



## 2023 ANNUAL REPORTING INFORMATION

### SCHOOL INFORMATION

Address	TAFE Campus, 29 Windemere Road, Alexandra Hills QLD 4161
Postal address	PO Box 5699, Alexandra Hills QLD 4161
Phone	07 3117 0966
Contact	admin@sycamore.qld.edu.au
School sector	Independent
Year levels offered	Prep – Year 10
Co-educational or single sex	Co-educational

### OUR VISION

To improve life outcomes for people on the autism spectrum.

### OUR MISSION

The Sycamore School provides specialist support and education to people on the autism spectrum, their care networks and the community.

### OUR VALUES

RESPECTFUL. We value all perspectives.

KIND. We are selfless and giving.

ACCEPTING. We value uniqueness.

BRAVE. We face our challenges with conviction.

CREATIVE. We think outside the box.

PATIENT. We accept that all things happen in their own time.

## OUR CURRICULUM OFFERINGS

Curriculum Area	Organisation
English	Taught by own classroom teachers P – 10
Mathematics	Taught by own classroom teachers P – 10
Science	Taught by own classroom teachers P – 10 STEM taught by a Specialist Teacher across P – 10
HASS	Taught by own classroom teachers P – 6
History	Taught by specific classroom teachers across 7 – 10 (may not be own classroom teacher)
Geography	
Civics and Citizenship	
Economics and Business	
Health and Physical Education	Taught by own classroom teachers P – 10 as well as Taught by a Specialist Teacher across P – 10
The Arts	The Arts, taught by a Specialist Teacher P - 10 Music taught by a Specialist Teacher across P – 8
Technologies	Taught by own classroom teachers P – 10,
Languages	Auslan taught by a Specialist Teacher 1 – 6

## OUR STUDENT WELFARE

We provide a supportive learning environment. Our students have access to the following support network.

- Allied Health Assistant
- Behaviour Specialist
- Behaviour Support Assistants
- Chaplain
- Deputy Principal
- Education Support Officers
- Head of Teaching and Learning
- Principal
- Social Worker
- Teachers

## OUR STUDENTS

### Student Enrolments by Year Level

	2023	2022
Prep	5	6
Year 1	6	5
Year 2	6	5
Year 3	3	6
Year 4	9	7
Year 5	6	11
Year 6	12	10
Year 7	12	10
Year 8	12	10
Year 9	10	10
Year 10	7	7
<b>Total</b>	<b>88</b>	<b>87</b>

#### Notes

1. Student count based on Non-Government School Census data.

### How our Students Describe their Gender

	2023	2022
Male	68	70
Female	20	17
Non-Binary	-	-

#### Notes

1. Student count based on Non-Government School Census data.

### Overall Attendance

	2023	2022
Total attendance %	84.28%	82.4%

#### Notes

1. The student attendance rate is based on Student Attendance (STATS) Term 3.

## OUR STUDENTS - continued

### Student Attendance Rates by Year Level

	2023	2022
Prep	88.00%	82.7%
Year 1	87.14%	77.3%
Year 2	88.19%	83.7%
Year 3	87.50%	78.7%
Year 4	89.12%	77.1%
Year 5	79.86%	88.2%
Year 6	87.56%	92.8%
Year 7	87.57%	87.1%
Year 8	83.85%	82.6%
Year 9	76.15%	70.9%
Year 10	75.45%	79.9%

#### Notes

1. The student attendance rate is based on Student Attendance (STATS) Term 3.

### How We Manage Absences

Our School has several students who have previously experienced school refusal in other educational settings. We work with these families to ensure each student is supported to attend school daily. When attendance is deficient, the Collaborative Education Team (CET), Leadership Team and/or Student Specialist Support Team (Social Worker, Behaviour Specialist, Behaviour Support Assistants, Allied Health Assistant) meet with the parents and student to put strategies in place to support full-time school attendance.

Parents are asked to communicate with The School when their child is likely to be absent. Parents who do not notify the school are contacted so The School can follow up and support the families and student where necessary.

If a student is absent because of an incident which occurred on the previous day, the CET, Leadership Team and/or Student Specialist Support Team work through a re-connection process. The re-connection process is in place to ensure the student can return to school and re-connect with those involved as soon as possible.

If a student is continually absent due to school refusal, the Principal and Student Specialist Support Team work alongside the family and CET to address any underlying concerns. Accommodations are put in place, starting with the student attending a portion of the day and then lengthening the day when the student is comfortable and has experienced success.

### NAPLAN Results – Below Reporting Threshold

Schools with very small student populations may have their results suppressed to ensure that individual student privacy is protected, our results are not reported as there are fewer than five

students with NAPLAN results. This rule is applied for reasons of statistical reliability, as well as to protect the privacy of students in small schools.

## OUR PEOPLE

### Staff Composition

	Teaching Staff		Non-Teaching Staff	
	2023	2022	2023	2022
FTE	15.9	15.4	20.4	20.5
Headcount	18	17	24	23
Indigenous Staff	<5	< 5	-	-

#### Notes

1. Staff count based on Non-Government School Census data.
2. FTE – full-time equivalent.
3. Teaching staff includes school leaders.
4. Indigenous refers to Aboriginal and Torres Strait Islander people of Australia.

### Teaching Staff Positions

	Classroom Teacher		Specialist Teacher	
	2023	2022	2023	2022
FTE	10.3	11	5.6	5.4
Headcount	11	11	7	7

#### Notes

1. Staff count based on Non-Government School Census data.
2. FTE – full-time equivalent.
3. Specialist teachers includes school leaders.

### Number of Teaching Staff at Each Level of the Australian Professional Standards for Teachers

	2023	2022
Permission to Teach	1	
Graduate/Provisional	3	6
Proficient/Full	14	12
Highly Accomplished Teachers	-	-
Lead Teachers	-	-

#### Notes

1. Based on staff included in the Non-Government School Census data.

## OUR PEOPLE - continued

### Highest Qualification Level of Our Staff

	Teaching Staff		Non-Teaching Staff	
	2023	2022	2023	2022
Doctorate or higher	-	-	<5	<5
Masters	<5	<5	-	-
Postgraduate Certificate/Diploma	5	7	<5	<5
Bachelor Degree	10	9	<5	5
Diploma	<5	-	5	7
Certificate	-	-	10	6

#### Notes

1. Based on staff included in the Non-Government School Census data.
2. Teaching staff includes school leaders.

### Staff Attendance and Retention

	Teaching Staff		Non-Teaching Staff	
	2023	2022	2023	2022
Average Attendance	92.3%	94.7%	87.7%	92.9%
Retention Rate	70.0%	85.7%	63.6%	85.0%

#### Notes

1. Average staff attendance is based on absences of 5 days or less.
2. Retention rate is the proportion of permanent staff who were retained from the end of 2022 for the entire 2023 school year.
3. Teaching staff includes school leaders.

### Expenditure on Staff Professional Development

	2023	2022
All Staff (both teaching and non-teaching)	\$17,267	\$20,179
Teaching Staff	\$6,092	\$4,336
Non-Teaching Staff	\$4,468	\$3,314
<b>Total</b>	<b>\$27,828</b>	<b>\$27,830</b>

#### Notes

1. Teaching staff includes school leaders.

## OUR PEOPLE – continued

### Number of Professional Development Courses Attended by Staff

Category of professional development activity	Number of <b>teaching</b> staff participating in activity	Number of <b>non-teaching</b> staff participating in activity
Administration	-	4
Autism Specific	8	11
Curriculum	29	3
ICT	-	-
Leadership	14	-
Other	2	12
Positive Behaviour Support	38	37
Student Safety & Wellbeing	74	100
Work Health & Safety	52	54
<b>Total</b>	<b>217</b>	<b>221</b>

#### Notes

1. Teaching staff includes school leaders.

### Total Number of Staff Participating in at Least One Professional Activity

All permanent employees participated in one or more professional development activities throughout the year.

### Key Professional Development Initiatives

- Alexithymia
- Assessment and Moderation
- Autism in Schools
- Child Protection
- Collaborative Workshops
- CPR and First Aid
- Curriculum Planning
- Disability Standards for Education
- Fire Awareness and Extinguisher
- Interoception
- Manual Tasks for Workers
- Our Theory of Change
- Positive Behaviour Support
- Restorative Practices
- Slips, Trips and Falls
- Team Teach

## OUR FUNDING

	2023	2022
Australian Government Recurrent Funding	\$2,728,973	\$2,521,772
State Government Funding	\$991,942	\$1,107,901
Fees, Charges and Parent Contributions	\$693,928	\$671,505
Other income	\$28,786	\$16,559
<b>Total</b>	<b>\$4,443,629</b>	<b>\$4,317,737</b>

## OUR SOCIAL CLIMATE

### Parent Satisfaction

The Sycamore School Parent/Carer Opinion Survey is designed to obtain parents views on how The Sycamore School is doing and what we can improve. The set questions used are from a national and state survey tool.

Below is the result of our 2023 survey of parents/carers. The average rating is out of 5.

Question	Average rating
1. Staff at this school expect my child to do their best.	4.0
2. Staff at this school treat students fairly.	4.1
3. My child feels safe at this school.	4.1
4. I can talk to staff about my concerns.	4.0
5. My child likes being at this school.	4.2
6. Staff at this school motivate my child to learn.	4.0
7. My child is making good progress at this school.	4.0
8. My child's learning needs are being met at this school.	3.7
9. This school works with me to support my child's learning.	4.0
10. This school celebrates student achievements.	4.2
11. This school fosters respectful relationships among students.	4.1
12. This school treats students equally, regardless of gender.	4.1
13. This school has a strong sense of community.	3.8
14. Staff at this school are interested in my child's wellbeing.	4.1
15. This school keeps me well informed.	3.8
16. Staff at this school are responsive to my enquiries.	4.1
17. Staff at this school are approachable.	4.1
18. This school looks for ways to improve.	3.9
19. This school takes parents' opinions seriously.	3.8
20. The school is well maintained.	4.3



## **OUR SOCIAL CLIMATE - continued**

### **How We get Our Parents Involved in Their Child's Education**

- ClassDojo
- Coffee catch-ups with the Principal
- Facebook
- Fortnightly newsletters
- Meet and Greets
- Parent Information Sessions