



# **2012 Annual Report**

## **Tiwi College, Pickataramoor**

Principal: Mr. Ian Smith



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## TIWI COLLEGE VISION



“Terra Aequilibrium”  
Anne McMaster 2010

The print, Terra Aequilibrium is used as a guide for the culture of Tiwi College. The ochre markings represent Indigenous country, the blue – non-Indigenous country. Both come together in the middle – a path used by both cultures moving into the future, in the spirit of parity and equality.

This guides the Tiwi College approach at all levels. Tiwi and non-Tiwi work with one another, with respect shown to all cultures. We are here to learn from one another in order to move forward to a future of mutual trust and understanding; where “both worlds” are recognised and respected.



## **VISION**

“With leadership & guidance from Tiwi; our College community uses a holistic approach to develop key knowledge and skills required for vocational choices and happy, rewarding and healthy lives.”

## **CORE VALUES**

The cornerstone of the culture of our college comprises the following values:

- Trust
- Empathy
- Mercy
- Respect

## **MISSION STATEMENT – Day School**

Via a holistic approach we aspire to:

- Improve literacy and numeracy levels to ensure students have choices in future vocations.
- Provide vocational education and training that streams directly into Tiwi and international industry.
- Provide a flexible and diverse curriculum that promotes the strengths of the Tiwi whilst encouraging rich exploration of new concepts.
- Improve student attendance rate to a level of sustained excellence.
- Assist students reach their long term goals and provide hope for the future through an intimate well-being program.
- Provide health care services to improve physical and emotional health.
- Improve the skills, habits and knowledge required for sustainable, environmentally friendly living.
- Reinforce the synergies between Tiwi Spirituality and the Catholic Faith.

## **MISSION STATEMENT – Family Group Homes**

Via a holistic approach we aspire to:

- Provide a safe and mutually respectful environment
- Develop daily and weekly routines that provide clarity of purpose and security



- Improve the knowledge and skills required in home management in order to facilitate independent living
- Improve knowledge and skills required to plan and prepare meals in a range of situations
- Provide strategies for personal health care choices
- Improve understanding of the methodology and consequences of basic household budgeting

## PRINCIPAL'S REPORT

In many ways, 2012 has been a *watershed* year for Tiwi College. A challenge was put to staff to work together for the betterment of the young Tiwi in our care. We believe we have been successful in this respect. *Team Tiwi* was a nickname used often, as all staff went beyond regular briefs and hours to support one another for a cohesive and supportive environment.

Our main goals for the year were:

- Introduce Annual School Improvement plan
- Initiate a VET Strategic Plan
- Review Behaviour Management and Well Being Culture
- Initiate Tiwi Strengths Based Approach
- Improve College marketing

### **Introduce Annual School Improvement plan**

The *School Improvement Plan* was introduced and more aspects of adhering to this were introduced. Greater empowerment of areas was developed. We had a Literacy, Numeracy, VET and Family Group Homes Coordinator with clear aims to be met throughout the year and ownership of how these were to be achieved.

We see 2013 being the year when our *Annual School Improvement Plan* is clearly understood, implemented and reported upon in a more explicit and formal manner.

### **Complete a VET strategic plan**

Thanks to a strong relationship with Tiwi-Owned Enterprises, we were able to staff a VET Coordinator's position and have an operating budget. Unfortunately, our VET Coordinator did not last the entire year, however Phil Collier was able to put together a 4 year plan for VET courses and pathways into the future. This is an excellent plan and will be used to guide our planning into the future.

### **Redefine Behaviour Management & Well-Being Protocol**

From a new approach to behaviour management, using a Tiwi style of Restorative Practice, a vastly reduced number of behavioural incidences resulted. By term 2 staff and students alike were using the term *Peaceful Picka* as a way to both name and describe our community.

### **Introduce Tiwi Strength-Based Curriculum**

Throughout the year a continual emphasis was placed on a *Tiwi Strengths Based Curriculum*. The areas identified were:

- Sport
- Art



- Music & Dance
- Culture & Identity



We are acutely aware that our cohort feel like they may be failing in both our Western structure and in Tiwi life at times. Thus, we provided formal and informal education time in the areas of Sport and Art in 2012. These will be expanded into the future. The aim is for the young Tiwi to feel proud of their achievements in a week at school and become more engaged with Tiwi College.

### **Increase Scope of College Marketing**

An emphasis on student engagement and the fact that competition for students is increasing resulted in an updated *Tiwi College website* which has a blend of compulsory information for staff, NT-DET and people looking for information regarding our community. It also has a photo-gallery section for students to interact and download photos of themselves excelling in areas of school life.

We also initiated a *Tiwi College Facebook page*. This introduced the activities of the week ahead, to help galvanize the students and assist them to be organised. It provided photo albums of special events, class work and generally celebrated life at Tiwi College. This has been very successful and we now have reached over 2,600 people via our page.

Our school's year could not have been as successful if it was not for the consolidation of relationships with whom we call the "*Friends of Tiwi College*".

The ***Tiwi Land Council*** provided monetary support for cultural programs and excursions. Advice was provided to our Leadership team and TLC Pickertaramoor staff were always prepared to assist in any aspects of daily operations.

The ***Tiwi Island Training and Employment Board*** oversaw 2 trainees; Marie Ullungura-Palmer and Gladys Puruntatameri. They provided advice regarding our VET strategic plan and all matters regarding our VET programs.

***Scotch College, Melbourne*** provided First Aid training for all staff in an on-going commitment. Ongoing assistance in any areas of the running of the school were made available, in a true friendship.

A partnership has been developed with the Middle School Boys class. Ongoing Literacy and Culture exchanges as part of their Indigenous Community Service resulted in a very successful excursion to Scotch College for a week. This program will be expanded and strengthened in 2013.

***The Smith Family*** provided ongoing personal development workshops and drama sessions for all Tiwi College girls. For the senior class, a Work Experience week in Darwin and training leading up to this was organised. A Personal Development camp was initiated for the Middle School Girls. This relationship is growing and strengthening rapidly.

***AFL-NT*** created a *Tiwi College School of Excellence* on site. Ian Brown was appointed the Tiwi Islands Regional Development Manager and Shane Tipuamantimirri the Operations Manager. Well organised trainings of a high standard with clear pathways to competitions were developed. Highlights included the winning of the Girls 9 a-side Rycro Cup and the Boys u/15 Miwatji Health Remote Carnival Premiership.



**The Hayden-Way** program with backing from the **Macquarie Foundation** continues its friendship with the school. The Tiwi Garden continues to thrive and grow and with it opportunities for our students to experience training in Horticulture, Construction and Kitchen Operations into the future. 2012 saw our first HaydenWay day – with the entire college community participating in garden based academic activities, followed by Family Group Home lunches with a garden theme. This was extremely successful and a platform to expand into the future.

Thanks to the Macquarie Foundation, we received 50 laptops to assist our students in their academic development.

2012 provided the staff of Tiwi College with much confidence in our current strategies and policies. With the onset of the *Tiwi Economy* in 2013 our focus shifts to a continued approach of highlighting areas to review and improve annually. Of high priority is the development of a strategic plan which expands the college, maintains a caring and safe environment and provides a quality education for the young Tiwi, to give them the best possible chance of furthering their education or retaining a job.

Ian Smith





## SCHOOL IMPROVEMENT OUTCOMES

From our “Annual School Improvement Plan” the Academic School and Family Group Home staff had fortnightly meetings to plan strategies for improved outcomes. Our achievements are summarised:

### Literacy Development

Programs were reviewed and a culture of pre and post testing was embedded into teaching practice.

Initiatives included:

Changing the reporting format to a more reader friendly graphical one which highlights the improvements in domains based on pre and post testing.

Guided Reading Program – PM Benchmarked assessment, then groups coordinated based on reading ability. PD for the Tiwi Assistant Teachers as an integral part of the testing and implementation of the program.

Honey Ant Dreaming PD introducing Aboriginal English

Accelerated Literacy PD

Internal sharing of methodologies and the upskilling of Tiwi staff

### Numeracy Development

Numeracy Improvement meetings were problematic for various reasons.

A Numeracy Map from Transition to VET was developed, to be used as a handrail in the future.

### VET – Expansion into Tiwi Enterprises

We have had a good start to our long term plan of developing pathways into Tiwi Owned Enterprises and also working on students being “Work Ready”. A Tiwi College on-site Work Experience Program was developed in the areas of Horticulture and Construction terms during 2,3 and 4. This was successful and will remain in our structure into the future.

The Tiwi College Training Plan was developed and has been approved by Tiwi Industry.

Senior Boys participated in Certificate I in Conservation & Land Management with staff from Charles Darwin University and CSIRO.

We had a Work Experience Week for all Senior Girls in a variety of industries in Darwin. This was very successful.



Senior boys worked on a weekly basis at Matilda Resources. We had one senior boy and one senior girl at Melville Island Fishing Lodge. These sessions have been very successful for the students and pleasantly surprising for the employers.

Senior boys and girls participated in some units in Certificate II Kitchen Operations.

### Attendance & Retention of Students

Attendance for Tiwi College is a “two edged sword”. If we are able to pick students up, then we have them all week. However if they are not picked up – they do not attend for a whole week. Logistically it is problematic and in terms of the promotion of a positive attendance culture into the future, our current policy is not to go back through the week and find students.

Student Engagement was looked at being vital in terms of students “wanting to get in the troop carrier” of a Monday. Our motto – *Respect* was introduced. Staff were challenged to think of what would make students want to come to school and we highlighted these.

We had the same staff including the Growing Young Women’s Coordinator and the AFL Operations Manager do pick-ups and drop offs in the same communities as much as possible, in order to develop relationships with families and an understanding of the community.

Our GYW Coordinator and the AFL-NT RDM were responsible for overseeing incentive based rewards and trips/competitions to further engage our students and help establish a culture of high attendance.

Our attendance rate was well below our standards – 70%, however in 2012 we switched our reporting to that of NT-DET data and included those students “at-risk” due to an extremely poor attendance rate. 2012 term 3 was a complex time when students were stuck in Darwin, then a series of deaths followed. Our attendance rate fell to 50%. Thus based on this and some very good attendance figures in each of the other 3 terms, we feel confident going into 2013.

Student retention was very good for a school such as ours – 75 %. This was measured from January 2012 and compared with January 2013. Throughout the year and into 2013 we had 3 students leave to board in other states. This is an excellent result for the families. 2 senior students gained employment. 3 senior students left for family commitments.

We were successful in beginning to break the mould of students leaving because they turned 18. 4 students remained at Tiwi College despite their “adult” age.

### Student & Staff Well-Being

#### **Student Well-Being**

Mobile Outreach Services offered excellent specialist services on a fortnightly basis. A “Hero Program” was initiated as part of our literacy program – focusing on students



addressing challenges and looking at their strengths. This was a powerful program which engaged the students.

Solo Radaniva offered his services as a Relationships Counsellour and was overseen by MOS staff.

Joy Moreen improved in her role as a Tiwi Liaison Manager and worked with both students and families throughout the year, especially when sensitive situations arose.

### **Staff Well-Being**

For staff, a budget was allocated for Staff Well Being and a small population of staff took responsibility to initiate programs and activities to maintain and improve morale and well being. This ultimately assists in staff retention. Activities included BBQ's, staff end of term dinners, celebrations, 12 week health challenge, touch football, church service, Milikapiti Social club visits and TIFL football participation.

### FGH Home Management

Via plans implemented by FGH staff, all students were responsible for the following daily routines:

- Individual health management routines
- Making of beds
- Making snacks and lunch for their day
- Assisting with dinner preparation

In teams, weekly routines included:

- Cleaning of bedrooms
- Cleaning of house
- Assistance with Community Dinner preparation
- Participation in Lifeskills program.

All of the above were monitored and assessed both objectively and subjectively by Family Group Home Parents.

### Lifeskills Program

A Recreation and Horticulture Lifeskills program was introduced by the FGH parents. All FGH were supplied with computers, Playstations, pool tables and televisions for home recreation needs. A timetable of participation in basketball and football of an evening was established.

The Horticulture Lifeskills program saw gardens established at each of the FGHs and students participating in the maintenance of these and their own plot 2 nights per week after school. This dovetailed well into the developing culture being created with the Haydenway Garden and the culture of our Pacific Islander FGH parents. We believe at some time in 2013, our students will be able to regularly harvest "their crop" to take home to their families.

### Maintenance of Health



Family Group Home parents conducted health checks of a Monday night. Each FGH were given their own first aid kit to address any minor concerns. Tuesday continued as our Clinic day, based on the Monday assessments. Students were driven to the Milikapiti clinic to assess any ailments that were beyond our means.

Students, via daily routines, good nutrition and weekly sporting activities are showing signs of the long term prevention of minor ailments through basic management of their health.

## VALUE ADDING

Our students' education and well-being were improved through some great initiatives and activities from people and organisations with the best interests of the Tiwi at heart. The following is an overview of highlights which have helped bring about school improvement:

- TEB Business Team. Our team in our Darwin office initiated an audit of Abstudy collections and through this was able to implement a plan to ensure we receive all entitlements and were “back-paid” money not collected in 2011. This resulted in the purchase and leasing of vehicles in 2012. A Tiwi College fleet is now available to pick up all students. Due to this work the budget was placed in a healthier position and better planning for the short-term able to take place.
- 2012 saw an increase in Tiwi staff. One in each classroom and a dedicated Tiwi Liaison person. This assisted greatly in behavioural management and resolving problems – before they arose!
- Via BER funding – the opening of our Library occurred this year. We have received donations of books from several sources.
- Via the ABA, we received 2 14 seater vans for student pick-ups and drop-offs. These are 4 wheel drive and have already proven themselves in the wet conditions.
- The ABA also granted the school close to \$500,000 for the implementation of our Growing Young Women's program over the next three years. Salary, accommodation, equipment and excursion costs are included. The position of Natasha Bennett, our Growing Young Women's Coordinator, is now formalised. Our girls had a 2012 program which mirrored the AFL-NT program. Included under this umbrella, with the assistance of the Smith Family and Academic staff were the following highlights:
  - 9 a-side Ryco Cup AFL premiership
  - 9 a-side Tiwi Island AFL premiership
  - Work Experience, Darwin
  - Personal Development Camp, Darwin
  - Weekly personal development activities
  - Senior Girls Play
  - Senior Girls Culture Camp
- The HaydenWay program, along with Macquarie Foundation and Melville Island Fishing Lodge provided the college with the opportunity to host the 2012 Tiwi Ashes. Each year this event raises approximately \$250,000 for the Haydenway Garden Project.
- The HaydenWay program and Macquarie Foundation provided 50 laptops for our students, initiated the Books in Homes program to assist in filling our library,



oversaw the development of our garden, initiated “Tiwi & Me” – a documentary promoting the Tiwi story – which includes Tiwi College and allowed Jason Ryan the Garden Manager to assist the college in any way. He has helped in the transport of students, barge servicing and the training of students in the garden.

- “Taste It; Do It; Live It” campaign. In conjunction with Morris Corporation, this grant continued to provide great opportunities for students, including:
  - Catering for the Jilimara opening, Milimika Festival and TLC/TEB meetings
  - Provision of capital for a domestic kitchen – HaydenWay garden
  - Provision of capital for Hospitality kitchen upgrade
  - Certificate II – Kitchen Operations training
- RedDust – Role Model program enabling visits from Indigenous role models, business people and sports people to tell their story and assist with classes and in the HaydenWay Garden
- Tiwi Owned Enterprises – assistance was provided in the development of our VET strategic plan. Matilda Zircon and Melville Island Fishing Lodge provided opportunities for Work Experience.
- Matilda Zircon provided the school with an outstanding donation of fuel that we borrowed throughout 2011. They have also generously given us the opportunity to use their mine site for educational purposes in 2013, during their “caretaking mode”
- Our inaugural foray in NT Athletics saw 5 students participate in the State Championships, with 2 students bringing home medals.



## 2012 DATA

### Staff Retention Rate

***Based on 2011 to 2012, our staff retention rate was 84 %***

New staff employed for the beginning of 2012 were:

Ailsa MacFie	Senior Girls teacher
Stephanie Redgment	Primary teacher
Tim & Viola Vea	Family Group Home 5 Houseparents
Filipe & Aliti Soqali	Family Group Home 4 Houseparents

Throughout the year the following new staff joined us:

Diane Moore	Tiwi Assistant teacher
Mark Tunmuck-Smith	Tiwi Assistant teacher
Laelia Dunn	Tiwi Assistant teacher
Austin Wonaeamirri	Tiwi Assistant teacher
Phil Collier	VET Coordinator
Phil Harmer	College Maintenance
Judy Harmer	Office Manager
Alex Marshal	Senior Boys teacher
Karen Kehoe	TEB Office Assistant

Staff Retained from 2011 into 2012 were:

Ian Smith	Principal
Sila Pati	Assistant Principal
Solo Radaniva	Family Group Home Coordinator



Anthony Parker  
 Carolyn Pavy  
 Sonja Gunther  
 Joy Moreen  
 Gavin Low  
 Paula Callus  
 Jeff Winston  
 Natasha Bennett  
 Josh MacKenzie  
 Sandy Gunatnge  
 Ben Kelly  
 Anne McMaster  
 Dan Dan Henry  
 Bianca Daniels  
 Stephanie Mackenzie  
 Pisa & Meaghan Ravula  
 Isoa Waqairagata  
 Akanisi Domolala  
 Anthony & Stefanee Lyons  
 Shane Tipuamantimirri



Business Manager  
 Finance Manager  
 Office Manager  
 Tiwi Liaison Manager  
 Maintenance Manager  
 Hospitality Manager  
 Fleet Manager  
 Growing Young Women's Coordinator  
 Middle School Boys teacher  
 Middle School Girls teacher  
 Senior Boy's teacher  
 Art teacher  
 Middle School Boys Assistant teacher  
 Primary School Assistant teacher  
 Librarian & Primary School Assistant teacher  
 Family Group Home Parents  
 Family Group Home Parent  
 Family Group Home Parent  
 Family Group Home Parents  
 Football Operations Manager

**Student Attendance**

Student attendance for the school year was as follows:

Primary	72%
Middle School	74%
Senior School	63%
College Average	70%

Comments:

- We would regard this as a disappointing result. We aim for consistent 80% + attendance figures.
- The College went through a period of 2 months after the Bush Holidays of higher than average deaths on the islands. This had a severe impact on our attendance figures, at times dropping down to the 50% mark.
- We have used NT-DET data and not used any "passive students" thus the above figures display a worst case scenario.

**Student Retention**

Student retention of those students from 2012 into 2013 was as follows:



Primary	80%
Middle School	66%
Senior School	80%
College Average	75%

Comments:

- We have had an increase in the amount of students leaving to attend Boarding schools on the mainland. This is a pleasing statistic, but one we must be mindful of to retain our college culture.
- Addressing the lower retention of Middle School students is a priority for the near future.
- 2012 saw a much better approach between Principals of the Tiwi schools. In particular the relationship between Xavier CEC and Tiwi College has had mutual benefits in regards to student retention.

**NAPLAN**

	Reading		Persuasive Writing		Spelling		Grammar and Punctuation		Numeracy	
Year 7	<b>430</b>		<b>346</b>		<b>428</b>		<b>417</b>		<b>425</b>	
	398 - 462		310 - 382		395 - 461		381 - 453		396 - 454	
	<b>SIM 401</b>	<b>ALL 542</b>	<b>SIM 343</b>	<b>ALL 518</b>	<b>SIM 416</b>	<b>ALL 543</b>	<b>SIM 408</b>	<b>ALL 546</b>	<b>SIM 418</b>	<b>ALL 538</b>
	394 - 409		334 - 352		409 - 424		399 - 417		410 - 426	
Year 9	<b>412</b>		<b>357</b>		<b>430</b>		<b>405</b>		<b>466</b>	
	375 - 449		308 - 406		389 - 471		364 - 446		436 - 496	
	<b>SIM 430</b>	<b>ALL 575</b>	<b>SIM 344</b>	<b>ALL 554</b>	<b>SIM 437</b>	<b>ALL 577</b>	<b>SIM 440</b>	<b>ALL 573</b>	<b>SIM 472</b>	<b>ALL 584</b>
	423 - 437		335 - 354		429 - 445		431 - 448		465 - 479	

Comments:



- Year 3 & Year 5 students were not present to sit the NAPLAN.
- Overall, most of our scores were close to or above “Similar Schools” – but much needs to be done in ‘Closing the Gap”
- Even though the lowest score for “Similar Schools” were higher than Tiwi College, our average scores were close or higher than Similar Schools and in many cases our highest scores were higher than those of Similar Schools.
- Addressing the lower half of our classes is an area to be addressed in the future.

## THE FUTURE

2013 is an important year in the life of the Tiwi Economy. It is envisaged that the first export of woodchips will occur mid-year, thus bring greater income and employment to the islands.

Tiwi College will benefit from a healthy Tiwi-Owned sector of the economy. Another income stream will benefit the college but more importantly pathways to employment will crystallize for our students.

Over the next 3-4 years the aim is to:

- Review, assess and map the curriculum
- Consolidate our school culture
- Improve student engagement and sense of ownership
- Expand the Tiwi Strengths Based curriculum
- Improve our well-being assessment and services
- Take part in strategic planning with KPMG
- Plan and prepare for expansion in 2014 & 2015
- Plan for the restructuring of college operations 2015 and beyond

