Category: Mental Health Promotion

Entry Title: Shooting Stars: Empowering Aboriginal Girls and Young Women

Name of Applicant: Rose Whitau

Organisation: Shooting Stars Program, Glass Jar Australia
Part B: Additional Information and addressing the criteria

SHOOTING STARS PROGRAM OVERVIEW

Glass Jar Australia is a not-for-profit charity based in Perth, Western Australia, which seeks to empower local communities to lead social change. Glass Jar Australia has three key purposes: to provide support to Aboriginal communities via programs that drive social change, leading to sustainable communities; to promote purposeful and healthy lifestyles amongst Aboriginal communities through localised collaboration and; to facilitate the provision of local support to Aboriginal youths. One of Glass Jar Australia’s initiatives, in conjunction with Netball Western Australia, is Shooting Stars, a program which uses netball and other incentives as rewards to encourage young Aboriginal and Torres Strait Islander girls to improve their school attendance, while promoting their health and wellbeing. First established as a pilot project in Halls Creek in July 2014, Shooting Stars now reaches nearly 400 girls and is embedded in eight sites across Western Australia: Carnarvon Community College, Derby District High School, Halls Creek District High School, Laverton School, Leonora District High School, Meekatharra District High School, Mullewa District High School, and Narrogin. In Narrogin the program is located in the Senior High School but also services Narrogin Primary School and East Narrogin Primary School.

Glass Jar Australia strongly believes that Shooting Stars is a program that is guided by Aboriginal women, staffed by Aboriginal women, for Aboriginal women. The Glass Jar Australia Board is chaired by senior Nyoongar woman Glenda Kickett, and includes Robyn Walley (Nyoongar) and Carol Innes (Nyoongar) alongside senior Nyoongar man Dr Richard Walley OAM, all of whom provide professional insight, support, guidance, and ensure that Glass Jar Australia and its Shooting Stars program follow appropriate cultural protocols and expectations. Shooting Stars is committed to employing and growing Aboriginal and Torres Strait Islander women through its governance structure and Indigenous employment strategy, which includes a traineeship model to foster local Indigenous women, where local trainees learn the ropes of the Program Coordinator position while undertaking a Certificate III or IV in either Sport and Recreation or Youth Work. This system has proven very successful, with Shooting Stars’ Aboriginal and Torres Strait Islander staff rate growing from 50% in 2015 to 85% in 2019. Glass Jar Australia and Shooting Stars are also committed to upskilling staff with key professional development and learning opportunities and ensuring that Indigenous women are represented in all levels of program governance. The Shooting Stars leadership team is comprised of the Glass Jar Australia Executive Officer, Fran Haintz, three Regional Managers: Kirsten Howard (Yaru and Yamatji), Latoya Bolton-Black (Nyoongar and Yamatji), Bernie Kop, Curriculum Coordinator Lowana Corley (Kungarakan, Paperbark Peoples, Finniss River Northern Territory), and Research Manager Rose Whitau (Ngai Tahu, Waitaha, Kati Mamoe, and Pakeha). Latoya was promoted to the Regional Manager position after working as a Program Coordinator for 12 months, during which time she undertook the Australian Institute of Management’s “The New Manager” course. Kirsten was Shooting Stars first Trainee (Derby) in 2016 and has risen through the ranks with support and training from Glass Jar Australia, taking the Assistant Program Coordinator (Derby) role in 2017, the Program Coordinator (Derby) role in 2018, and has recently come on board as Regional Manager (Kimberley) in 2020.

The Shooting Stars program is site specific, with staff adapting a key set of deliverables to the requirements and interests of the host school, community, and students. The diagram below is a logic
model of the Shooting Stars program, and provides a summary of Shooting Stars activities, outcomes, and evaluation tools.

**SHOOTING STARS PROGRAM ACTIVITIES**
The Shooting Stars program comprises five key activities: advocacy and support for participants; engagement activities; health and wellbeing sessions; rewards; and community engagement and collaboration. The following describes each of these activities in greater detail:

**Advocacy and support for participants**
Shooting Stars staff are all women and are predominantly Aboriginal (85% at time of writing). The Shooting Stars program is located within the school context: each Shooting Stars program has its own room on site, and staff work within school grounds (except when engaging community, taking participants on excursions etc.). Staff work both proactively and reactively within the school, providing advocacy and support for participants. Staff will meet regularly with school administration, teachers, and behaviour management teams to ensure that the program is meeting participant needs and aligned with school systems. Examples of advocacy and support that staff provide for participants at school include:
- Staff will meet regularly with school administration, teachers, and behaviour management teams to ensure that the program is meeting participant needs and aligned with school systems.
• Providing a safe space (Shooting Stars room) where participants can go when escalating (this is often part of participant behaviour management plans) or when they are feeling low and need someone to talk to
• Re-entry and mentoring support for participants after long absences for school (this includes new girls who weren’t previously registered to the program)
• Advocating for participants during school meetings or just sitting in on meetings with participants and their families in support
• Meeting participant hierarchy of needs such as transport to and from school, clean clothing, food, sanitary and hygiene items
• Conflict-mediation between students and between students and other school staff

Engagement activities
Engagement activities vary between sites and throughout the year depending on what’s happening in community, the season, and the interests of participants and their Program Coordinator(s). Some examples include:
• Netball training and games at school and/or in community
• Other sport training and games at school and/or in community
• Activities in the Shooting Stars room at lunch time (again this varies widely from site to site but has included board games, “Just Dance” dance battles, arts and crafts, chilling and listening to music etc)
• Welcome back to school events/activities like Shooting Stars Open Days (for students and families)
• Inclusive trips/events e.g. movie night, afternoon at the pool (different from a reward which is for only those who meet certain criteria, see below)
• Being genuinely happy to see participants, always welcoming them to the Shooting Stars room, and having fun!

Health and wellbeing sessions
The health and wellbeing aspect of the Shooting Stars program is grounded within the Shooting Stars curriculum framework which defines health and wellbeing based on Gee et al. 2013’s model of Aboriginal and Torres Strait Islander social and emotional wellbeing (see diagram left).

At each site, Program Coordinators plan health and wellbeing sessions based on participant and community need identified by the school, the community, the localized steering committee, participants, and themselves. The following provides examples of each:
• School: At the first teacher PL before school started in 2020, Mullewa DHS discussed how they would be focussing on one of their school values “be solid” for the first term. The Mullewa Program Coordinator then incorporated ways participants can “be solid” in Shooting Stars during their first health and wellbeing session on Shooting Stars program rules.
• **Community:** In term 3 2019 two former Derby Shooting Stars participants tragically died (Derby Shooting Stars is only for primary school aged girls as Role Models is in the high school). The Program Coordinator, as well as organising a memorial service for the girls, ran several health and wellbeing sessions on understanding grief and loss.

• **Localised steering committee:** Through yarning circles (see the evaluation section below), local steering committees, comprised of school staff, Aboriginal community members, participant parent/caregivers/family members, local service providers, and Shooting Stars staff identify health and wellbeing sessions that they would like Shooting Stars to deliver. The committee will be given a summary report of a yarning circle where participants have discussed their attitudes towards the education, health and wellbeing, future, and identity. Committee members suggest health and wellbeing session topics based on the evidence provided from these reports and their own observations of participants at school and in community. For example, in 2019 the Narrogin steering committee suggested the following health and wellbeing topics for 2020:
  - Having the confidence to avoid peer pressure and make decisions for yourself
  - Pride in Aboriginality
  - Respect for carer/parents, self, and culture
  - Understanding grief and loss
  - Exploring the world beyond Narrogin

• **Participants:** Two great examples of how participants direct health and wellbeing session content is the Leadership Project and end of year Awards Nights. For more information on the Shooting Stars Leadership Project see attachment. Shooting Stars Awards Nights are held in term four every year and everyone in community is invited. The participants plan the event, rehearse their speeches and items (e.g. dance performances), that they select and choreograph during health and wellbeing sessions.

• **Shooting Stars staff:** At Shooting Stars we’re all about strengths-based approaches and we strongly encourage our staff to deliver health and wellbeing sessions in areas that they are passionate about and/or have particular skills in. For example, Fifi Sesar was our school-based Trainee in Carnarvon in 2019 (she graduated year 12 in 2019 and is now a fulltime Trainee at Carnarvon) is passionate about educating her peers about sexual health. She engaged professionals from the Carnarvon AMS to deliver health and wellbeing sessions on sexual health to the high school Shooting Stars cohort. Similarly, Haylee Rivers, Program Coordinator at Halls Creek from 2016 to 2018 was trained at WAAPA, so she used to incorporate a lot of theatresports and dramatic play into her health and wellbeing sessions. Shelley Coleman, the current Program Coordinator at Leonora Shooting Stars, used to work for Mooditj, and not only delivers the Mooditj program at her site, but will be upskilling other staff at the next staff training in April.

**Rewards**

Once registered with the program, participants are encouraged to improve or maintain their school attendance through a system of structured rewards. The difference between rewards and engagement activities is that participants must meet certain criteria to be eligible for rewards, whereas engagement activities are inclusive.

There are three reward types: weekly, once per term, and Leadership. While the following provides broad examples, please see the individual site summaries within the [2019 Annual Report](#) for lists of what rewards each site ran in 2019. Weekly rewards are to help participants maintain momentum.
Examples include a weekly free lunch for participants with 100% attendance for the previous week, or a prize box where one participant who has gone above and beyond that week gets to pick something out. Rewards that happen once per term are exclusively for participants who have attended school 80% of the time or more or have made an improvement of 20% from the previous term and have good behaviour in class. At each site, Program Coordinators will offer one primary school and one high school (where applicable) reward each term. These rewards have included: culture days/camps on country; netball carnivals (day trip/camp); movie nights; afternoons at the pool; pamper sessions; camps to the closest town with associated activities. Shooting Stars runs two statewide Leadership camps each year, one cultural camp for primary school participants at Lombadina and Broome that focuses on country learning; and one pathways camp for high school participants in Perth, where participants visit universities and workplaces (amongst other activities).

**Community engagement and collaboration**

As our logic model shows, at Shooting Stars we find it difficult to separate community engagement and collaboration into either an activity or an outcome. For us, community engagement is both an activity — it’s something we do, and it’s an outcome — it’s something we want to achieve. We engage the community and we want the community engaged. Here are some ways that we go about this. Again, please see the site summaries in the [2019 Annual Report](#) for more concrete examples:

- We attend relevant community meetings e.g. Carnarvon Youth Services
- We collaborate and support other service providers, we don’t duplicate! E.g. Shooting Stars staff provide transport and coaching at Stephen Michael Foundation’s Nightfields in Narrogin
- We actively seek community feedback and governance through local steering committees and the brand-new, soon-to-be-implemented open community yarning circles in 2020 (see below)
- We invite local service providers to deliver health and wellbeing sessions to our participants, e.g. in 2019 Shooting Stars Halls Creek engaged the following organisations:
  - Yura Yungi Aboriginal Medical Health Services’ Tackling Indigenous Smoking and Services’ Suicide Prevention teams, and one of Yura Yungi’s nurses (Atteya) came in several times throughout the year to discuss various topics with the girls such as nutrition, exercise, hygiene, puberty and body changes (year 5 to 8 participants) and sexual health (year 9 to 12 participants)
  - Jungarn Jutjya Aboriginal Corporation’s Financial team
- We run events where we invite participants, their families, broader community, and local service providers both on school grounds e.g. Shooting Stars room Open Day, International Women’s Day brunch, and in community e.g. St Barbara versus Shooting Stars participants netball match at local recreation centre, Meekatharra Awards Night at Shire Hall
- It should also be noted that while the Department of Prime Minister and Cabinet identified our first sites (Carnarvon, Derby, Halls Creek, and Meekatharra), schools and communities requested Shooting Stars implementation at Laverton, Leonora, Mullewa, and Narrogin. Supporting documents (petitions, letters etc.) can be provided.

**SHOOTING STARS PROGRAM EVALUATION**

Shooting Stars evaluates the success of the program through collation of attendance data from the school Integris system, through participant case studies (internal, shared only with the Department of Prime Minister and Cabinet under strict confidentiality agreements), and yarning circles. The graph
below compares whole school attendance data against Shooting Stars participant attendance data for each calendar year since Shooting Stars program implementation. The graph demonstrates how Shooting Stars participants have consistently higher attendance rates than the whole of their school, with the exception of Narrogin Senior High School, which is the only Shooting Stars site where Aboriginal and Torres Strait Islander students are a minority group, not the majority.

Yarning with the Stars Project
In 2016, the Department of Prime Minister and Cabinet requested pre- and post-program qualitative surveys. To meet these requirements, Shooting Stars developed the Yarning with the Stars project, which draws on Western and Indigenous research methods to provide qualitative evaluation for the program. We have published our methods in an open access journal, please see: Whitau and Ockerby (2019) for more information. The Yarning with the Stars project has ethical consent from the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), HREC Reference Number: EO89-24072018. Consent is currently granted until June 2022.

Yarning circles are used as a means for participants and steering committees to provide both direct and indirect (in the case of participant attitudes – see diagram below) feedback about the program. Between September 2016 and December 2019, Shooting Stars staff have conducted 70 yarning circles, with over 600 non-staff member contributions. The number of yarning circles has grown each year, from nine in 2016 to 28 in 2019.

By offering communities, via steering committees, a space to feedback, the program is owned and reshaped by its communities. However, we want more feedback from more people.
communities. While steering committee feedback is important, we need to ensure that we are listening to the diverse voices within our communities. To achieve this, we have applied for an amendment to our ethics approval from AIATSIS to include community yarning circles from 2020 onwards. Our application was approved with conditions at the final AIATSIS meeting for 2019. These community yarning circles will be conducted by Shooting Stars staff or elders. The yarning circles will be open to the public, based in community (not on school grounds), and take place after a Shooting Stars event (e.g. Shooting Stars Mothers versus Daughters netball match).

By facilitating yarning circles and analysing the results, Shooting Stars staff build their capacity as researchers. Regional Managers Helen Ockerby and Rose Whitau first attended the World Indigenous People’s Conference on Education (WIPCE) in Toronto in 2017. The conference, which runs every three years, will take place in Adelaide in 2021 (postponed by COVID-19 outbreak). Shooting Stars has entered three abstracts for consideration. Lowana Corley, Curriculum Development Coordinator, will present on the Shooting Stars Health and Wellbeing Curriculum, and how Shooting Stars health and wellbeing sessions are developed through collaboration with communities and participants via yarning circles. Rose Whitau, Research Manager, will present on Shooting Stars research and evaluation frameworks. Helen Ockerby, former Shooting Star Regional Manager for the Kimberley and is now the Culture, Art and Sport Manager at Garnduwa Amboorny Wirnan, will present with two senior high school Shooting Stars Leaders on the Leadership Project. The two students will be selected from the Shooting Stars Leadership Project by the Glass Jar Australia Board.

The Yarning with the Stars project will also support the growth of Aboriginal and Torres Strait Islander women academics. The “Shooting Stars PhD or Masters Scholarship” will provide a stipend for a postgraduate student to undertake further evaluation of the Shooting Stars program through the Centre for Aboriginal Studies at Curtin University. The scholarship is explicitly for an Aboriginal woman and will be advertised in January 2020. Through this scholarship, Shooting Stars will not just be providing an opportunity for one Aboriginal woman to further her postgraduate career — she will be working closely with Shooting Stars staff and participants, and will be a role model for them as well.

Site yarning reports can be shared on request. These reports explore participant attitudes to health, wellbeing, education, the future, the Shooting Stars program, and participant identified barriers and solutions to school non-attendance. The following quotes, which provide Shooting Stars program feedback, are taken directly from yarning circles and serve to illustrate participant and community perceptions of and engagement with the Shooting Stars program.
“...we should go to a different school and show them how good Shooting Stars is.” Carnarvon year 6 participant, 2016

“I personally think that that photo where we’re all sitting or where everyone is sitting together represents the Shooting Stars program a bit more emotively rather than the wall because the wall doesn’t say that we are a part of something and who was there or anything, but that photo where we’re all sitting together shows how comfortable and how we all are around each other...” Carnarvon high school participant, 2017 (yarning circle with photovoice)

“I think from the school’s perspective I think that having excellent female role models in the school, as [name omitted] said, are comfortable to come to, where you are providing them with a very wholesome model of what life’s all about...” Carnarvon steering committee member, 2019

“Yeah, I reckon it’s good that you’re employing students, I thought that’s pretty awesome, and even doing traineeships hopefully in the future, if you can get a school-based traineeship happening, and just everything in general I think that you do with the girls.” Carnarvon steering committee member, 2019

“I think the support that the Shooting Stars staff offer our kids is amazing. I think the consistency that they’re there and how our kids know that they can go to someone, I think all the extra things that you do, whether it be the food, whether it be the dance, the cultural trips, all the extra activities they provide... I think all that’s just phenomenal for our kids.” Derby steering committee member, 2019

“I seriously think that with what the school’s gone through this year, without having Shooting Stars there for support I reckon we would have had a lot of kids who would have been disengaged because they wouldn’t have had the support mechanism...when they’re in Shooting Stars when they get that one on one time and that support that’s needed, yeah, just to show that they’re loved, definitely helps and I guess that increases attendance and their engagement as well.” Derby steering committee member, 2019

“Shooting Stars is a company to help all young girls with – like, they can do netball, and they can help them with their problems, and if they need help, they can help them, and they provide stuff for us.” Derby year 5 or 6 participant, 2019

“We can be ourselves at Shooting Stars.” Derby year 5 or 6 participant, 2019

“Yeah, I think we've got staff that students really feel comfortable with and whenever I'm talking about safe adults with kids in Shooting Stars, and the girls, Shooting Stars is almost always, like, number one or number two on the list in terms of who they say are their safe people.” Halls Creek steering committee member, 2019

“...outside of these walls here you can see the impact they have on these girls, like, any of the kids would - like you said, they've identified them as safe people. So I think that relationship that they have - and especially if it's local people as well, it's a really good sort of foundation...”
thing that they - they have. So I think that’s working really well.” Halls Creek steering committee member, 2019

“We have our own room and the boys aren’t allowed in here, unless they get permission. We had an awesome camp. I got to meet new friends. I made new friends, I really did.” Meekatharra year 7 participant, 2017

“Yeah like I said before you feel wanted and that motivates you to go to school as well. Seeing people there that are actually trying to help you pursue your - like trying to finish school or you know your dreams. So really good and makes you feel comfortable inside and you can just tell them how you feel or you know you can just always go to them.” Mid-West Gascoyne high school participant, 2018

“All the girls in Shooting Stars get together, get to know each other and just talk.” Mullewa year 5 or 6 participant, 2017

“I just think we’ve had a great start, it’s been great getting it up and running. [Shooting Stars] has been amazing”. Mullewa steering committee member, 2017

“I probably couldn’t speak highly enough of the Shooting Stars.” Narrogin steering committee member, 2019

“I think from the school’s point of view also, that Shooting Stars really keeps us informed as to where the girls are at, and interact within the community, so we can be responsive as opposed to reactive. I think that relationship that we have as a school with our Shooting Stars team and program I think is really strong. I see that the girls are seeing our adults model that we get on and we just work together and we’re here as a team and I think that that is going to infiltrate into the school over time, that modelling. It’ll just take time. But from our point of view, we’ve got more of a finger on the pulse because of the communication that we’re getting, because of your local knowledge and your understanding of the community.” Narrogin steering committee member, 2019

References

CONCLUSIONS
Preventative health and wellbeing programs for Aboriginal young people tend to propagate Western, colonial paradigms: Aboriginal populations are targeted, yet Aboriginal voices are rarely heard throughout the planning, delivery, and evaluation stages of program implementation. In order to balance the system in mental health service delivery, it is essential that the voices of program participants – and the communities within which these programs serve – are provided a platform to determine what those outcomes are to be, and how they are to be achieved.

Shooting Stars is a health promotion program delivered by Aboriginal women for Aboriginal girls and young women that is grounded in an Aboriginal and Torres Strait Islander social and emotional wellbeing framework. The program collaborates with schools, communities, stakeholders, and the participants themselves through localized steering committees and the Yarning with the Stars project. Reaching nearly 400 girls and young women across regional and remote Western Australia, Shooting Stars is making a significant contribution to mental health outcomes using methods that are not just culturally appropriate, but grounded in local culture. By adapting program activities and outcomes to meet the needs and expectations of each site, Shooting Stars is owned by the communities it serves, which is, in our opinion, best practice for mental health promotion delivery.

REFEREES

Eliot Money
Principal Derby District High School

Eliot is currently a School Representative on the Derby Shooting Stars Steering Committee and has worked alongside the Shooting Stars program at both Derby and Halls Creek District High Schools.

Lynne Mitchell
Senior Health Promotion Officer at WACHS – Midwest

Lynne has been an Aboriginal Community Representative on the Carnarvon Shooting Stars Steering Committee since February 2016.
SUPPORTING MATERIAL

Shooting Stars Facebook Page Engagement Data <https://www.facebook.com/ShootingStarsWA/>
Number of Followers: 3,799, 84% of whom identify as women, 15% of whom identify as men
Locations:
  - Countries
    - Australia – 92.9% of followers
    - New Zealand – 3.2% of followers
    - United Kingdom – 0.39% of followers
  - Cities/Regions:
    - Perth – 45.1% of followers
    - Geraldton – 4.1% of followers
    - Broome – 4.0% of followers
    - Melbourne – 3.1% of followers
    - Carnarvon – 2.3% of followers
    - Derby – 2.0% of followers

4,192 engaged users per month for 2019 (users that have engaged with Shooting Star’s Facebook posts – either liked, commented, or clicked the link)

Publications

Yarning with the Stars Project: An Indigenous evaluation protocol for a sport for development and peace program

Rose Whitau¹, Helen Ockerby¹

¹Shooting Stars: Education Through Netball, Glass Jar Australia
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Please click the link here to access the full article.

The following pages are taken from the Shooting Stars Annual Report 2019. To access the full report, please click the link here.
Carnarvon

Staff
• Bernie Kop, Program Coordinator
• Tiare Lesa, Assistant Program Coordinator
• Fifi Sesar, School-based Trainee

Engagement activities
In 2019, we ran the following engagement activities:
• Bi-weekly netball training with primary school participants at lunchtime
• One netball session for high school participants every Tuesday
• One joint Clontarf-Shooting Stars basketball session for high school participants every Wednesday recess
• Weekly Boxfit sessions at PCYC for Work Ready Girls (Years 10—12)
• Picnic lunch every Tuesday in the Shooting Stars room in terms three and four
• Transport to and from football training with the Stephen Michael Foundation and support with coaching
• The Shooting Stars room was open for 30 minutes before school started every day for high school students

Health and Wellbeing Sessions
In 2019, we ran weekly health and wellbeing sessions with the year 8—10 participants, covering topics such as bullying, International Women’s Day, hygiene, beauty therapy, goal setting, public speaking, and building confidence. We also used this time to attend a bike ride program comprising bicycle fitness and nutrition run by the Carnarvon Physiotherapy Gym, where our participants trained to complete the 50km ride to the Blow Holes at the end of Term 3.

We delivered the Recreational Pursuits Program in Sport and Recreation in conjunction with the Work Ready Program (Years 10—12) and the high school P.E. teacher. Through this, Shooting Stars assisted participants to earn points towards their Certificate II in Sport and Recreation through Box Fit and Gym Work sessions at the PCYC, pool sessions at Carnarvon Aquatic Centre to complete their Bronze Medallion, horse riding and grooming program at Evans Equestrian services and lawn bowls.

We supported five Work Ready Program participants to complete their Certificate II in Community Service through two initiatives: hospital visits to the Permanent Aged Care Facility, where participants perform beauty therapy and other engagement activities such as physical movement and bingo, and a courtyard/play centre upgrade at the Helping Minds Centre that will be suitable for young children who attend with family members.

Rewards
In 2019, we focused on rewarding our participants who went above and beyond with their attendance and behaviour at school:
• In terms one and two we ran pool reward activities every week for the top nine Year 5 and top nine Year 6 girls with the best attendance and behaviour;
• The top one to two high school participants from Years 7—12 with attendance 90% and over and excellent behavior were selected to attend our Leadership Camp in Coral Bay;
• Two outstanding Year 6 participants attended the Shooting Stars Statewide Primary Leadership Camp in Lombadina and Broome;
• 10 primary and high school participants with excellent attendance, behaviour and leadership potential attended a Cultural Leadership Camp in Shark Bay hosted by Wula Gura Nyinda Eco Cultural Adventures;
• Our Shooting Stars school-based trainee attended the WIMWA camp in Perth for two days alongside one of the selected Year 11 participants.
• We also organised the following rewards for girls with 80% attendance and good behaviour in class:
  • Primary school sleepover in the Shooting Stars room (two senior Shooting Stars participants supported this night, running activities and games);
  • A professional photoshoot at the Cactus Farm, One Mile Jetty, and

“I think that you just modelling how we live our lives healthily and that means more physically and mentally, they need those positive role models and Fifi’s going to fill that position too.”

Shooting Stars Steering Committee Member, Carnarvon
the beach for the high school participants. This was organised by one of our high school participants for her Leadership Project. The participants had their hair and makeup done professionally for the photo shoot;

- 50 km bike ride to the Blowholes (Year 8—10) with Shooting Stars Ambassador and West Coast Fever Player Verity Charles.

**Community Events**

In 2019, we ran the following community events:

- International Woman’s Day lunch in the Shooting Stars Room for all Community Service Providers. There were approximately 80 people who attended;
- On R U OK day we ran an activity station at recess and lunch with some fun activities to educate students on what R U OK day means and stands for;
- Shooting Stars netball team for Year 11 and 12 participants and staff in the Carnarvon Netball Association competition on Tuesday nights;
- Shooting Stars Awards Night on the December 5 was well-attended by over 150 Shooting Stars participants, family members, and community members;
- Attended and supported a community disco at Carnarvon Community College, the Clontarf Coral Coast Cup football carnival, and a FASD information morning tea facilitated by Ngala Mid-West.

**Collaboration**

- Shooting Stars Staff work closely with student services, the administration team, and teachers to ensure they are providing the right support for the right participants across the school. Support required by students included: transport to and from school, re-entry and mentoring after long school absences, food, clean clothing, sanitation and hygiene items, conflict-mediation, counselling, and a safe space the students can go to when escalating or when they are feeling low and need someone to talk to;
- Alongside PCYC, Clontarf, and RSAS, we supported the Stephen Michael Foundation in their delivery of football sessions and a term two trip to Perth for Year 5—7 girls to play football at half time during a West Coast Eagles game. During this camp the participants were also able to attend a West Coast Fever game through Shooting Stars;
- Attended the monthly RSAS working group meeting and the quarterly Carnarvon Youth Services meeting;
- Our school-based trainee works closely with Carnarvon Medical Service Aboriginal Corporation (CMSAC) to organise regular health checks for all girls at Carnarvon Community College as part of her leadership project.

**Yarning Circles**

In 2019 we facilitated three yarning circles:

- Participant attitudes to education, health and wellbeing, and relationships:
  - Year 5 and 6 participants
  - Years 8—10 participants
- Summary report of participant attitudes to education, health and wellbeing, and relationships, and Shooting Stars program feedback
  - Steering committee

Our Shooting Stars Leaders also delivered two yarning circles with their high school cohort. In the first they discussed and selected their Leadership Project and in the second they evaluated that project.

“Relationships are when you have a close bond with your friends, your family and anybody else you know and it means that you - you trust someone, you love them and you - they’re always there for you if you’re down or you’re happy or you’re excited. You always have someone whose there to cheer you up.”

Shooting Stars Year 5 or 6 participant, Carnarvon
Feature Story School-based traineeships

Saripha “Fifi” Sesar, based in Carnarvon and Raeona “Rae” Weaver, based in Derby were the first school-based trainees for Shooting Stars in 2019, transitioning into site-based trainees in 2020. Fifi and Rae completed their traineeships one day per week in 2019, graduating Year 12 with a WA Certificate of Education. Fifi joined the Shooting Stars program in 2017 and said the initiative showed the clear career pathway for local Aboriginal women through the program.

“It’s family to me. I started the Program in Year 10 and ever since then they’ve helped me come so far throughout everything. Even when I’m having a bad day – coming in and having their smiles bright up my day – it’s really helped me to develop into the person I am today. What they’ve done for me, I can now do that for other students. It’s something I’m really passionate about, giving back to other people.” Saripha “Fifi” Sesar, Shooting Stars School-Based Trainee, Carnarvon

“I reckon it’s good that you’re employing students, I thought that’s pretty awesome, and even doing traineeships hopefully in the future, if you can get a school-based traineeship happening, and just everything in general I think that you do with the girls.” Shooting Stars Steering Committee Member, Carnarvon
Feature Story Kirsten Howard

Derby Program Coordinator, Kirsten Howard, raised $7,000 to purchase a multi-use trailer for the Derby site, that will help with excursions, after school activities and camps. Kirsten has been with the Shooting Stars program since 2016. She was the first Aboriginal young woman to complete the Shooting Stars employment pathway, successfully undertaking a 12-month traineeship. She took on an Assistant Coordinator role in 2017 and has since advanced to Coordinator of the Shooting Stars Derby site. Kirsten worked tirelessly to raise the funds as a participant in the Derby Boab Queen contest, organising activities within the Derby area including a colour run, night markets, football canteen, an Era Night Costume party, raffles, sold cheese boards, and set up a Go Fund Me page.

A big thank you to Mount Gibson Iron a new sponsor of the Shooting Stars program who generously supported us by transporting the trailer to Derby.

“I wanted to show my two boys that you can achieve whatever you set out to do, no matter who you are. I’m motivated to make a difference and I’m inspired by the work of Glass Jar Australia and the Shooting Stars Program. I want to support an organisation that has supported me.”

Kirsten Howard, Shooting Stars Program Coordinator Derby
Several positive attendance stats

"...we had a restructure with our school attendance strategy this year and we saw a real decline in it and Shooting Stars picked it up with the girls and goes out and picks up our girls and makes sure they’re ready for school; making sure that they are dressed, they’re fed and, like, those, like, hierarchy of needs is met. So they’re ready to enter the classroom and set their day up right; I think that really important." - Shooting Stars Steering Committee Member, Halls Creek

Engagement activities

In 2019, we ran the following engagement activities:

- Weekly football training with all participants which turned into the Lady Hawks football team comprised of Shooting Stars participants and their family members;
- Weekly football matches with community members after school;
- Monday night netball where Shooting Stars participants play against other community members;
- Weekly basketball training and games for all Shooting Stars participants in community through term four;
- Shooting Stars runs morning pick up services to participants that leads into the school’s breakfast program;
- The Shooting Stars room is open at recess and lunch with various activities on offer from origami to designing new football jerseys for the East Kimberley Women’s Football League;
- The Shooting Stars room is open for “safe space afternoons” for all participants every Wednesday and Thursday after school. During this time, we yarn, dance around, and create a positive atmosphere. The participants use these afternoons to touch base with staff about any issues that they’re having;
- Participants were encouraged to engage with an activity called “Warm Fuzzies”, where participants wrote positive messages about each other that were shared at the end of term;
- In term four Shooting Stars Ambassador West Coast Fever Captain Courtney Bruce visited. Courtney supported participants in class, engaged in fun activities with participants, and shared her story.

Health and Wellbeing Sessions

In 2019 we had a one-hour health and wellbeing session with a different cohort each day: Monday year 7s, Tuesday Year 9 and 10s, Wednesday Year 5 and 6s, Thursday Year 8s, and Friday Year 11 and 12s. Throughout the year we explored bullying, friendship, leadership, suicide prevention, team building, self-esteem, identity, community mapping, and self-care. We also ran sessions aligned with important dates throughout the year, such as International Women’s Day, Harmony Day, NAIDOC, R U Okay Day, and Indigenous Literacy Day.

We engaged several service providers to deliver health and wellbeing sessions to the girls, including:

- Yura Yungi Aboriginal Medical Health Services’ Tackling Indigenous Smoking team;
- Yura Yungi Aboriginal Medical Health Services’ Suicide Prevention team;
- Yura Yungi Medical Health Services Nurse came in several times throughout the year to discuss various topics with the girls such as nutrition, exercise, hygiene, puberty and body changes (Year 5 to 8 participants) and sexual health (Year 9 to 12 participants);
- Jungarni Jutiya Aboriginal Corporation’s Financial team;
- Mental health workers delivered sessions on self-esteem and how to live a healthy, happy life;
- Mental health workers, the Halls Creek District High School psychologist and Shooting Stars ran an after-school photo voice program to understand what makes Halls Creek teenagers happy and sad.
Rewards
Throughout 2019, we invited participants with 80% attendance and higher, or an improvement of 20% from the previous term, and good behaviour to attend the following rewards:

• Shooting Stars Cup Fitzroy Crossing (netball, basketball, and football with Shooting Stars Derby, Fitzroy, and Bayulu with support from Garnduwa) for Year 5 and 6 participants;
• Kununurra camp which included a netball game against Kununurra, kayaking Lake Argyle, and a boat cruise for Year 8—10 participants;
• Dockers Shield Netball Cup in Kununurra for Year 5 and 6 participants;
• North West Netball Championships in Broome for high school participants;
• We took five Year 5 and 6 participants to the Shooting Stars Statewide Primary Leadership Camp in Lombadina and Broome;
• On Country Cultural Camp at El Questro for high school participants;
• Kununurra camp which included kayaking Lake Argyle and a river cruise for Year 5 and 6 participants;
• Broome camp which included visiting the Crocodile Park, the movies, shopping, and playing football at the beach for high school participants.

Community Events
• Shooting Stars Halls Creek works closely with school administration and teachers, supporting students in class, and providing support for events such as the Halls Creek District High School open night. Shooting Stars and teachers have a contract in place for all Shooting Stars students to keep track of all Shooting Stars behaviour and attendance to attend any Shooting Stars camps. Teachers and administration call Shooting Stars if they require assistance with any of the Shooting Stars girls. The school is very supportive of Shooting Stars, with teachers providing support during health and wellbeing sessions every day;
• Shooting Stars works actively in the Halls Creek community running and supporting regular sporting events, such as Monday night netball and providing transport and coaching for football; engaging local service providers during health and wellbeing sessions; and sitting on the Remote School Attendance Committee and the Halls Creek Basketball Association Committee;
• Shooting Stars held an attendance strategies and services meeting that was well attended by local service providers;
• The Halls Creek Shire provided three of their ten traineeship positions for Year 12 Shooting Stars participants;
• Mother’s Day lunch for all participants and their mums. Participants treated their mums, aunties, and nanas to hand massages and manicures and presented them with gifts they had made during the week.

Yarning Circles
In 2019, we facilitated three yarning circles:

• Participant attitudes to education, health and wellbeing, and relationships:
  » Primary school participants
  » High school participants
• Summary report of participant attitudes to education, health and wellbeing, and relationships, and Shooting Stars program feedback
  » Steering committee

“I think we’ve got staff that students really feel comfortable with and whenever I’m talking about safe adults with kids in Shooting Star, and the girls, Shooting Stars is almost always, like, number one or number two on the list in terms of who they say are their safe people.”
Shooting Stars Steering Committee Member, Halls Creek

“I think Shooting Stars is doing, like, well with engaging particularly, like, I mean, I’m in the younger years section; so engaging those younger years in doing those really strong, positive relationships with our girls and engaging them in the hopes that that’ll capture them for, like, those later years in their education. Because they know they have a person that they can go to if they’re not feeling comfortable in the classroom. And then also, like, that allows for more opportunity to engage them in further conversations about their wellbeing and about leadership and about the importance of education and all that. I think they’re doing really well at that.”
Shooting Stars Steering Committee Member, Halls Creek
Feature Stories Narrogin

- One of the highlights of this term is the announcement of the Narrogin Senior High School student council for 2020. Eight Shooting Stars participants self-nominated for student council, which involved delivering a speech on why they should be selected. Of the eight Shooting Stars participants that self-nominated, four were elected as student councilors in 2020: Taya Garlett of Year 7, Dakoda Bolton-Black of Year 8 (second year running), Holly McGuire of Year 9, and Chante Kickett for Prefect. This is a massive achievement, particularly when only one Aboriginal student nominated in 2018, showcasing the growth amongst our participants;

- Shontae Jetta, a year 9 Narrogin Shooting Stars participant, won the NAIDOC netball design competition run by Netball WA in collaboration with Insurance Commission of WA’s “Belt Up” campaign. Shontae’s design was printed on hundreds of balls that were used for this year’s NAIDOC Carnival in Perth. Part of the prize was for West Coast Fever Head Coach Stacey Marinkovich to deliver netball clinics to the Narrogin Shooting Stars participants. Our participants absolutely loved learning from Stacey and talking to her about life on and off court.

“I think from the school’s point of view also, that Shooting Stars really keeps us informed as to where the girls are at, and interact within the community, so we can be responsive as opposed to reactive. I think that relationship that we have as a school with our Shooting Stars team and program I think is really strong. I see that the girls are seeing our adults model that we get on and we just work together and we’re here as a team and I think that is going to infiltrate into the school over time, that modelling. It’ll just take time. But from our point of view, we’ve got more of a finger on the pulse because of the communication that we’re getting, because of your local knowledge and your understanding of the community.”

Shooting Stars Steering Committee Member, Narrogin.