



Annual Report 2016



Alesco: from the Latin, to grow or mature

For young people eligible for Years 9 to 12, who are ready to take responsibility for themselves, their learning and their future, in a safe and supportive environment for change

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Alesco Illawarra operates
under the auspices of WEA Illawarra
ABN 14 062 944 950
NSW School Number: 78007
Australian Government School Number: 29085

This report is prepared by Alesco Illawarra to meet educational and financial reporting requirements for the 2016 reporting year, in accordance with the Commonwealth Government's *Australian Education Regulations 2013* and the NSW Educational Standards Authority requirements for Registered and Accredited individual non-government schools.

Alesco Illawarra would like to thank

- The Australian Government Department of Education and Training
- The NSW Department of Education
- The Association of Independent Schools NSW
- The Board of Directors and staff of WEA Illawarra
- The staff and students of Alesco Illawarra

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From the WEA Illawarra Board of Directors



On behalf of the WEA Illawarra Board, I would like to congratulate Alesco Illawarra on another successful year. Our school and outreach program continues to thrive and the positive and life-changing impact on the students and their support network is inspiring. This is only possible through the beliefs and action of our dedicated staff in partnership with our students and their families and for this we commend you all.

In 2016 we had several students sit their HSC, and an extra special congratulations is extended to our Year 12 Alesco graduates. During 2016, the Alesco outreach program was piloted, aimed at assisting young people disengaged from formal education and who want to transition back into school, training or employment. This has been extremely successful in terms of re-engaging youth, and the Board has approved the extension of this program in 2017.

To support our school, we have commenced refurbishing our warehouse at 58 Auburn Street, Wollongong with the assistance of the Australian Government Department of Education and Training Capital Grants Program. This will allow for expansion in the Alesco school, and provide purpose-built teaching and learning facilities to further support our senior students. Completion is expected in the second half of 2017.

We all continue to be inspired by the students' success stories and personal learnings. The Board of WEA Illawarra thanks the dedicated team at Alesco Illawarra for their commitment support and belief in the students. We look forward to the Alesco Illawarra future innovative growth.

Stephannie Jonovska
Chairperson
WEA Illawarra Board

Principal's Message

As Principal of Alesco Illawarra there were a number of highlights for me in 2016 that relate to what was achieved and to the work undertaken to help achieve even greater things for the school in the future.

The continued growth in maturity of our senior students who returned to study with us again in 2016 is indeed impressive. These young people are important role models for the younger students at Alesco Illawarra and we are very proud of them for the way they have conducted themselves and the concern they display for the younger students.



The 2016 Graduation Ceremony was a very proud moment for the school community, the highlight being the first Alesco Illawarra students to graduate with their HSC. We were honoured to have representatives from local businesses and community organisations and a large crowd of very proud family members to witness students receive their various awards of achievement.

Alesco Illawarra launched a re-engagement outreach program in 2016 to bring disengaged young people back into formal education. It commenced with small groups of students at Bulli, Koonawarra and Nowra. It has been a great success and we look forward to seeing this program develop over the next few years.

Alesco Illawarra commenced the detailed planning for our long awaited refurbishment of the warehouse at 58 Auburn Street, to create a contemporary senior student precinct. This construction is now well underway and should be complete by August 2017.

Respect remains the core value of Alesco Illawarra and the Positive Behaviour Support Program (featuring Respect and Participation) continues to underpin a growth in our students who are developing a more positive attitude about their own wellbeing and also looking out for the wellbeing of other students, their teachers and support staff and their own learning outcomes. Each year we are very proud to see the growth of this culture of care and respect among the students.

Our team of dedicated staff (teachers, support staff) are truly an inspiration. Their passion, commitment and professionalism is what allows Alesco Illawarra to make such a difference in the lives of our students, their families and carers. I would also like to acknowledge the extremely valuable contribution the Board of Directors has made towards creating the framework for a supportive and inclusive learning community here at Alesco Illawarra. We are all so very privileged to be involved in assisting young people at Alesco Illawarra to open their eyes to the opportunities of life, develop their potential and become valued members of their community.

David Fuller
Principal

Vision, Mission and Philosophy

Context

Alesco Illawarra is a non-denominational independent school registered with the NSW Department of Education for Years 9 to 12, and accredited by the NSW Education Standards Authority to deliver courses leading to the award of the Record of School Achievement (RoSA) and the Higher School Certificate. Alesco Illawarra offers young people an alternative education option. Students who enrol at Alesco Illawarra typically face barriers to completing their education in mainstream school settings, including mental health issues, learning difficulties, social disadvantage and behavioural issues.



Alesco Illawarra operates under the auspices of WEA Illawarra. WEA Illawarra is a not-for-profit education and training organisation that is part of the Adult and Community Education sector and has a vision to build strong communities through individuals achieving their potential. WEA Illawarra is a community college with a broad social inclusion agenda and Alesco Illawarra is an integral service in the achievement of WEA's vision and mission.

Alesco Illawarra Vision

Alesco Illawarra will provide a safe, respectful and inclusive environment in which young people can explore learning, develop their potential, and be well equipped to meet the challenges of education, work and life in the 21st Century.

Mission Statement

Alesco Illawarra strives to provide young people who have not found success in traditional secondary education models an opportunity to learn, grow and achieve success in a smaller, more informal and supportive learning environment.

We do this:

- Through the dedication of well qualified staff who are committed to the vision of Alesco Illawarra.
- Through the development of strong links with student support networks in the community including parents and carers, health and wellbeing service providers.
- Through the provision of teaching and learning programs which encourage critical thinking skills, enabling students to hypothesise, pose questions, investigate issues and develop solutions.
- By creating a culture of respect that focuses on equity and social justice.

Philosophy

Inclusion

The philosophy of Alesco Illawarra is inclusive education. Every child has a fundamental right to education, and must be given the opportunity to achieve and maintain an acceptable level of learning.

Inclusive schools are those 'which include everybody, celebrate differences, support learning, and respond to individual needs'*. This inclusive orientation is the most effective means of combating discriminatory attitudes, creating welcoming communities, building an inclusive society and achieving education for all.

Alesco Illawarra strives to achieve educational systems and programs designed and implemented to take into account the unique characteristics and needs of every young person. To further enhance this learning, staff work collaboratively with agencies within the wider community to provide opportunities to enhance student wellbeing.

The aim is to meet the challenge of 'Education For All'.*

* (UNESCO, 1994, *The Salamanca Statement and Framework for Action on Special Needs Education*, United Nations Educational, Scientific and Cultural Organisation, Paris.

Values

At Alesco Illawarra we believe in the core value of RESPECT:

Respect for Self Respect for Others Respect for Community

This core value of respect is reflected in the management and operation of the school and in the participation of students in the learning program. The student welfare policy, code of conduct and discipline framework focuses on this value to ensure that our learning environment is positive and supportive.

Our Positive Behaviour Support program is built on Respect and Participation and is affectionately known as "RaP".

Relationships and Personal Growth

We aim to create positive relationships with our students so we can help them to move forward with their education. Breaking down barriers between students and teachers creates an environment in which young people feel comfortable learning.

Our job is to help young people believe in themselves and to realise that they can shape their future and choose what it will be, regardless of what has come before. We seek to provide opportunities for each young person to:

- grow as a person,
- learn how to form positive interpersonal relationships,
- enhance their desire to learn for learning's sake,
- progress in their knowledge and skills.

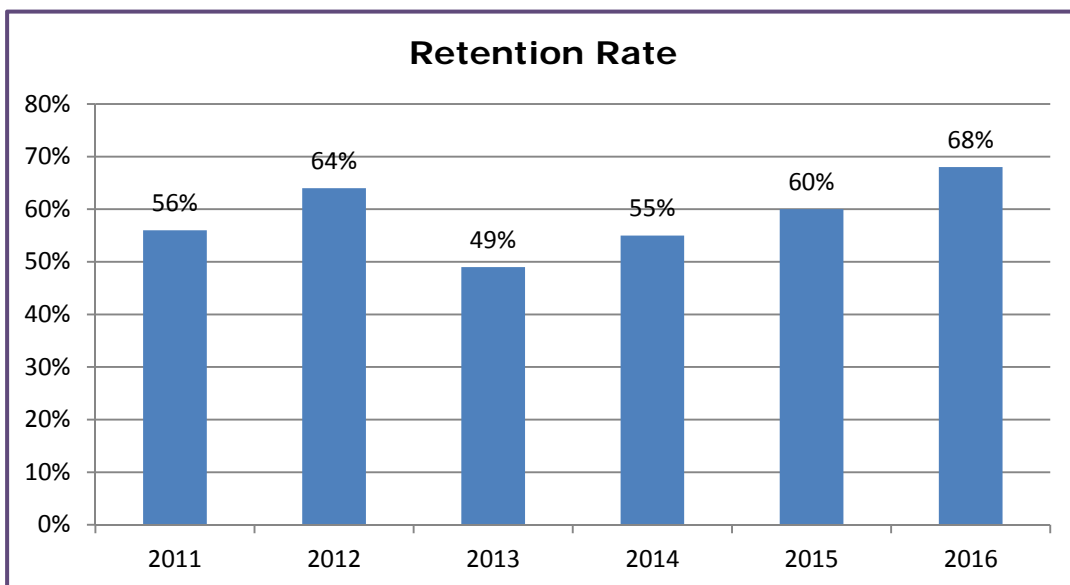
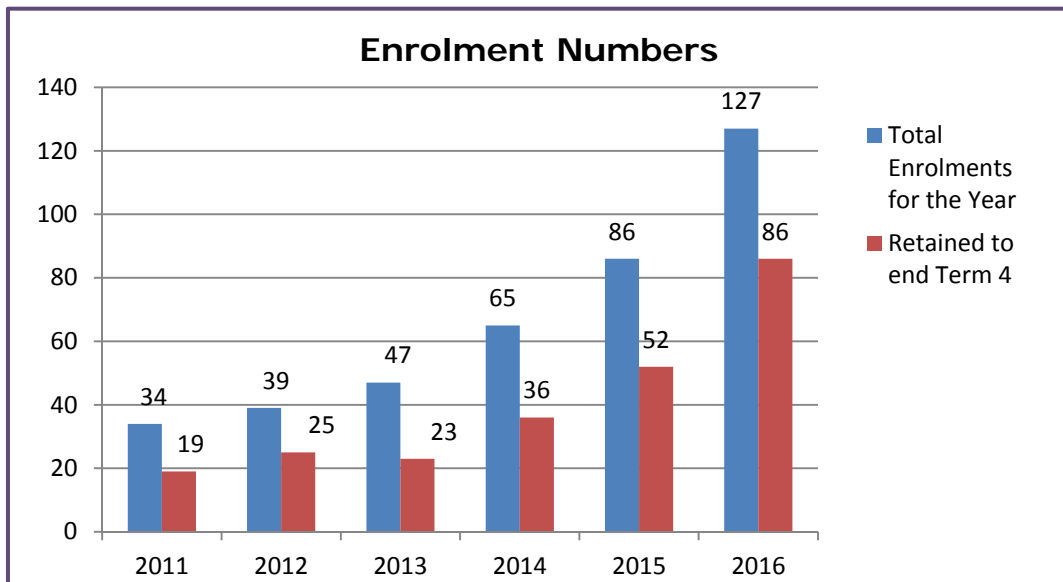
We attempt to accept young people as they are, and however they choose to express themselves, within a framework of mutual respect.

We seek to provide learning opportunities for young people which prove their capabilities and help them reach their potential, in an environment that is designed specifically for their inclusion.

Characteristics of the Student Body

Throughout 2016 Alesco Illawarra enrolled a total of 127 students across Years 9, 10, 11 and 12. Eighty-six (86) students maintained their enrolment until the end of Term 4, representing a 68% retention rate. Each year, Alesco Illawarra takes on a new cohort of students and the barriers each student faces in completing their education will impact differently on their desire and capacity to complete the school year. The introduction in 2014 of a pathway to completion of the HSC has increased the number of students maintaining their enrolment. Overall enrolment numbers increased significantly with the introduction of three new Outreach Centres in Bulli, Koonawarra and Nowra.

The NSW Minister for Education has granted Alesco Illawarra status as a Special Assistance School. This recognises that the school primarily enrolls students with social, emotional or behavioural difficulties.

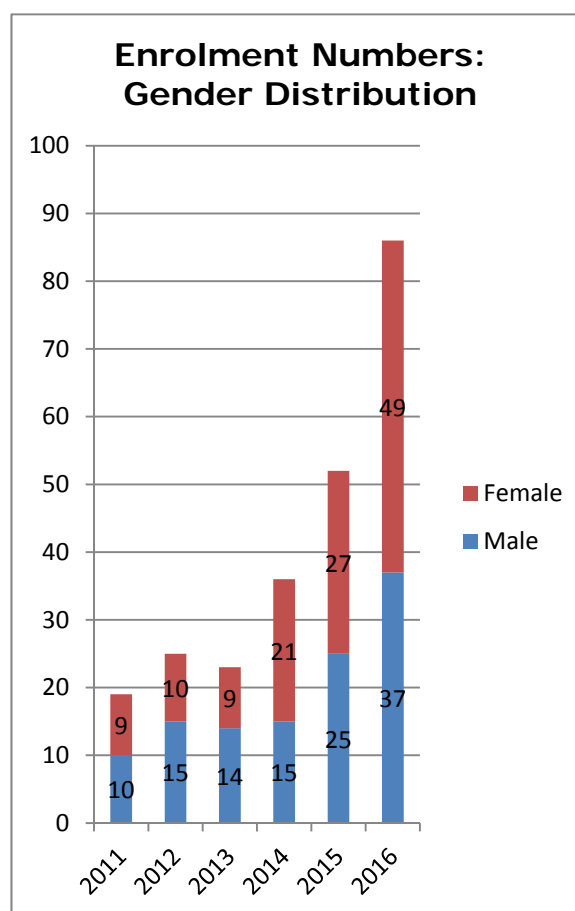
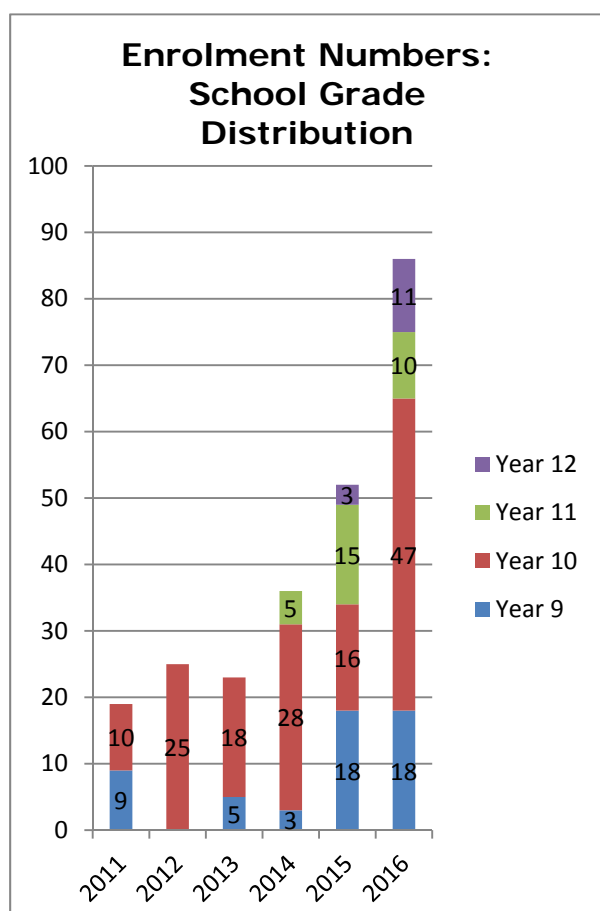


Of the 86 students enrolled at the end of Term 4 in 2016, two students graduated having completed their HSC and 56 students re-enrolled to continue their schooling with Alesco in 2017 as follows:

	Number of Students
Year 9 students returning for Year 10	15
Year 10 students to continue with Year 10	14
Year 10 students returning for Year 11	11
Year 11 & 12 students returning to continue with their HSC	16
Total number of students returning to Alesco in 2017	56 (65%)

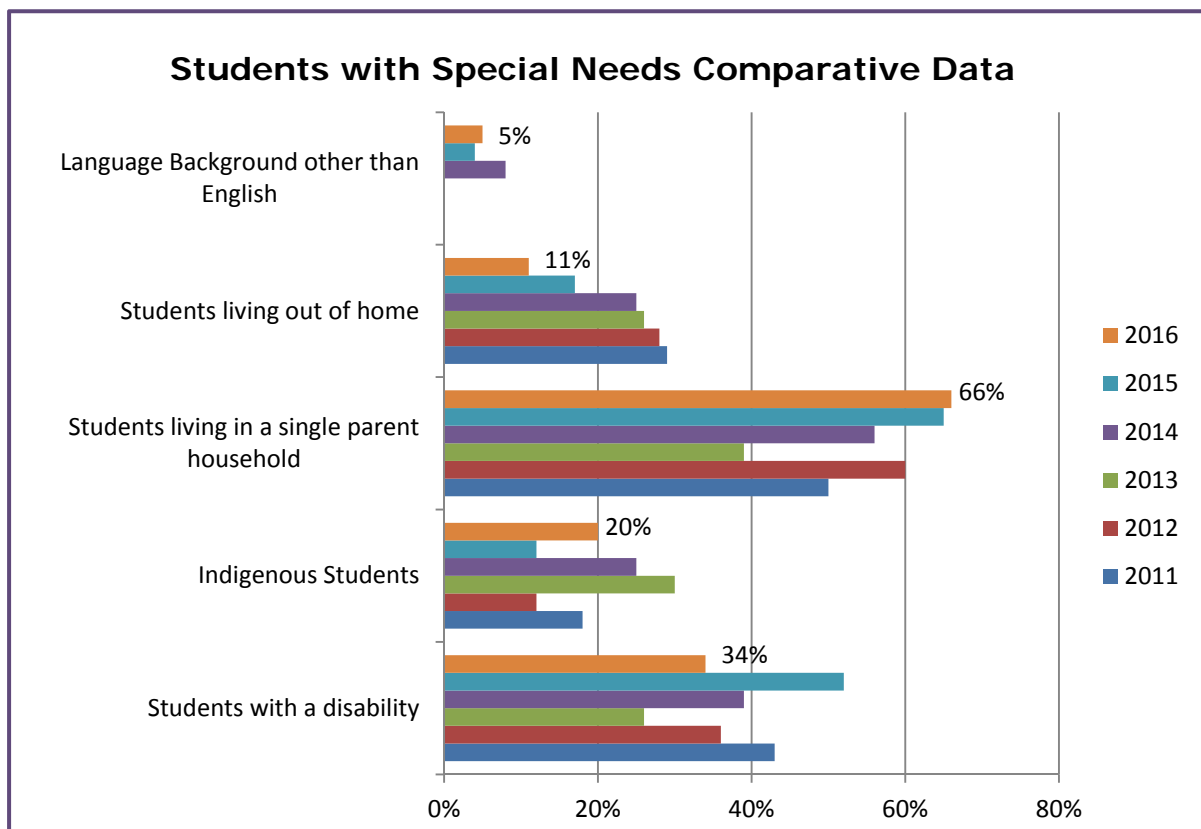
Many of the Year 10 students who returned to continue with Year 10 were previously enrolled in one of the Outreach Programs in 2016. They successfully re-engaged with learning and in 2017 will be working to achieve their Stage 5 RoSA credential.

The following charts indicate the distribution of students who remained enrolled to the end of Term 4 in school grades and by gender, compared across all years of Alesco's operation.



Of the 86 students enrolled until the end of the 2016 school year:

- 5% had a language background other than English
- 11% of students either lived with a family member other than their parent, a family friend, independently, in out of home care arranged by the State, a youth refuge or other supported accommodation situation because they are no longer able to live at home.
- 66% lived in single parent households
- 20% identified as Aboriginal or Torres Strait Islander
- 34% had a diagnosed disability which impacted on their learning



Student Performance

NAPLAN

Results for Alesco Illawarra Year 9 student outcomes in standardised national literacy and numeracy testing can be found on the My School website (<http://www.myschool.edu.au>).

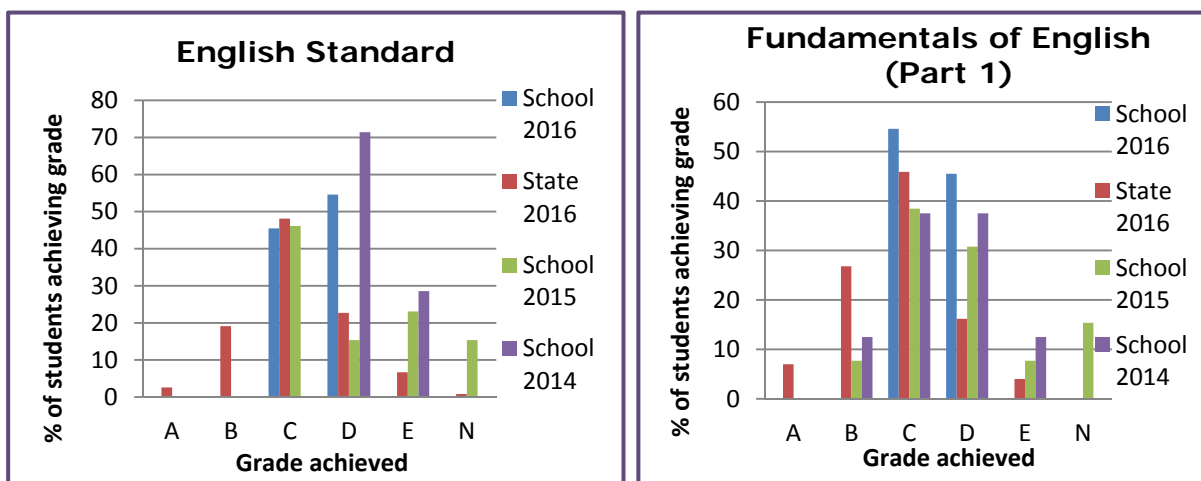
Year 10

Forty-seven (47) students were enrolled in Year 10 at the completion of the 2016 school year, with 22 completing Year 10 mandatory course requirements in English, Mathematics, Science, History, Geography and PDHPE. When reaching age 17 or moving into full-time training or employment, these students will be eligible to receive the formal Record of School Achievement (RoSA) credential, issued by the NSW Education Standards Authority (NESA). Many of the Year 10 students who did not complete all mandatory course requirements were participating in the non-accredited Outreach Program with the aim of re-engaging with education. A total of 14 of these students returned to Alesco Illawarra in 2017 to work towards their Stage 5 RoSA credential at one of our accredited campuses.

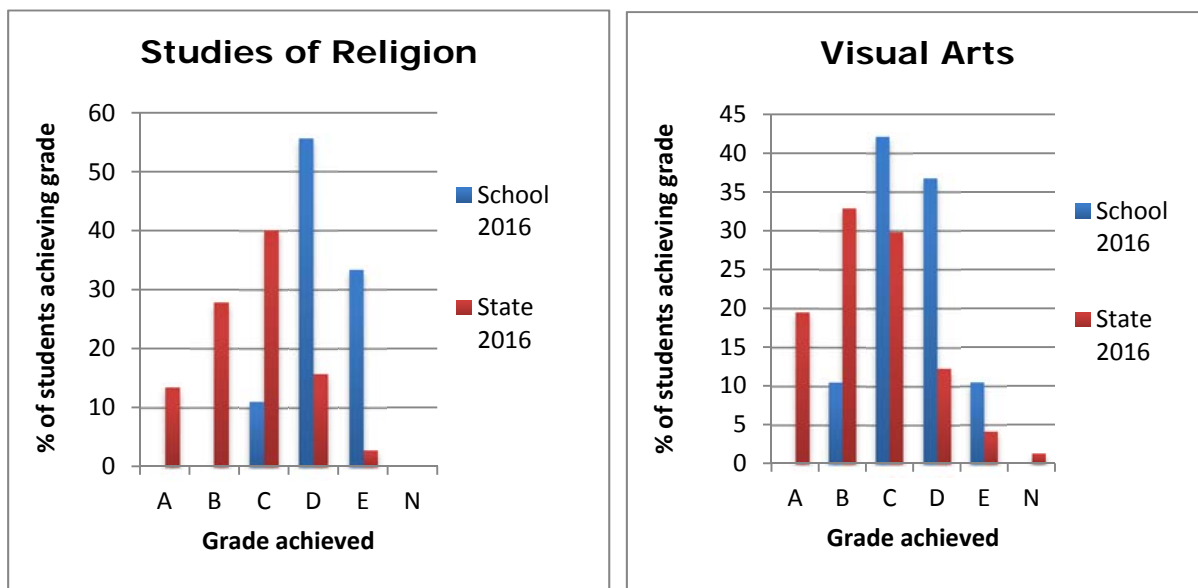
Years 11 and 12

In consultation with relevant stakeholders and authorities, Alesco Illawarra made the decision in 2014 to offer a pathways program to facilitate a pattern of study leading to the achievement of the HSC for senior students. The pathways program is offered in line with the guidelines provided in the NESA Assessment Certification Examination website. Stage 6 students are enrolled full-time and have a timetable which reflects the indicative hours of study for each subject. The pathways program acknowledges that Alesco students may require more time to meet the outcomes at a standard that reflects their knowledge and understanding of a subject. Typically, Stage 6 students will take three years to complete their HSC at Alesco Illawarra, undertaking final examinations in the second and third year.

**Charts: Preliminary HSC Results – Board Developed Courses
School and State comparison and results over time**



**Charts: Preliminary HSC Results – Board Developed Courses
School and State comparison, new courses in 2016**



Other Preliminary Board Developed Courses studied in 2016

Course	Delivered Through	Number of Students
French Beginners	Karabar Distance Education	1
Construction – VET	TAFE	1

Results are not published for these courses to protect privacy.

Other Preliminary Board Endorsed Courses studied at Alesco Illawarra in 2016

Course	Number of Students
Marine Studies (2 unit)	12
Sport, Lifestyle and Recreation Studies (1 unit)	10



Table: Preliminary HSC Results

Subject	Year	No. of Students	Grade achieved (% of students)					
			A	B	C	D	E	N
English (Standard)	2016	11	0	0	45.45	54.55	0	0
	2015	13	0	0	46.15	15.38	23.08	15.38
	2014	7	0	0	0	71.43	28.57	0
Fundamentals of English (Part 1)	2016	11	0	0	54.55	45.45	0	0
	2015	13	0	7.69	38.46	30.77	7.69	15.38
	2014	8	0	12.5	37.5	37.5	12.5	0
Visual Arts	2016	19	0	10.53	42.11	36.84	10.53	0
	2015	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2014	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Studies of Religion	2016	9	0	0	11.11	55.56	33.33	0
	2015	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2014	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Higher School Certificate

A total of 11 students studied HSC courses in 2016, our second cohort of senior students to have done so. Courses completed were:

Ancient History

Biology (through Karabar Distance Education)

English Standard

Food Technology

Mathematics General 2

English Studies

English Life Skills

Food Technology Life Skills

No students undertook vocational training or training in a trade at HSC level.

Two students attained the Higher School Certificate, with 9 students returning in 2017 to continue their HSC studies through the pathways program. This marks a significant achievement for them and the school.

Table: Higher School Certificate Results – Board Endorsed Courses

Subject	Year	No. of Students	Performance band achieved School and State percentage			
			Bands 4-6		Bands 1-3	
			School	State	School	State
Ancient History	2016	8	0	58.57	100	41.43
Biology	2016	1	0	65.04	100	34.97
English (Standard)	2016	4	0	49.51	100	50.49
	2015	2	0	42.41	100	57.59
Food Technology	2016	9	0	59.49	100	40.51
Mathematics General 2	2016	1	0	52.09	100	47.91

Previous years' comparative results are only available for English (Standard) as this was the only coursed studied in both 2016 and 2015.

It should be noted that many of the Alesco Illawarra students sitting for HSC examinations are the first in their immediate family to have done so. In the context of Alesco Illawarra as a Special Assistance School, regardless of HSC Bands achieved, it is a significant achievement for our students to have participated in the HSC examinations and to be on their way to completing their secondary schooling.



Workforce Composition

Alesco Illawarra employed the following staff in 2016

Category	Number of Staff	Full-Time Equivalent
Principal (non-teaching)	1	1.0
Teaching	7	6.6
Welfare/Support	5	3.4
Administration	2	1.3

There were no members of staff who identified as being of Aboriginal or Torres Strait Islander descent at the time of the annual school census.

Teaching Standards

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

Category	Number of Teachers
(i) 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	7
(ii) 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



Professional Learning

Alesco Illawarra staff and Board members participated in the following externally facilitated professional development sessions in 2016:

Activity	Teachers	Support Staff	Board Members
AISNSW Governance Symposium			4
Introduction to School Governance			2
School Governance			2
Legal Compliance			2
Financial Compliance			2
Executive Supervision			1
School Registration and Accreditation Briefings	1	1	
Driving Learning in History – From Ancient to Modern	1		
Child Protection Legislation: Reportable Conduct and Allegations Against Employees	10	6	1
Staying Connected to Learning	4	1	
Stanwell Tops Staff Development Retreat	5	2	
Special Education network meetings x 4	2		
Developing Whole School Practices for Inclusive Schooling	5	3	
Trauma Informed Practice	9	5	
Alesco Schools Conference	6	6	1
Emergency Asthma Management Training		2	
Grant Writing Workshop		1	

In addition, regular professional learning sessions were held through such activities as staff meetings, pupil free days for curriculum review, and other internally facilitated sessions relevant to key issues for the Alesco team.

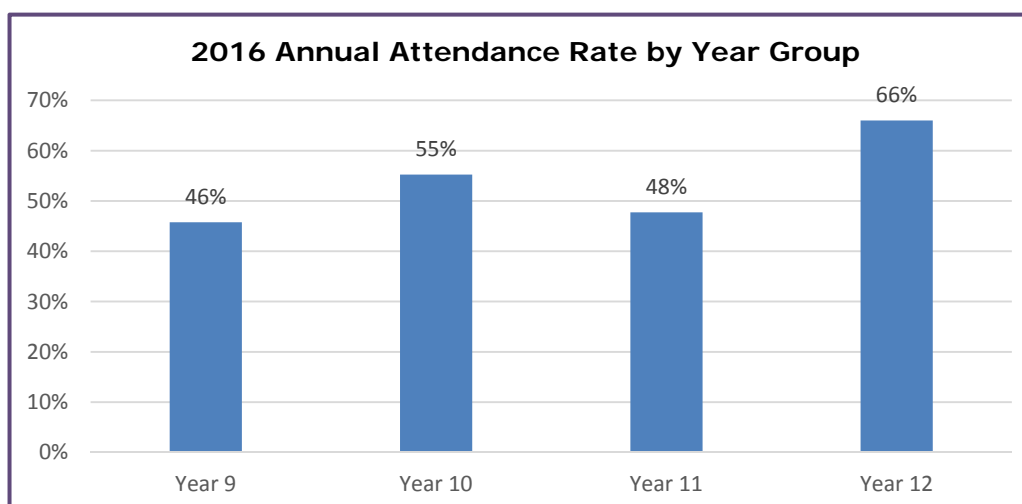
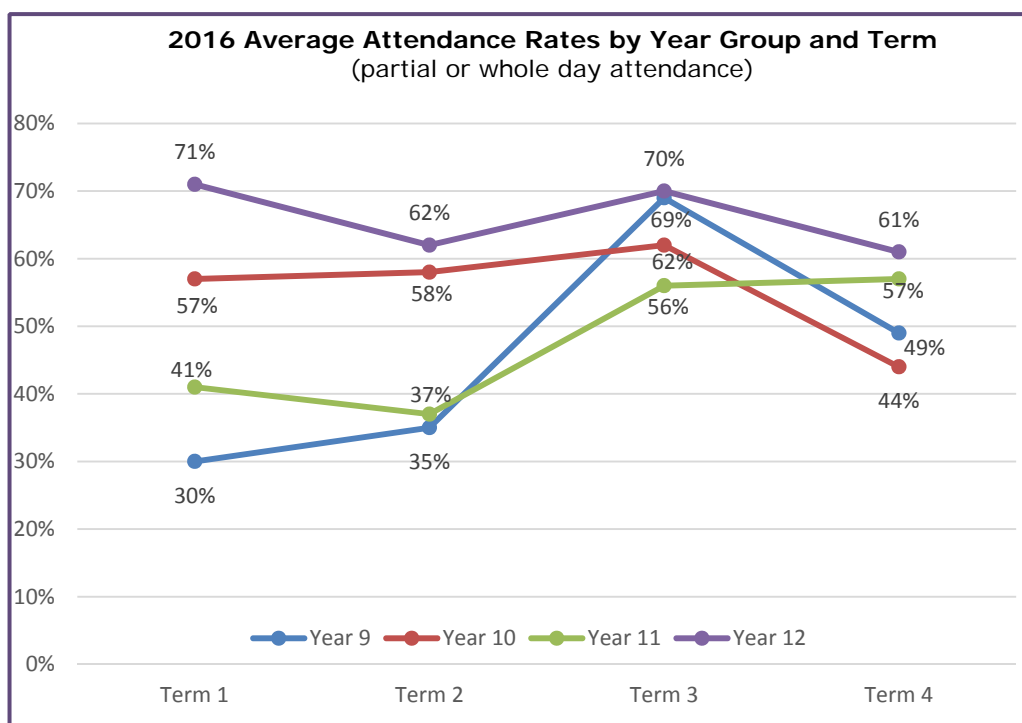


Student Attendance

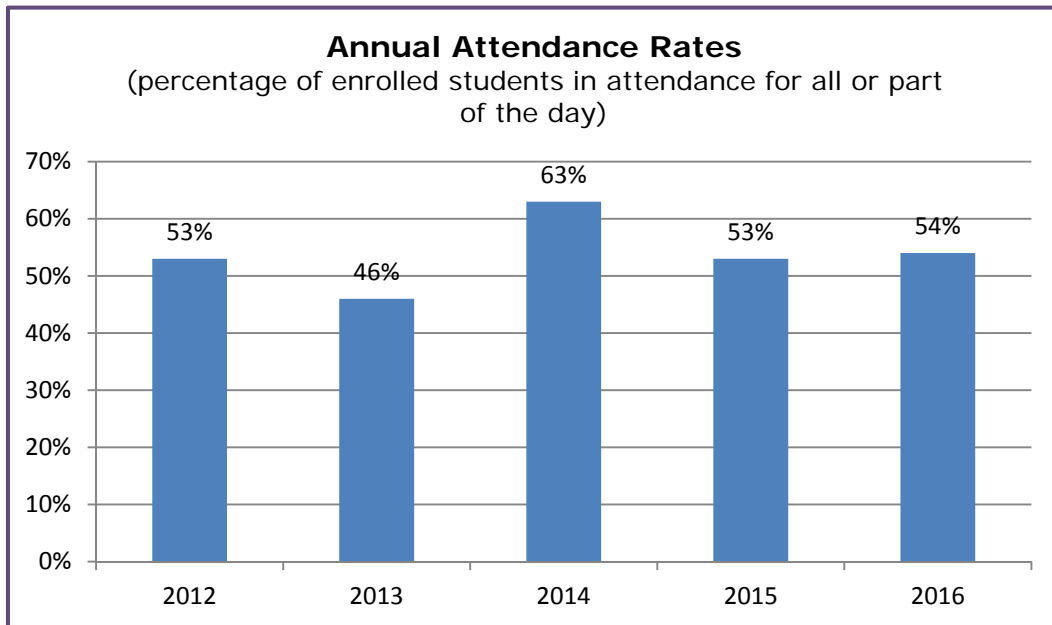
Overall, average attendance rates for students at Alesco Illawarra remained similar to the previous year, however there is variation in attendance rates between the Year groups and from term to term.

Average attendance rates in 2016 are detailed as follows:

	Present for part or all of the day				
2016	Year 9	Year 10	Year 11	Year 12	Whole School
Term 1 Average	30%	57%	41%	71%	50%
Term 2 Average	35%	58%	37%	62%	48%
Term 3 Average	69%	62%	56%	70%	64%
Term 4 Average	49%	44%	57%	61%	53%
Average Annual Attendance 2016	46%	55%	48%	66%	54%



Comparative Data



A significant number of students face personal, socioeconomic, and other barriers to completing their education. It should be noted that prior to attending Alesco Illawarra many students were not attending school at all and it is an achievement for many that they are establishing a regular pattern of attendance, even if this is, at times, only partial attendance on any given school day.

Alesco Illawarra remains committed to working with students, parents/carers and other support people to improve student attendance. Individual consideration is given to each student and their particular circumstances. Strategies include attendance agreements with students, negotiated flexibility in attendance where a student can demonstrate a satisfactory work completion rate, support meetings with parents/carers and other service providers involved in the care of the young person and exemptions from attendance for specified periods where medical or mental health problems are present.

Post-School Destinations

Destination of students enrolled in Year 10 as at Term 4 in 2016 (n = 47)

Destination	Number of Students
Re-enrolled at Alesco in 2017 to undertake Year 11	11
Re-enrolled at Alesco in 2017 to repeat Year 10	14
Undertaking other education, training, apprenticeship or traineeship	7
Employed full-time, part-time or seeking employment	1
Unknown destination	14

Destination of students enrolled in Year 11 and 12 as at Term 4 in 2016 (n = 21)

Destination	Number of Students
Returning to Alesco Illawarra to continue with HSC Pathways Program	16
Enrolled at another high school to continue with HSC	1
Employed full-time or part-time	3
Unknown destination	1

Student Retention Rates from Year 10 to Year 12

Alesco Illawarra is tracking student retention from completion of Year 10 through to completion of Year 12. Our Pathways Program was first introduced in 2014 when our first cohort of students commenced in Year 11 with Preliminary HSC courses. In 2016, two students completed their Pathways Program and graduated with their Higher School Certificate. Neither of these students was enrolled at Alesco Illawarra for their Year 10 courses, one having transferred to Alesco from another school in Year 11, and one transferring to Alesco from another school in Year 12.

The nature of our school means that we have a high proportion of students transferring into and out of Alesco Illawarra at various times in their academic pathway and for various reasons, including transitioning back into mainstream schools which provide a wider range of academic options than is possible to offer at Alesco Illawarra.

In 2016, we did not have any students who were enrolled with us in Year 10 go through and complete their HSC with us. This trend will change in the coming years as the overall numbers of students completing Year 10 with us and choosing to continue with their HSC at Alesco Illawarra increases.

Enrolment Policies

Policy No: 1.5	Enrolment Policy
Version	2.1
Created	30 November 2010
Reviewed	29 July 2013 3 December 2013 20 December 2016
Next Review Date	20 December 2018

Alesco Illawarra is a school specifically designed to help young people with barriers to education, or who are at risk of not completing their education, to re-engage with learning.

The school aims to provide learning opportunities for young people eligible to complete Stages 5 and 6 and are unable to complete their education within the traditional school environment.

The selection process for Alesco Illawarra explores the following key areas to determine suitability for our program:

- Learning difficulties/disabilities
- Behavioural and/or social and emotional difficulties/disabilities
- Financial disadvantage and /or social isolation
- Previous academic performance and disconnection with learning
- Indigenous, cultural and linguistic background
- Desire to overcome past difficulties and move on to future education, employment or training.

Alesco Illawarra caters for students whose behaviour or health support needs can be managed within the school's facilities and staff to student ratio. The school is best suited to students who can operate within the adult learning environment and can take responsibility for themselves, their learning and their actions.

Students applying to attend Alesco Illawarra must complete the appropriate application form and submit all required documentation prior to interview. A student's acceptance into the program is dependent on their presentation at interview and their demonstrated ability to work within the policies and philosophy of Alesco Illawarra.

All students who are enrolled at Alesco Illawarra will be required to undergo a literacy and numeracy assessment if the teaching staff deems it necessary. This may be conducted prior to enrolment if required.

Policy No: 1.6	Information required upon application to Alesco Learning Centre Illawarra
Version	1.1
Created	30 November 2010
Reviewed	July 2013
Next Review Date	July 2015
Related Documents	Alesco Learning Centre Illawarra Application for Enrolment 1.12 POL Register of Alesco student enrolments

Due to the nature of the target group attending Alesco Learning Centre Illawarra and the school's intended focus, Alesco Learning Centre Illawarra requires specific information regarding the student's history when applying to enrol.

This information includes but is not limited to:

- Personal details: name, age, address, DOB etc; (including proof of identity either through birth certificate or photo ID which includes a birth date)
- Parent/guardian contact details, if aged under 18 at time of application
- Current living arrangements
- Emergency contact details
- Details of the referring service provider (if applicable)
- Assessment and service provider support details (including any reports or letters of support from psychologists, psychiatrists, counsellors)
- Demographic information: ATSI identification, cultural/linguistic background, disability
- For students born overseas, information regarding arrival date, citizenship or residency status and visa number and class
- Medical conditions and medication (if applicable)
- Previous education details (including most recent school reports)
- Other training or employment information.

This information will be gathered through the *Application for Enrolment* form. No student will be accepted without a completed application form. No application will be processed without all of the essential supporting documentation being provided with the application.

Other School Policies

Student Welfare

Alesco Illawarra seeks to provide a safe and supportive environment which:

- supports the social and emotional wellbeing of students
- encourages academic achievement
- minimises risk of harm.

The following policies are in place to support student welfare and are available on the Alesco Illawarra intranet or on request to the Business Manager. Policies marked with an asterisk (*) were reviewed in 2016.

Child Protection

Child Protection policies were reviewed in 2016. Policy regarding Working with Children Checks is incorporated into the WEA Illawarra Fit and Proper Persons Policy, as WEA Illawarra is the governing body and employer.

Alesco Learning Centre Illawarra Policies		
Policy	2.1	Child Protection*
Procedure	2.1	Reporting Risk of Significant Harm
Policy	2.2	Role of staff in care and protection of children and young people
Policy	2.3	Harm relating to the actions of a student, trainee or apprentice
WEA Illawarra Policies		
Policy	1P01	Fit and Proper Persons

General Welfare, Security and Safety

Policy	1.7	Individual Plans for Students
Policy	1.11	Corporal punishment
Policy	1.13	Student Attendance and Exemptions*
Policy	1.14	Visitors to the Centre
Policy	1.15	Request for police assistance
Policy	1.18	Student excursions
Policy	1.21	Duty of care
Policy	3.8	Student supervision
Policy	3.9	Students travelling in staff vehicles
Policy	5.5	Student Code of Conduct
Policy	5.5	Student Rights and Responsibilities
Policy	5.9	Student Medical Disclosure and Medications
Policy	5.10	Students and Alcohols and Other Drugs
Policy	6.1	Welfare policy
Policy	6.2	Notification of concern for student welfare
Policy	6.3	Referral to support services
Policy	6.4	Accepting referral to support services
Policy	6.5	Students leaving premises
Policy	6.6	Anti-Bullying policy

Anti-Bullying

Alesco Illawarra is committed to providing all students with a caring, supportive and safe learning environment, helping to promote personal growth and excellence by developing confidence and self-esteem.

Bullying is an anti-social behaviour that is unacceptable and is not tolerated at Alesco Illawarra. Every student has the right to expect that he or she will be free from bullying and harassment, both inside and outside the classroom.

Alesco Illawarra has a Welfare and Anti-Bullying Plan which gives clear information regarding bullying and whole school strategies to prevent bullying and intervene effectively if bullying occurs. It addresses all forms of bullying and harassment, including cyber bullying. The plan has a strong focus on responsibility, respect and resilience and incorporates all members of the school community.

The Anti-Bullying Policy and Welfare and Anti-Bullying Plan are available on the school intranet and on request from the Business Manager.

Discipline

Students are required to abide by the Alesco Illawarra Student Code of Conduct and follow the directions of teachers and other people with authority delegated by Alesco Illawarra. Where disciplinary action is required, consequences vary according to the nature of the breach of discipline, as outlined in the Discipline Framework.

All disciplinary action is undertaken in accordance with the principles of procedural fairness as outlined in the Procedural Fairness policy and in keeping with the Alesco Illawarra Welfare Program. Decisions regarding time out from school or withdrawal from the school involve students and their carers and opportunities for appeal are provided.

Alesco Illawarra does not permit corporal punishment of students attending the school under any circumstances. The school and its staff are also not permitted to use corporal punishment regardless of whether the parent or caregiver has requested or given permission to do so. The school does not condone the use of corporal punishment by a parent or caregiver to reinforce any discipline actions implemented by the school or any disciplinary decision by a parent or caregiver.

The following policies are in place to support student discipline and are available on the Alesco Illawarra intranet or on request from the school.

Policy	1.11	Corporal punishment
Policy	1.17	Procedural fairness
Policy	5.2	Student discipline
Policy	5.4	Student dress standard
Policy	5.5	Student code of conduct
Policy	5.6	Student rights and responsibilities

Complaints and Grievances

Alesco Illawarra views complaints, as well as compliments and other constructive feedback as a way of creating opportunities for the school to improve its services and prevent future problems.

A suggestion or complaint can be lodged by any person who is a user or potential user of Alesco Illawarra services including a student, a parent/guardian or carer or other community member. The suggestion or complaint can be about any aspect of the service provided or not provided, the behaviour or decisions of other staff, or about workplace practices, policies or procedures. Complaints may be made verbally or in writing by contacting the Principal.

All complaints and grievances will be handled fairly by the appropriate people within the organisation in a timely and confidential manner

The following policies and procedures are in place in relation to complaints and grievances and are available on the Alesco Illawarra intranet or on request from the Business Manager.

Policy		1.10	Complaints and grievances received by the school
Form		1.10	Complaints form
Policy		1.17	Procedural fairness

School Improvement Targets

School Improvement Targets 2016		
Domain	Priorities	Achievement
A Culture that Promotes Learning	<ul style="list-style-type: none"> • interactions between staff, students and parents • continued priority on staff and student wellbeing • maintaining an environment that stimulates learning • building program for senior facilities 	<ul style="list-style-type: none"> • major investment in professional development in Trauma Informed Practice to enhance each staff member's understanding of how trauma impacts on a student's learning and how teaching strategies can be adapted with this understanding. • Introduction of three Outreach Centres for long-term disengaged students, working flexibly to encourage re-engagement with learning and transition back to mainstream school or Alesco Wollongong campus • Two capital grants secured for refurbishment of facilities for senior school, tender let construction commencing February 2017. • A major review was undertaken of the school's information and communications technology (ICT) with priority areas for remediation identified and longer term goals established to facilitate improved teaching and learning, administration systems and records management. • Introduction of work experience program.
Differentiated Teaching and Learning	<ul style="list-style-type: none"> • understanding of students' prior learning • differentiation in the classroom • implementation of 	<ul style="list-style-type: none"> • Progress continues with incorporating Universal Design for Learning in teaching and learning programs

	<p>Principles of Universal Design for Learning across all programs and in the classroom</p> <ul style="list-style-type: none"> improved communication with parents about student outcomes 	<ul style="list-style-type: none"> Regular communication with parents/carers through individual appointments and group communications, parent engagement in school recognition ceremonies
Systematic curriculum Delivery	<ul style="list-style-type: none"> preparation for registration in 2017 implementation of Principles of Universal Design for Learning across all programs and in the classroom development of cross curricula programs with a focus on literacy and numeracy review of reporting system and change of reporting style for Stage 5 	<ul style="list-style-type: none"> Review and preparation of curriculum documentation for Stage 5 and Stage 6 courses with submission to NESAs in March 2017 Cross curricular programs introduced in Outreach Centres for Stage 5 re-engagement. Changes to school reports will be held over to 2016 with training and implementation of academic reporting in the electronic Student Management System (Sentral).



A major achievement for 2016 was the establishment of three Outreach Centres in Bulli, Koonawarra and Nowra. Pictured from L-R, the team that brought it all together: Brent, Keeli, Victoria and Bob.

Initiatives Promoting Respect and Responsibility

Wellbeing continued to be the focus of Alesco Illawarra for 2016. The Respect and Participation (RaP) program continued with a strong emphasis on Positive Behaviour Support principles.

The school continued to employ a Youth Support Worker with the assistance of the National School Chaplaincy Program. Staff, students and parents support this initiative and speak highly of the support offered.

An outcome of the review of wellbeing practices in the school was the identification of a need for students to be able to access a qualified person to help deal with some of the ongoing traumas they were facing. Although the school works closely with headspace Illawarra, students often needed to be able to access someone quickly. A partnership was developed with Warehouse One7, a group of psychologists who work specifically with young people. In 2016 Alesco Illawarra had a psychologist on site one day a week. A youth engagement worker from headspace also attended the school once a fortnight, providing another level of support for the students.

The school continues to reward students through praise, positive communication with parents, Student of the Week and RaP awards. These awards were reviewed during the year to provide more desirable goals for students.

Work experience placements were organised for several students in 2016, particularly those involved with the newly established Outreach Centres. The work experience program is only offered to students who have consistently demonstrated respect and participation in the teaching and learning programs and who are able to take responsibility for their actions in a workplace setting.

Wellbeing of staff is important in the school environment as well. In 2016 morning briefings and afternoon debriefings allow staff the opportunity to deal with issues as they arise and communicating effectively with the whole team about particular student welfare needs and strategies to be implemented for behaviour management and to promote continued respect and participation.



Other Programs and Partnerships

Breakfast Program

This program, kindly supported by Collegians Football Club through the ClubGRANTS scheme, enabled students who had come to school without breakfast the opportunity to develop healthy eating habits each morning. Students were encouraged to have something to eat prior to coming into class and throughout the year students cooked breakfasts and lunches as part of a healthy eating and living skills program.

Thanks to the following

Alesco Illawarra also worked closely with the following organisations:

- headspace Illawarra
- Southern Youth and Family Services
- Illawarra Shoalhaven Local Health District Youth Drug and Alcohol Service
- Wollongong Youth Centre
- Warehouse One7
- Barnardos
- CareSouth
- Life Without Barriers
- Juvenile Justice
- Jobfind Centres - Illawarra
- TAFE Illawarra
- Child and Adolescent Mental Health Service
- AISNSW learning support consultant
- Employers who provided work experience for our students

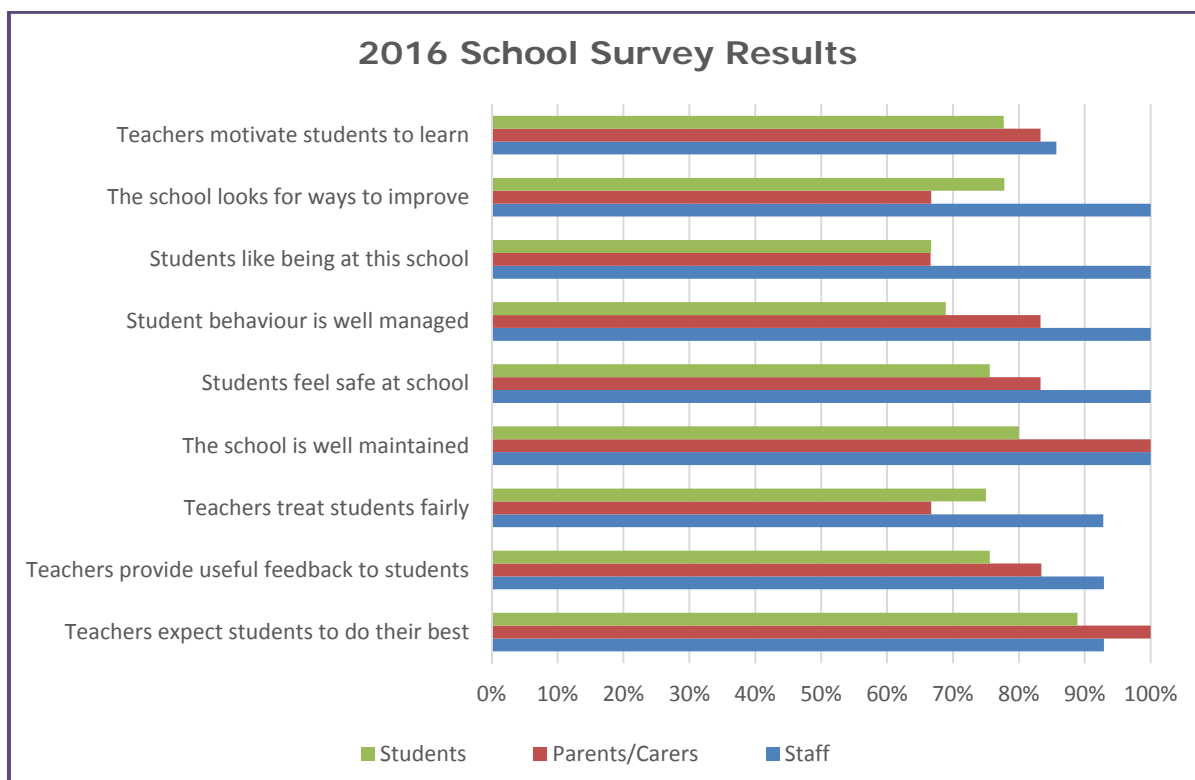
Work Experience Program



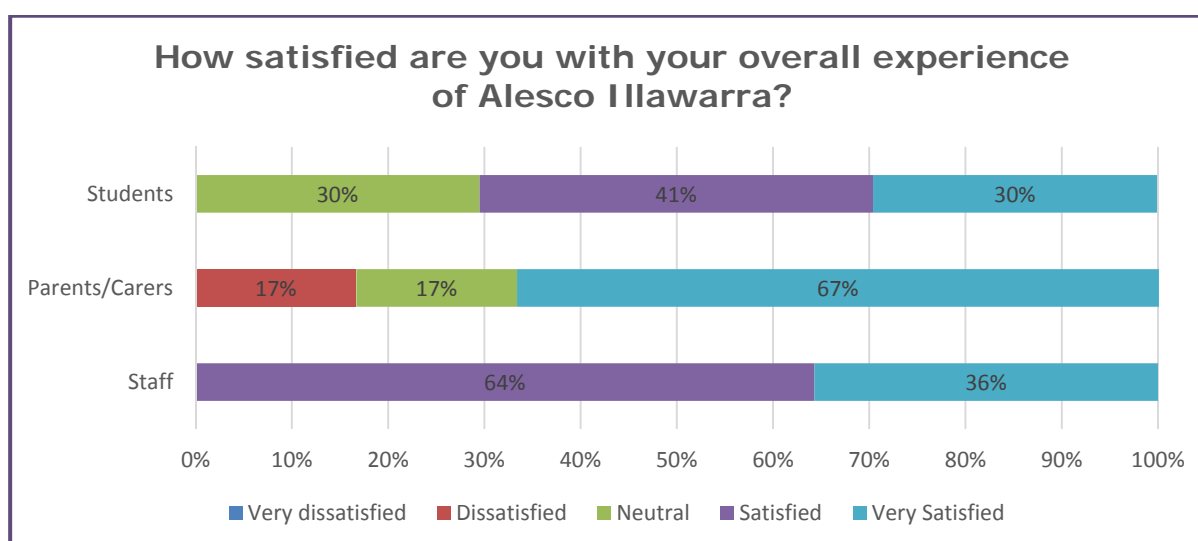
Parent, Student and Teacher Satisfaction

In 2016 Alesco Illawarra students, parents/carers and staff participated in satisfaction surveys. Surveys were returned by 45 students, 6 parents/carers and 14 teaching and support staff members.

This chart shows the percentage of respondents who either agreed or strongly agreed with the following survey statements.



The following chart indicates student, parent/carer and staff overall satisfaction with their experience of Alesco Illawarra.



Student Feedback

"Alesco is a much better school than most mainstream schools. The teachers actually treat you like adults and with respect, unlike some schools I have been to."

"I know how to better deal with problems and gained "new eyes". The people who go to my school got problems and I didn't see anything like that in my previous schools so it was useful to know people ain't as simple as they seem."

"The time I have spent here I've just felt welcomed. They are there to help and help us improve."

"I have been enjoying my school better than my old one. I think my overall achievement is that I have been doing better in the subjects that I used to be real bad at. I am definitely looking forward to Year 12 because I get to try harder and get better throughout year 12."

"I like the way the teachers don't pressure you to do something you don't want to. It's a fun place to learn and be understood and my words are not just pushed aside they are acknowledged. Making friends isn't hard because everyone here is basically here for the same reasons so it's easy to relate to everyone."

"Although the school isn't perfect and has its ups and downs, my overall experience has been slightly more positive."

"It's an amazing way to learn, having been through all the things I have at mainstream schools. I cant thank this school enough."

"I have stuck it out to year 12 instead of dropping out at year 10 so I feel as though it has helped me."

"If I stayed at the school I was at I would not have made it past year 6 an here I am now in year 12."

"Teachers here at Alesco are very supportive and cater for each individual's learning stage . Teachers and the staff do prioritise students' learning and needs to give them the highest learning."

Parent/Carer Feedback

"In the year my son has attended, it has been very educational, and I like how interested he has been in the subjects. He has amazed himself with art and his writing skills."

"My son was not performing in mainstream school. He now has confidence and enjoys school and the opportunities Alesco provides him."

"I think overall Alesco gives 110% to their students. When students engage and give back there's a whole exciting world for them. If they choose not to they are still encouraged to be their best, but their choice is their own. They always offer support and are always available to discuss any of the needs my son may have. I find the school very inspirational and all the staff friendly, approachable and committed to learning."

"My daughter attends Alesco Nowra. She is very happy at this school and now goes to school, wants to learn and enjoys school. She has a great teacher who she likes very much and is very easy to talk to about any problems that may arise. Her father and I are very happy with this school and how far our daughter has come since attending Alesco."

Staff Feedback

"I love my job and the staff I work with."

"I have had little or no interaction with the parents or carers while at this school, so am unable to comment, but even from the sidelines I can see that there is constant communication between the school and parents. I know the students receive a lot of social, emotional and learning support from their teachers who care deeply about their well-being and education."

Summary Financial Information

Chart 1: Recurrent and Capital Income 2016

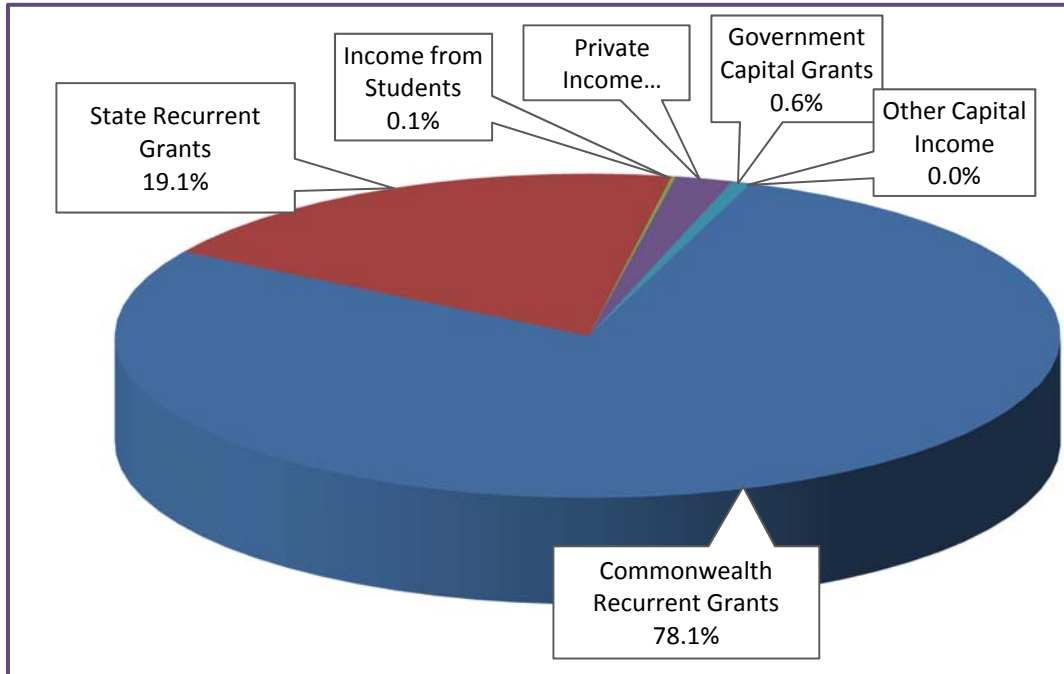


Chart 2: Recurrent and Capital Expenditure 2016

