

Narragunnawali
Reconciliation in Education

NAKRA GUNNA WALI

RECONCILIATION ACTION PLAN

Mackillop College
May 2019 to May 2020



RECONCILIATION
AUSTRALIA

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OUR VISION FOR RECONCILIATION

MacKillop Catholic College joins with our Aboriginal and Torres Strait Islander brothers and sisters to ensure greater understanding of their culture within Australia.

Our vision is for reconciliation to be achieved at MacKillop Catholic College by showing respect to Aboriginal and Torres Strait Islander peoples, their Land, cultures, spirituality and traditions.

We are committed to ensuring that community participation is strong and vibrant and that care and compassionate activities are demonstrated through all activities. We will be a community of learning where each individual student is cared for and valued, and the wider community is enriched by the presence of our College.

MacKillop Catholic College focuses on preparing young men and women to take their place in society and Lead with Courage, continuing the work and emulating the values of our namesake and Australia's first Saint, Saint Mary of the Cross MacKillop.

The values developed within our students are:

- Strong clear minds which value learning;
- Compassionate hearts; and,
- Courageous spirits to serve others with confidence.

To achieve our vision, MacKillop Catholic College will welcome all opportunities to build stronger relationships with our Aboriginal and Torres Strait Islander families. We will work within the College and with outside organisations to ensure our Aboriginal and Torres Strait Islander students are afforded equal and equitable opportunities. The College will seek ways to encourage broader engagement with, and stronger relationships between, the Aboriginal and Torres Strait Islander community and non-Indigenous school community.

ACKNOWLEDGMENT OF COUNTRY

We acknowledge the Larrakia people, the Traditional Owners of this Land and pay respect to their Elders, past, present and future for they hold the memories, the traditions, the cultures and hopes of Aboriginal Australia and of those who educate their children in this area. We show respect for their history, their culture and our shared future.

We will always remember that under the concrete, steel and asphalt of this College, this Land is, was and always will be traditional Aboriginal Land.

RAP WORKING GROUP

Name	Position
Candice Slingerland	Staff (teaching)
Oren Tyler	Staff (non-teaching)
Pavlina Mellious	Staff (Indigenous Education Worker)
Rachel Taylor	Staff (teaching)
Rebecca Dowling	Staff (teaching)
Michelle Rafferty	Staff (teaching assistant)
Gordon Middleton	Staff (teaching)
April Flannery	Staff (teaching)
Grace Skehan	Staff (teaching)
Sherri Bryers	Staff (teaching)
Tammy Woodward	Staff (teaching)
Michael Graham	Staff (teaching)
Suman Binda	Staff (teaching)
John Chisholm	Staff (teaching)
Jasen Bryers	Staff (Indigenous Education Worker)
Mltch Musulin	Staff (teaching)
Bonnie Morton	Staff (teaching)
Lauretta Graham	Principal / Director

RAP SUPPORT NETWORK

Name	Role/Organisation
Michael Graham	Deputy Principal MacKillop Catholic College
Gavin Nolan	Teacher
Lorna Parker	Head of Middle School / Teacher



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander People in the Classroom	We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms as guests to work alongside our students and children in learning activities. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.	Sherri B, Lauretta G, April F	Ongoing
Opportunities for Aboriginal and Torres Strait Islander Students and Children	We commit to providing opportunities for our Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the well-being of Aboriginal and Torres Strait Islander students and children, and create shared pride for Aboriginal and Torres Strait Islander cultures, contributions, identities and histories in the wider school community.	Sherri B, Lauretta G, Jasen B, Pavlina M	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Cultural Competence for Staff	We will reflect on our current level of cultural competence and provide staff with a range of opportunities to build and extend their knowledge and understanding of Aboriginal and Torres Strait Islander cultures. We also commit to supporting staff to independently seek out and participate in a variety of cultural awareness experiences that assist them on their own journey of understanding.	Sherri B, Lauretta G	Ongoing
Reconciliation Projects	Our school will collaborate on projects that visibly and authentically embed Aboriginal and Torres Strait Islander histories and cultures in learning programs and the physical environment. Through this culture of collaboration across the school and with the community, we commit to creating an environment where young people, staff and community members acknowledge, respect and experience connection to the First Australians.	Sherri B, Lauretta G, Bonnie M, Mltch M, Jasen B, Tammy W, Candice S, Grace S, April F, Rachel T, Pavlina M	27/05/2019 - 31/05/2019



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Welcome to Country	Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. By incorporating these protocols into formal events and important occasions, we recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Custodians of their Land.	Sherri B, Lauretta G, Bonnie M	Ongoing
Celebrate National Reconciliation Week	Our school community celebrates National Reconciliation Week (NRW) which is held from 27 May to 3 June each year by talking about reconciliation in the classroom and around the school, and celebrating with the community. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.	Sherri B, Lauretta G, April F	27/05/2019 - 03/06/ 2019
Build Relationships with Community	We commit to building relationships with our local Aboriginal and Torres Strait Islander community that are built on mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and community members.	Sherri B, Lauretta G, Jasen B	14/12/2018



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Teach about Reconciliation	Our school community is committed to learning about reconciliation in Australia. Having an understanding of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey. This understanding also helps to strengthen engagement with our school's RAP by positioning it within the broader story of reconciliation in Australia.	Mltch M	27/05/2019
Teach about Days of National Significance	We commit to incorporating nationally significant days for Aboriginal and Torres Strait Islander peoples and reconciliation into our curriculum to increase knowledge of Aboriginal and Torres Strait Islander histories, cultures, contributions and contemporary issues. We also commit to including Aboriginal and Torres Strait Islander perspectives when teaching about other national days, such as 26 January (Australia Day) and Anzac Day.	Sherri B, Lauretta G, Bonnie M, Jasen B, Grace S, April F, Gordon M, Rebecca D, Rachel T, Pavlina M	Ongoing
Explore Current Affairs and Issues	We are committed to raising awareness of current affairs and issues in the public domain that are of particular significance to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. This will be done through curriculum delivery, policies and procedures, and will be integrated into the ethos of our school.	Mltch M	14/12/2018



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Acknowledgement of Country	Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff and students have the opportunity to show respect to Traditional Owners and Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year.	Sherri B, Laretta G, Bonnie M, Mitch M, Jasen B	14/12/2018
Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures	We commit to demonstrating our respect for Aboriginal and Torres Strait Islander histories and cultures in the physical environment of our school. We understand that making our respect visible in the learning environment through the incorporation of meaningful, relevant and culturally appropriate art, artefacts and symbolism reinforces our work toward reconciliation. It also makes our intentions and actions clear to our students, parents and the broader community.	Laretta G	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flag as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.	Sherri B, Laurreta G, Bonnie M	Ongoing
Take Action Against Racism	Racism can have serious negative consequences for the people who experience it, for those who witness it, and for wider society. When racism is properly understood it is easier to overcome. We commit to building awareness of what racism is, the impacts of racism and how to respond effectively when it occurs through an anti-racism strategy tailored to the needs of our school.	Sherri B	14/12/2018



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Curriculum Planning	Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited to identify the extent to which Aboriginal and Torres Strait Islander histories, cultures and contributions are already embedded, and to identify opportunities for strengthening the representation of this content in the curriculum.	Sherri B, Lauretta G, Mltch M, John C	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Inclusive Policies	All staff in our school are aware of policies that refer specifically to improving educational outcomes for Aboriginal and Torres Strait Islander people and increasing knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. We have a plan in place to ensure all staff comply with these policies in their daily practice. Our internal policies have been, or will be, amended to ensure they are also inclusive of Aboriginal and Torres Strait Islander people and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.	Sherri B, Lauretta G	Ongoing
Staff Engagement with RAP	Commitment to the Reconciliation Action Plan (RAP) from all staff is essential for developing a RAP that is implemented in a meaningful and sustainable way. All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the RAP Working Group.	Sherri B, Lauretta G, Bonnie M	Ongoing
RAP Budget Allocation	We have set aside dedicated funds from within our budget to procure relevant goods and services that strengthen the sustainability of our RAP Actions. Staff are aware that it is important to consider remuneration for people who have been involved in RAP initiatives out of respect for the time and resources that they have contributed.	Sherri B, Lauretta G, Jasen B, April F	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Celebrate RAP Progress	We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future.	Sherri B, Laurreta G, Bonnie M, Jasen B, April F, Pavlina M	Ongoing

