www.skillsetseiorcollege.nsw.edu.au/wp-content/uploads/2022/06/Skillset-Senior-College-Strategic-Plan.pdf>

Skillset Senior College set local target areas for improvement at the end of 2021. The table below describes each domain, and the ways in which we undertook to meet these targets during the 2022 school year, in some cases continuing into 2023.

The table below outlines these improvement domains:

Improvement Domain	Targeted Improvement	Improvements in 2022
Improve support for low literacy / numeracy students	Identify literacy and numeracy needs and support these with individual approaches	Increased learning support staffing continued intake testing for all new students to the College, with testing repeated part way through the year to track development and adjust supports. NCCD funding for students with identified literacy/numeracy difficulties targeted to improve intensive support for these students (both in-class and withdrawal settings). All staff trained in and were involved in the NCCD moderation process. We successfully implemented the programming and staffing for the COVID-19 Intensive Learning Support Funding.
Development of Individual Plans	Development of Individual Education Plans (IEPs) for all students to guide critical actions and high impact support interventions	Achieved target of the development of an IEP for every single student of SSC, including curriculum and wellbeing aspects. All teachers trained and supported in accessing and using the IEP to create appropriate curriculum modifications and adjustments for each student, in consultation with learning Support and wellbeing staff. Our goal in 2022 and beyond is to modify how IEP data is incorporated and embedded in teaching programs with adjustments highlighted on a cover sheet.

<p>Professional development for teachers</p>	<p>Enhance PD opportunities for all staff, with support to attend conference.</p>	<p>Individual staff attended PD of their choice throughout school year. In 2022 SSC hosted the Alternative Schools Conference. In-house PD facilitated by staff, with programs to enhance our focus areas of wellbeing, curriculum and learning support. 'Lines of Effort' concept continued to guide selection of appropriate PD activities.</p>
<p>Increase community awareness and support</p>	<p>Media, marketing and communications enhancements.</p> <p>School governance body consisting of representative and actively engaged members with a commitment to maximising the potential of the school.</p>	<p>In 2022 we formulated the SSC Marketing and Communicates role, hiring Meghan Whiteside. Social media presence enhanced and increasing reach in the community. The SSC website was enhanced in 2022 with continual improvements to assist with ease of navigation. Facebook marketing features utilised to enhance effectiveness of enrolment advertisements. The College also underwent a refresh of branding introducing new graphics to our logo.</p> <p>Engagement with community partners in facilitating the Agriculture and Marine Studies programs.</p> <p>The SSC board remained steady with all members in session.</p>
<p>Enrolment and intake procedures</p>	<p>Improve targeting and efficiency of enrolment process</p>	<p>We refined the enrolment interview process to streamline processes between campuses and delegated to the College Liaison Officer(s), to encourage enquiries with the Campuses. Partnerships with local schools to facilitate referral of suitable candidates.</p> <p>Both campuses achieved a full cohort of incoming students prior to the commencement of Term 1, with wait lists established as needed. We continue to meet above targeted student numbers. Our 2022 goal to create an online enrolment form to be actioned in 2023.</p>

<p>Improve physical facilities</p>	<p>Provision of facilities to support curricular and extra-curricular activities as identified by school community as priorities.</p>	<p>Dubbo Campus renovations continued with planning for the site in progress for 2022/2023. Classrooms fitted out with carpet and blinds. Kitchen and staff areas planned and developed for construction in 2023. Basketball half court planned and slab laid for completion in 2023.</p> <p>The Bathurst kitchen planning process formalised in 2022. Equipment purchase approved for school-run gym and outdoor sports programs.</p> <p>Upgrade of laptop facilities for student and staff use. Further upgrades planned for 2023. ITC remains an area of focus for 2023 and beyond.</p>
<p>Improve student wellbeing</p>	<p>Development of a dedicated team of professionals to support student wellbeing, navigate complex student issues and integrate wellbeing into all aspects of curriculum.</p>	<p>Further staffing of Wellbeing team increased to incorporate dedicated full-time Student Support Coordinators in Dubbo and Bathurst. The Chaplain role and College Liaison Officer continued at both campuses. The College Mentor roles have been critical in developing career plans and work experience opportunities at both campuses. AIS NSW funded research project in action and completed during 2022 to examine effect of simple Occupational Therapy interventions on student wellbeing. The report and project featured at the 2022 Alternative Education Conference. Further research projects investigated and proposed for 2023 and beyond.</p>
<p>Curriculum</p>	<p>Evaluation and review of subject offerings, tertiary entry pathways.</p>	<p>Subject planning for senior students at both Campuses – Work Studies and Marine Studies incorporated into the programs at both campuses. English Studies remained to support different literacy needs of cohort. 19% of students transitioned into tertiary study or further training. We remained student centred and</p>

		supported alternate routes to tertiary education rather than ATAR. This proves to be an outstanding decision and outcome for the college. In response to growth and high student retention, Bathurst campus is considering offering two Year 11 classes.
Governance effectiveness	Expansion of SSC Board	Skillset Senior College is a separate legal entity to Skillset Ltd, with its own Board engaged and active. Skillset Ltd. continues to be contracted to provide HR, admin, finance and logistical support to Skillset Senior College. There is an appetite to investigate and attain educationally specific business and ICT support for the school in 2023 and beyond.
Policy	Full review and wider consultation with all stakeholders including students	All school policies reviewed and updated to better reflect the current operations of Skillset Senior College, and to enhance the effectiveness of processes. Staff induction includes the reading of all Policies and Procedures. Engaged the organisation CompliSpace, to be best practice and up to date in relation to policy, procedure and compliance. Ongoing review of Policy and Procedure for NESA Re-registration and Accreditation in 2023.



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Initiatives Promoting Respect and Responsibility

Skillset Senior College endeavours to instil the values of respect and responsibility in several ways and through a range of forums. In 2022, we continued to refine and develop our wellbeing focus of 'engagement through relationship', with significant investment into initiatives that promote community connection, strong interpersonal relationships and participation in the 'family life' of the school.

We moved away from the Duke of Edinburgh Award to develop an SSC friendly program, which sees students successfully participate in workshop activities in a range of different areas that include but are not limited to voluntary service, skills, cultural awareness and physical activity. Students also had the opportunity to take part in a range of outdoor education activities. The program increases participants' self-efficacy, and encourages meaningful connection with the community and environment.

Students participated in a range of on and off campus activities designed to enhance their connections with each other and the staff. Awareness events and celebrations such as Reconciliation Week, Wear it Purple Day, Refugee Week, NAIDOC Week and Harmony Day are complemented by regular sports afternoons, social BBQs, family lunches as well as elements embedded into the formal curriculum (such as further workshops for art, cooking, woodwork, Agriculture field trips, PCYC visits, and learning about Indigenous and Australian history and culture). A major excursion promoting respect and responsibility was the Year 11 trip to Forster-Tuncurry – which included 21 Bathurst students and 8 Dubbo Students as part of a Marine Studies and Leadership Camp. Students participated in fishing, snorkelling with sharks, kayaking, stand up paddle boarding, learning to surf, beach cricket, skimboarding, intertidal organism identification, teamwork and bonding exercises.

In 2022, we continued to implement our wellbeing focus with teachers actively providing pastoral care and utilising a system of escalation and referral for significant challenges to allow the most efficient use of our resources. This is especially pertinent given the social disadvantage profile and significant mental health complexities for our student population. The Head of Wellbeing - supported by funding from the National School Chaplaincy Program - was active in assisting with the delivery of the pastoral care program. Changes to Chaplaincy funding for 2023 were announced. The school Tribes system, developed during the pandemic lockdowns, is an effective staff and student means of engagement that we have continued to maintain post-pandemic.

Parent, Student and Teacher Satisfaction

Skillset Senior College conducts scheduled parent teacher conferencing, with all SSC staff present on an annual basis. In a round table environment, with all teachers, parents and students as active participants in the individual feedback session, real understanding of issues affecting students and parents can be articulated, considered and responded to.

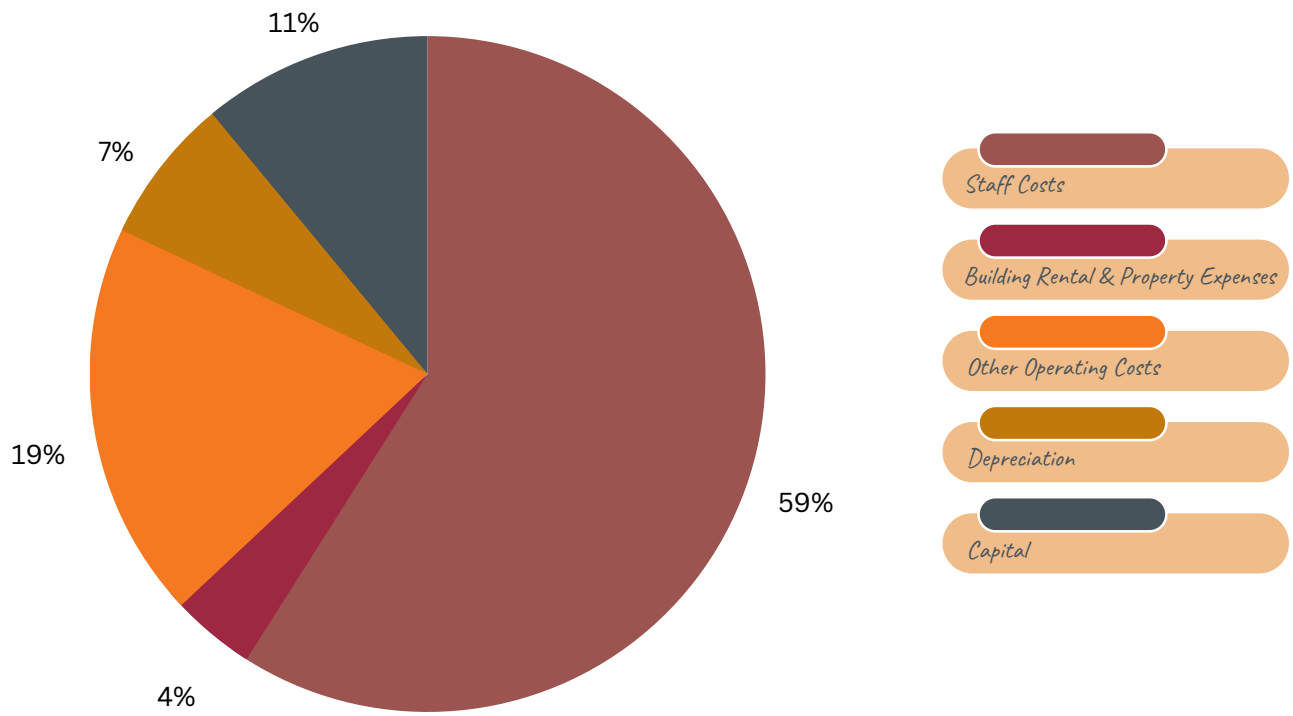
Parent Meet and Greet evenings were held on both campuses and were a great success.

Staff appraisal interviews held in Term 4 2022 gave staff the opportunity to reflect and communicate their satisfaction and wellbeing in the workplace.

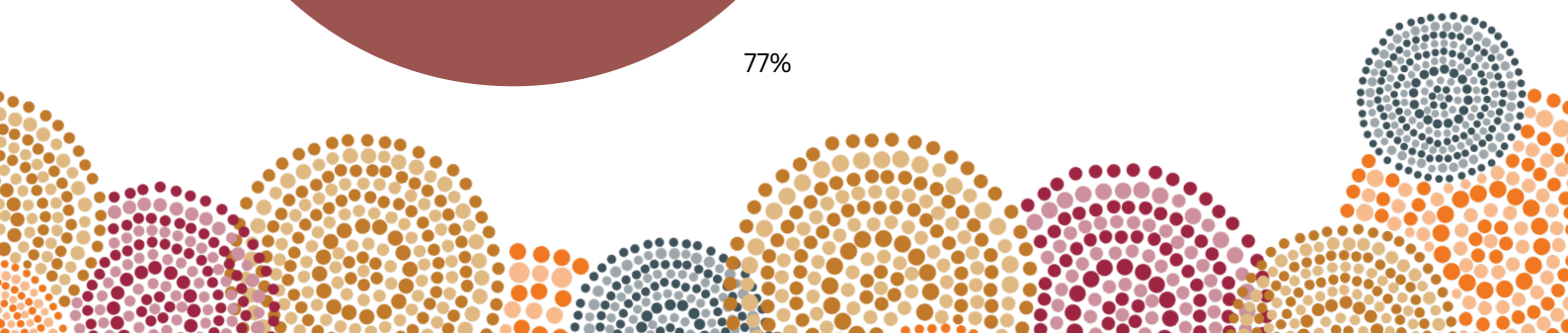
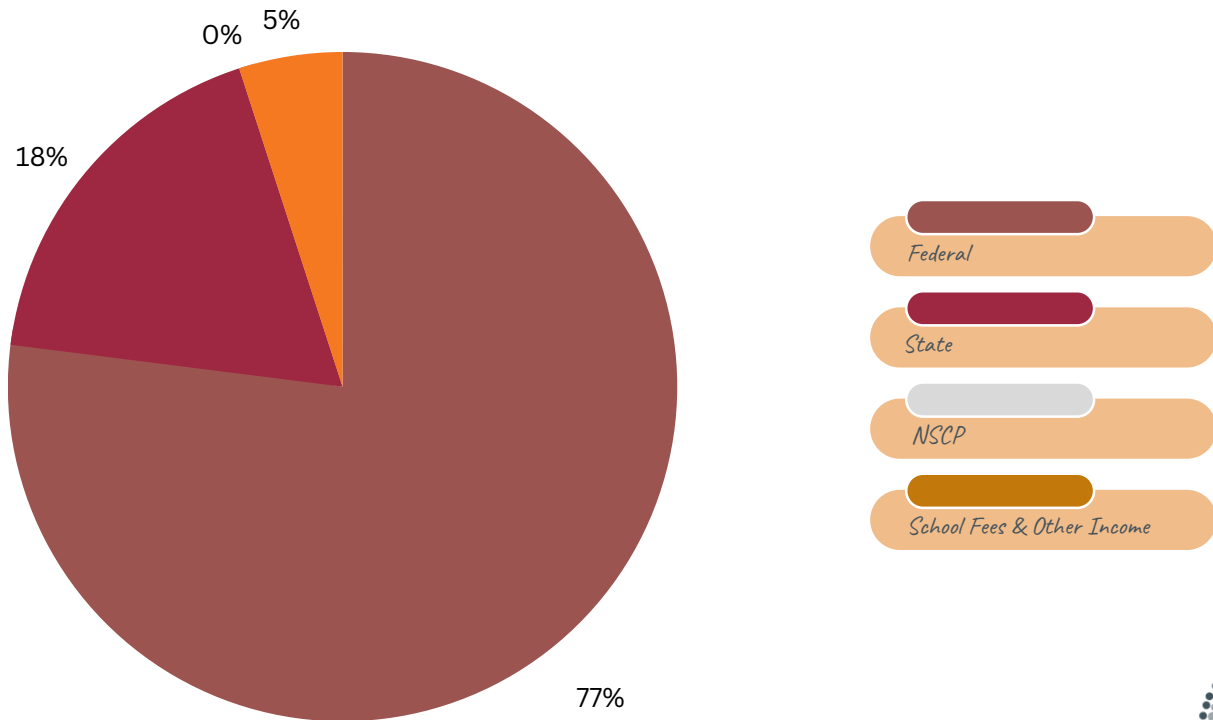
Responses shared during these interviews indicate a high level of staff satisfaction at Skillset Senior College, and a workplace that has a culture of kindness, innovation, support and collaboration.

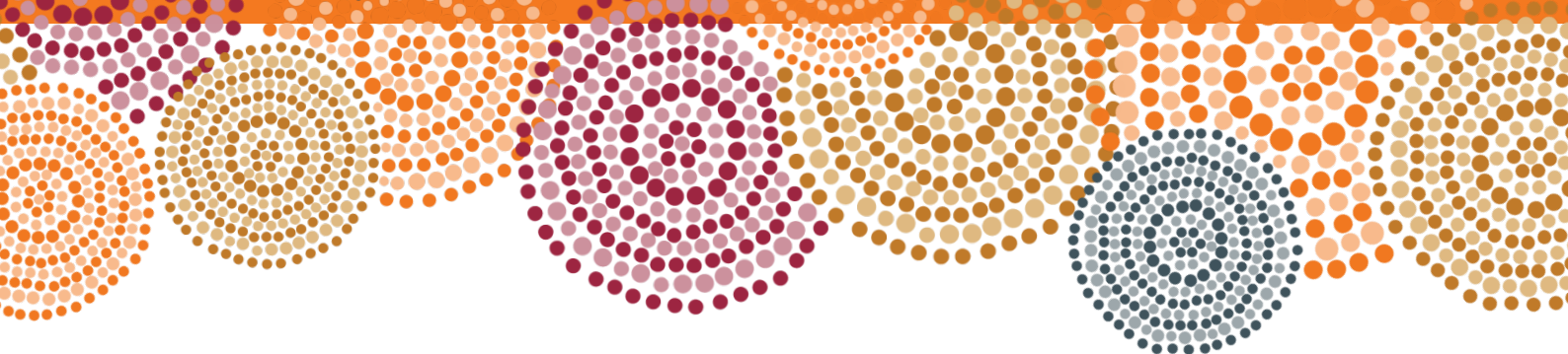
Financial Information

Recurrent / Capital Expenditure



Recurrent / Capital Income





skillset.
senior
college

*School...
but not as you know it*

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