

2021

Annual Report



PREPARED BY

KIRI PEARCE

PRINCIPAL- ENKINDLE VILLAGE SCHOOL

www.enkindleschool.com.au

OVERVIEW

Sector	Independent
Co-educational or Single Sex	Co-educational
Year levels offered	Prep-Year 6
Postal address	PO Box 17, James Cook University, QLD, 4811
Phone	0428 018 754
Email	principal@enkindleschool.qld.edu.au
Webpage	www.enkindleschool.qld.edu.au
Contact person	Kiri Pearce (Principal)

Social Climate

Overview: The social climate at Enkindle is one of inclusivity with an understanding of the differences in our community. We pride ourselves on being a place where all members feel supported and valued through:

- *Enkindle Parliament- which allows all students to participate authentically in the decision making process of the school*
- *Restorative Justice Committee – which allows all students to participate in restorative justice*
- *Combined classes for differentiation*
- *Using the principles of sociocracy*
- *Open door policy*
- *Communication, trust, and respect between all members*
- *Sustainability goals*
- *Cooperation over competition, self-directed goals for each student*
- *Forest Schooling*

Environmental Footprint

Reducing this school's environmental footprint:

Enkindle values our environment and encourages our students to be aware of their impact on the world. We currently utilise buildings that were flagged for demolition, use recycled furniture and equipment and incorporate many environmental initiatives such as:

- *Containers for Change*
- *Composting*
- *Worm Farming*
- *Tree planting*
- *Wicking beds*
- *A lights off system when we leave a room*
- *Framing our learning around the World Sustainability Goals*

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Our School

Our School Today

An Innovative Approach For A 21st Century Education.

Located in Townsville, Enkindle Village School is an independent, government accredited primary school offering democratic education. We use the Australian National Curriculum as the basis for our education, but deliver it through a holistic, innovative and inclusive approach.

Through our democratic nature, we have the ability to draw on the best aspects of many different methods of education. We use current research in pedagogy, curriculum and the neuroscience of education to inform our teaching and learning methods.

History

Enkindle opened its doors in 2019 to a small cohort from Prep to Year two. We have seen rapid growth and tripled our numbers over the following years and now offer Prep to Year 6. The school has gone from offering one, multi-age, class to four.

Our Philosophy

Our philosophy of education is founded on democratic principles, with the belief that people affected by a decision should have a voice in that decision.

At our school children can explore their interests at their own pace, in their own way. When children are guided with kindness and respect in a setting that allows this freedom to discover, they thrive.

Our Values

Liberty

Autonomy - Voice - Responsibility - Equity - Impact

Personal freedom: in this context is the ability to take charge of one's own learning. Children learn out of interest and curiosity, so it makes sense that they have some autonomy in what and how they want to learn. We don't all learn the same way and don't all find the same things interesting. When children have no autonomy, boredom is often the result. The main characteristics associated with autonomous learning are: resourcefulness, adaptability, initiative, and persistence.

Liberty is differentiated from freedom in that it takes into account the rights of all involved. As such, students learn that with rights comes responsibility. Children need practice in order to become good decision makers and problem solvers, and taking risks is an important part of growing and learning. While our school encourages student self-management we understand that the natural progression from childhood into adults requires some guidance and will assist children in recognising responsible action and their consequences in a safe and nurturing way where necessary.

This looks like...

- Everyone has a valid and valuable voice.
- Individualised learning programs designed with the students and family; we help students approach the curriculum in a way that suits their own learning styles, preferences and personality.
- Student participation in school decision-making; for example through student councils and student-teacher-administrator committees.
- Honouring individual needs and encouraging the development of our own judgement; eg. Children determine when to eat, when to take a break, etc.
- No rewards, shame, bribery or punishments.
- Encouraging students to negotiate, take risks and set boundaries.
- No "boss" but clear leadership; mutual respect between adults and children.
- No uniforms, use of first names for adults and children.
- Preference to natural consequences and reflection (guided when necessary).

Our Values Cont...

Curiosity

Natural - Play - Learning - Creativity - Innovation

We cultivate a school environment where children are encouraged to learn the necessary skills to truly prepare them for a successful future. When children are given liberty and autonomy in a nurturing and playful environment, the result is creative and innovative thinking. We also encourage reflection, debate, discussion and evaluation of current educational thought on a whole school level. Understanding that by being open to the latest research we can incorporate the very best of contemporary knowledge about teaching and learning to become more innovative and effective educators.

This looks like...

- Nurturing creativity and imagination in students with the understanding that this is the basis for all human ingenuity.
- Using current findings from progressive education and related fields to improve learning opportunities and student well-being.
- Constantly developing new partnerships within our community to allow us access to cutting edge technology and resources.

Joy

Connection - Community - Kindness - Respect - Balance

What is learnt in joy is never forgotten. Time and again research shows that it is through play that children discover and acquire fundamental skills and understandings. It is in their nature to explore, be active and interact with their environment. At Enkindle Village School we place value on our children finding joy in their day to day school life.

This looks like...

- Encouraging and honouring children's ideas, opinions and choices.
- Striving for peaceful interactions and conflict resolution.
- Play-based learning in the 6-9 years group, as well as dynamic learning environments.
- Conducting a significant amount of learning outdoors, children engage better in a natural environment.
- Valuing character development equal to intellectual development.

Our Curriculum

At Enkindle Village School, we use the Australian National Curriculum as the basis for our education, ensuring that all students are in line with their peers across the state (and country).

As a school that values community and innovation, our aim is to remain flexible to continue to meet the needs and wants of our local community for decades to come.

Our Curriculum encompasses our values of Liberty, Joy and Curiosity. We value our students and their individual interests as aim to incorporate their interests and learning styles into as much of our day as possible. Much of our learning is hands-on and play based as we believe what we learn in joy, we remember. Our students are not in competition with each other. Each student focuses on their own learning needs and development. We don't use rewards, bribery or punishment but aim to instill a natural love of learning in our students.

As 21st Century learners our students are bombarded with a wealth of content at their fingertips. We instead focus on the development of skills that allow them to become successful learners across all content areas. The rapid change in technology we see will require people who show:

- Cognitive flexibility and the ability to adapt to change and conceptualise complex multiple ideas all at once
- Digital literacy and computational thinking and the ability to adapt to changing technologies; some of which haven't even been invented yet
- Judgement and decision-making skills
- Emotional and social intelligence
- Creative and innovative mindset
- The ability to work with others

We encourage the development of these skills through multi-age, integrated project-based work that links to real-life concepts. Our students are given responsibility for decision making at Enkindle around learning, behaviour and the day to day operations of the school. This freedom and choice are balanced with responsibility. Our students help with aspects of the school such as cleaning, gardening, maintenance and they serve on the justice committee to help resolve playground or classroom issues using restorative justice practices.

Our integrated units are based around a real-world, macro concept such as 'Sustainability' or 'Change' which allows our students to become fully immersed and engaged in their learning and to see the many connections, and skills that can be transferred, between the learning areas.

STATISTICS

Staffing Qualifications

Qualification	Percentage of Classroom Teachers and Leaders at the School
Doctorate	0%
Masters	0%
Graduate Diploma	25%
Bachelor Degree	37.5%
Diploma	0%
Certificate	37.5%

Staff Composition

2021		Part-time	Full-time
Teaching	Male		2
	Female		2
Non-Teaching	Male		
	Female	3	2
Indigenous			

Staff Attendance Rate

Average staff attendance for the school, based on unplanned absences of sick and emergency leave periods of up to five days.

Number of Staff	Number of School Days	Total Days of Staff Absences	Average Staff Attendance Rate
8	186	52	96.1%

Expenditure on Teacher Participation in Professional Development

The total fund expended on teacher Professional Development in 2021 was \$12,411.

The involvement of the teaching staff in Professional Development activities during 2021 was 100%.

Professional Development Activity	Date	Time
TAIHS- Embedding Indigenous Perspectives	Jan 21	3 hrs
Independent Schools Queensland Self-Improving Schools Program	Ongoing	15 hrs
1 teacher and 1 aide- Cert 3 Forest School Leader Training	Multiple dates completed	30 hrs
ISQ Online Professional Development	Ongoing	20 hrs
Various Professional Readings	Ongoing	Approx. 30 hrs
2 Teaching Staff visit to ISQ Small Schools Conference (site visits to Blackall Range Independent School, The River School and Caboolture Montessori School)	March 21	2 days
Management visit to Silkwood School and Music Industry College	June 21	12 hours
Resilience Project Staff Presentation	August 21	1 hr

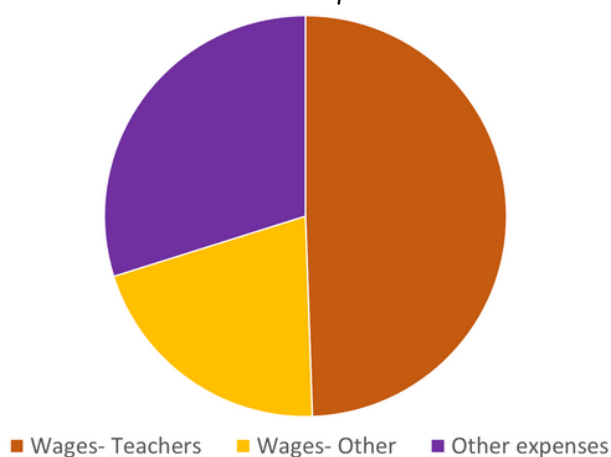
FINANCIAL OVERVIEW

During 2021, Enkindle Village School continued to apply conservative and sound financial management and the school continued to enjoy relatively stable enrolments. The School's auditors, Cardell Assurance & Audit have issued an unqualified audit opinion on the school's financial statements for the year ended 31 December 2021.

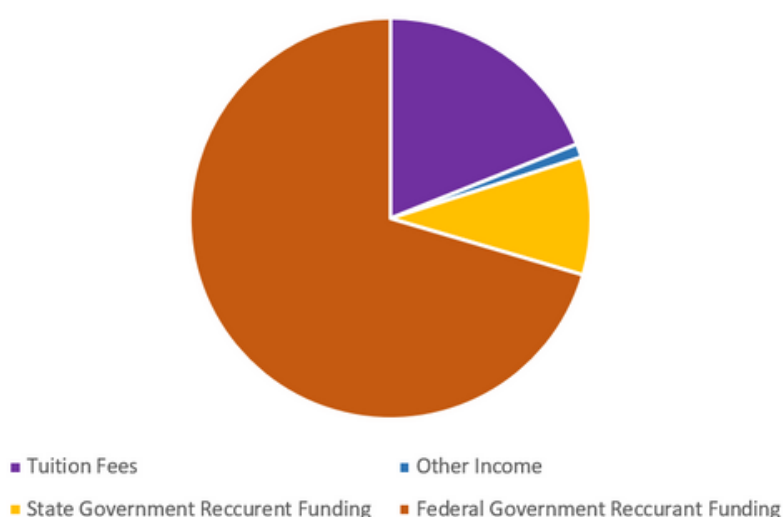
The attraction, development and retention of high-quality staff continues to be the cornerstone to delivering a great education to our students. Employee costs remain the largest single item of expenditure, with a key metric throughout the year being "salary cost as a percentage of net revenue". For 2021, this percentage is 70% compared to 77% for 2020, reflecting continued focus on staffing profiles and development as well as a focus on the most economically sustainable classroom structures and distributions.

Net operating surplus for the 2021 financial year was \$46,670.72. The school experienced another strong financial year in line with the budget expectations.

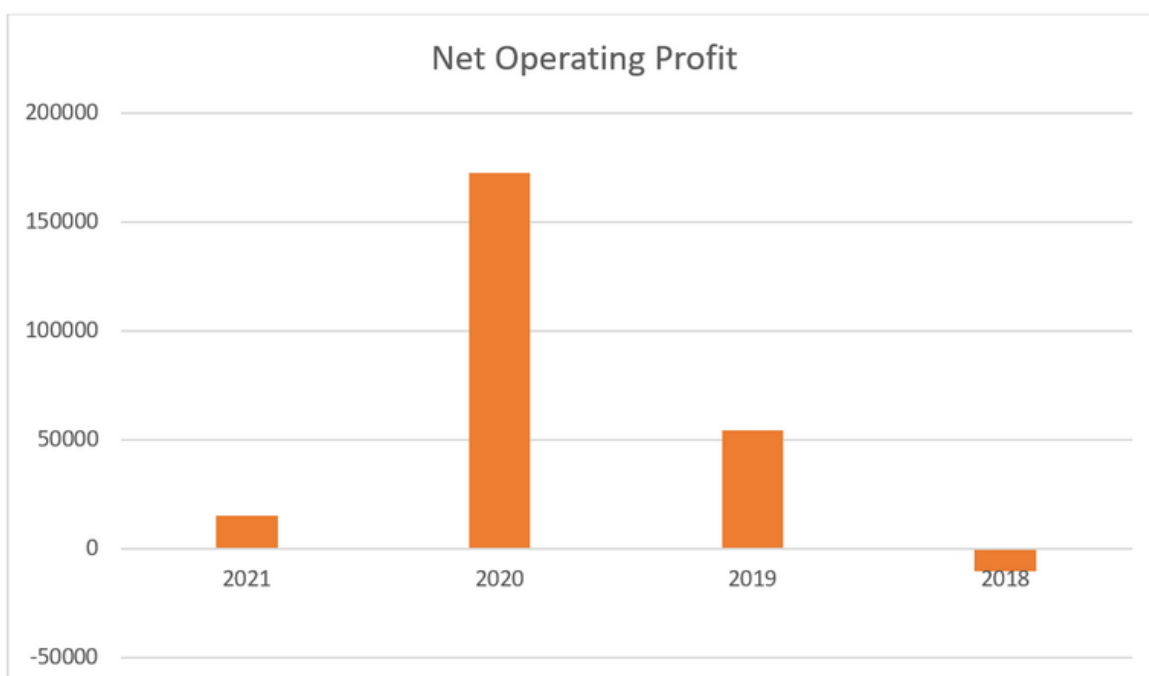
Source of Expenses



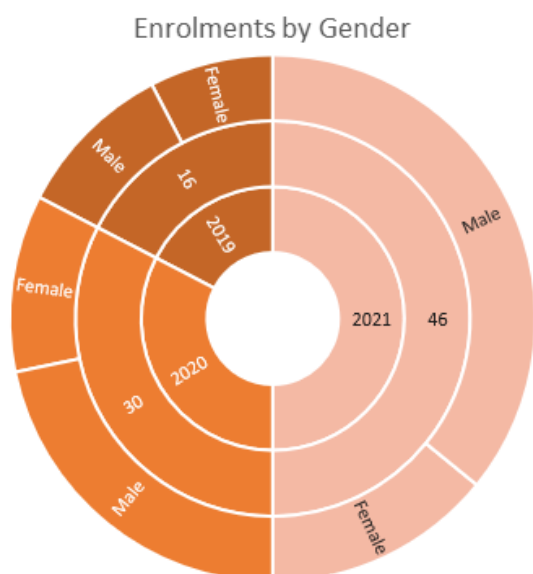
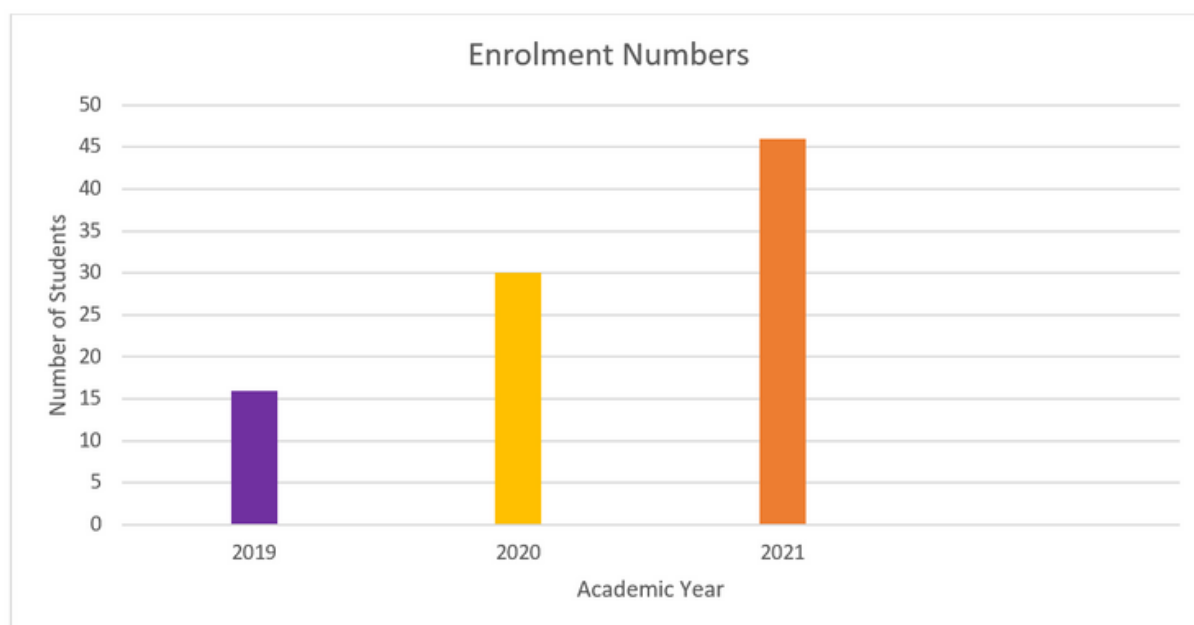
Source of Income



Net Operating Profit



ENROLMENTS



Percentage Growth in Enrolments	
2019	87%
2020	
2021	53%

NAPLAN

Our school participates in NAPLAN as a required part of our participation in the ACARA framework. Parents may sign a conscientious objection to not participate. In 2021 Naplan did not go ahead due to Covid 19.

Principal's Report

2021 saw us journey through our 3rd year of operation at Enkindle. It is always a pleasure to welcome back familiar faces as well as welcome new students and families to our community.

Again this year we were faced with the challenges of Covid 19 lockdowns which proved a challenge to our wider community.

This year was a year of growth with increasing student numbers and a number of new initiatives and partnerships.

With our cohort reaching year 5 we began planning for our high-school development which is incredibly exciting. We have formed some great relationships with high schools across Australia who are using innovative approaches and who are happy to share their wealth of knowledge with us on this journey.

Our staff have continued to show their passion for developing and learning all they can to best support our students in our innovative environment. We saw a number of other schools approach Enkindle with a desire to learn more about how we use the curriculum and how our behaviour management supports students.

This year we welcomed Luna, our wellbeing support dog. She loves coming to school to see all her friends and is always there for a play or cuddle when students or teachers need her.

Thank you to our lovely families for all their support this year. We are seeing real growth in the community spirit and love working closely with all our families.

Lastly, thank you to our students who continue to amaze us with their intelligence, creativity and caring natures. It is a pleasure to watch both them and our school grow with strength each year.



Board Report

2021 has been another big year for our small school and the management committee. The annual report is always a good opportunity to look back and we can reflect on the significant achievements our school has made over the last 3 years. Of course this is not without hurdles, but we continue to learn, grow and improve with each challenge that comes our way.

We would like to start by acknowledging and thanking our Enkindle team. Our school is fortunate to have a dedicated, experienced and passionate group of staff who aim to ensure our vision and mission is met every day. Our staff are pivotal to our success and the community as a whole remain thankful for their efforts.

We are thankful to our students who live our values of liberty, curiosity and joy every day and their families who place their trust in the Enkindle team. Our students remain at the centre of everything we do.

The Board achievements across 2021 included development of a board charter, formalised delegations document and commencement of a sub committee which allows us to bring expert knowledge and skills to the table.

The end of 2021 saw our financial management and reporting be outsourced and we have commenced a more formalised approach to the recruitment of new board members.

In response to requests from our school community we have re-commenced General Association meetings each term to keep everyone informed and our school community engaged. This has been a good way for everyone to reconnect back to the school community following the challenges of the COVID restrictions.

Another significant piece of work that was lead by Kiri has been the high school application which was submitted to NSSAB before the end of the 2021 school year.

Unfortunately in 2022 we will be saying goodbye to 2 board members at this years AGM. Amanda Morris who has been a long standing board member since before the school opened and Steffen Tannenberg who has been part of the board for the last 2 years.

These two amazing people who are also parents of students at the school have played an important part in helping the board meet it's governance requirements and help the school continue to grow and meet the needs of its community. They have also been pivotal in the support and work they have put in to help the management committee address and overcome the challenges that we have faced in last 2 years and it is because of their commitment that the management committee is now in a strong position as we head towards 2023. I would personally like to take this opportunity to acknowledge them and thank them both for their commitment, support, knowledge, experience and friendship during this time.

2022 will see the management committee focus on securing our long term location and further cementing our governance practices and processes and continue with plans for establishing a high school.

This year we look forward to expanding the Board with new Board members to elect at the AGM as well as continuing to grow and move into the next phases of our development.

Susan Stock
TISA Inc. President.

2021 Highlights



BILLABONG SANCTUARY

A trip to Billabong Sanctuary is always a hit. So many interesting animals to see and a great way to connect to what students are learning in their science curriculum.



KIDS CAFE

Some of our older students wanted to run a small coffee business. They had Barista training and have been working hard on all aspects of their business. It has been a huge success and they raised over \$1000 in 2021



PERMACULTURE GARDEN

Our community came together to create an amazing permaculture garden full of fruit, vegetable, herbs and medicinal plants. The students work hard looking after the space and are enjoying using the produce in their cooking.



MARKET DAY

Our market day was a huge success. All items were created by students and the whole event was student run. We all had so much fun buying and selling all the amazing things on offer.



SUSTAINABILITY

Our students worked with local campaigner Dave Dudley to create signs to combat illegal dumping. Their signs are displayed in the local community.



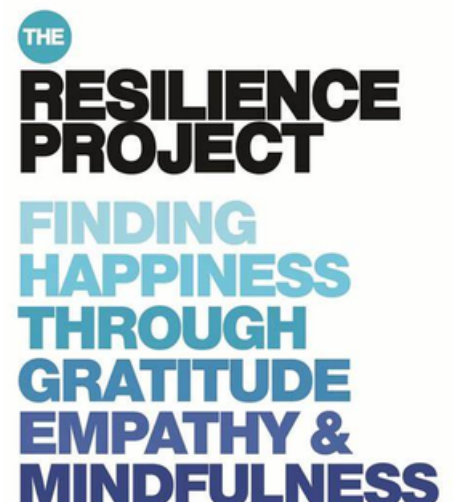
FOREST SCHOOL

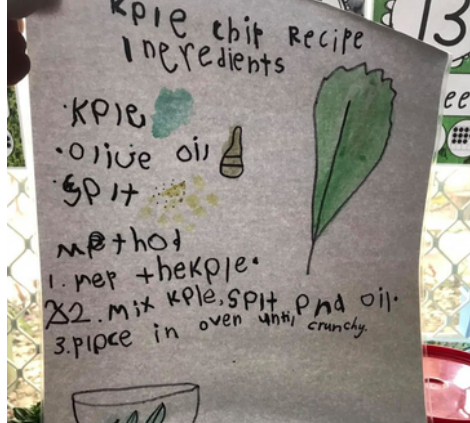
Forest School is the perfect way to take our learning out into the environment around us. Students learn to understand biology, seasons, weather patterns as well as social skills such as communication and collaboration.



RESILIENCE PROJECT

This year we partnered with The Resilience Project. They are an amazing organisation that promotes developing resilience in our students and compliments the Enkindle curriculum and wellbeing program fantastically.





COOKING

Cooking is a great way to learn many skills. Our kids love reading and writing recipes, using their maths skills, collecting home grown produce and of course eating the yummy food!!!



PCYC GYM

Our Prep students visited the PCYC for a junior movement program. Such a great way to learn about how their growing bodies move.



OUR WELLBEING DOG (LUNA)

This year Luna joined us as the Enkindle wellbeing dog. We are teaching her how to behave at school. She loves cuddles and playing and really loves listening to a great story.





JCU

We love being on the JCU campus. This year we visited many places including the science building and its amazing fish tank, the Eddie Koiki Mabo Library and Wadda Mooli Creek.





COMMUNITY VISITORS

Community is a huge part of our Enkindle Learning. We love it when people visit us to teach us about aspects of our community.

We have had some informative and very fun visits from:

- The local police station
- Ergon energy
- Alex Salvador and his drum circle
- The local Fire Brigade

Following on from the drum circle visit we successfully applied for a Community Gambling Benefit Fund to purchase \$5500 dollars worth of traditional drums to allow us to have regular school drum circles.

