



Earnshaw State College

Strategic Plan 2018 - 2021

School Profile

Earnshaw State College is a P-12 college located in Banyo amid a vibrant and growing business district situated within the Airport Development Precinct. Earnshaw's location and seamless P-12 approach to schooling facilitates the delivery of unique and exciting learning opportunities for our students. At Earnshaw, we believe that it is important to ensure that our curriculum engages the broad range of learners, enabling them to enjoy learning in a safe and inclusive environment. Our focus is on excellence in teaching and learning and our College staff is a diverse, highly qualified group of professional and paraprofessional people whose unwavering focus is on the success and wellbeing of our students.

As a Prep to Year 12 College, students are able to experience the benefits of a seamless approach to curriculum, teaching, learning and personal development for the length of their schooling life. Earnshaw students are motivated, enterprising young people who strive for personal success in their studies and are committed to the values, aspirations and goals of their college.

Vision

Vision: Every Student Achieving Success

Mission: Embrace Challenge, Learn with Passion, Take Opportunities

Values

Our values shape the Earnshaw culture of 'Prepare Today for Tomorrow', allowing our community to build a productive partnership between all stakeholders where learning with open hearts and minds is valued.

Our core values are:

- Diligence
- Integrity
- Courage
- Empathy





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Improvement Priorities

Literacy and numeracy gains across the college

Success indicators				
1. Improved student success in achieving above NMS in reading and writing. Continual improvement in Literacy and Numeracy				
2. Increased number of students achieving U2B in NAPLAN - 40% and /or 55% A or B level of achievement.				
3. Targets: 95% NMS in Reading and Writing.				
Strategies	2018	2019	2020	2021
Implement the College Literacy and Numeracy Priorities			✓	✓
Develop and implement the whole college approach to the teaching of writing		✓	✓	✓
Develop a whole college approach to the teaching of numeracy			✓	✓
Monitor Student Progress using data and evidence		✓	✓	✓

Teaching Excellence

Success indicators				
1. Improved achievement in all learning areas of the Australian Curriculum. Target 90% C or above.				
2. 100% staff implementation of the Pedagogical Framework as evidenced by classroom observations and line management meetings.				
3. Improved achievement for students in the upper two bands - 55% A or B				
4. Consistency of teacher judgement against the Australian Curriculum Achievement Standards as evidenced by collaboration and moderation practices.				
5. 50% staff engaged in classroom profiling with 5 staff trained as a classroom profiler.				
Strategies	2018	2019	2020	2021
Continue to build coaching, mentoring, profiling, observation and feedback practices	✓	✓	✓	✓
Implement a whole college approach to the explicit teaching of cognition.			✓	✓
Review, renew and continue to embed the pedagogical framework			✓	✓
Engage in collaborative planning and moderation each term and review annually	✓	✓	✓	✓





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Improvement Priorities

Learning and Wellbeing

Success indicators				
1. Reduction in SDA				
2. Improved learning outcomes for students with a disability.				
3. Attainment of year 12 or equivalent and improved transitions to further education, training and employment				
4. Increased enrolment in prep and year 7				
5. Improved attendance to 85% or more				
Strategies	2018	2019	2020	2021
Review and implement the Earnshaw State College Student Code of Conduct		✓	✓	✓
Improved Student Services Team meetings and processes for identification and support for all students.		✓	✓	✓
Develop partnerships for pathways and transitions-preparing all students for the future	✓	✓	✓	✓
Continue to build networks and enrolment opportunities in local primary feeder schools and early education centres.		✓	✓	✓
Support Busy Bees Playgroup		✓	✓	✓
Support student attendance with flexible arrangements and support services and flexiSpace.			✓	✓





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School Improvements

Improvement Name	Description
Writing Improvement	Professional Development for 30 staff in "Write That Essay" each year. Develop an implementation plan for beyond 2021
Literacy and Numeracy Framework	Develop and implement a literacy and numeracy Priorities
Increased number of students in U2B	Improved student A and B level of achievement
STEM	Develop STEM classes in years 6 & 7
Literacy and Numeracy Classes	Implement Literacy and numeracy classes in years 6 - 9 to boost literacy and numeracy improvement
Develop Capacity of Leadership Team	Engage all in a 360 Degree Feedback cycle once positions have been filled.
Student Leadership	Implement a transparent student leadership selection process.
School Culture	Introduce a House system of student management
Student Services Team	Improve support for students in a timely manner
Attendance	Improve attendance and engagement through flexible arrangements and FlexiSpace.

Endorsement

This plan was developed in consultation with the school community and meets school needs and systemic requirements.

Principal

P and C / School Council

