



Earnshaw State College

2021 Annual Implementation Plan

Improvement Priority 1. Literacy and numeracy gains across the college

Targets		
100% NMS and 40% U2B Reading, Writing, Numeracy or/and 90% A -C Level of achievement and 55% A & B level of achievement in all subject areas.		
Strategy:	Implement the College Literacy and Numeracy Priorities	
Actions	Timeline	Responsible Officer(s)
All staff enact the College Literacy and Numeracy Priorities	Ongoing	Principal, Deputy Principal, HOD, HOSES, Year Coordinator
Strategy:	Develop and implement the whole college approach to the teaching of writing	
Actions	Timeline	Responsible Officer(s)
Continue to implement Write That Essay (WTE) with new staff members (Year 3 staff) engaging in WTE professional development and year 1 and 2 staff continuing to embed in their day to day work.	Ongoing	Principal, Deputy Principal, HOD, HOSES, Year Coordinator
Strategy:	Develop a whole college approach to the teaching of numeracy	
Actions	Timeline	Responsible Officer(s)
Teachers use common language and a consistent approach to order of operations and problem solving	Ongoing	Principal, Deputy Principal, HOD, HOSES, Year Coordinator
Strategy:	Monitor Student Progress using data and evidence	
Actions	Timeline	Responsible Officer(s)
Data meetings week 5 and data review at end of the term.	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, HOSES, Year Coordinator





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Improvement Priority 2. Teaching Excellence

Targets		
<p>Improved achievement in all learning areas of the Australian Curriculum. Target 90% C or above. 100% staff implementation of the Pedagogical Framework as evidenced by classroom observations and line management meetings. Improved achievement for students in the upper two bands - 55% A or B Consistency of teacher judgement against the Australian Curriculum Achievement Standards as evidenced by collaboration and moderation practices. 50% staff engaged in classroom profiling with 5 staff trained as a classroom profiler.</p>		
Strategy:	Continue to build coaching, mentoring, profiling, observation and feedback practices	
Actions	Timeline	Responsible Officer(s)
All staff engaged in observation and feedback each term. All beginning staff allocated a mentor. Mentor guided by mentoring handbook	Ongoing	Principal, Deputy Principal, HOD, HOSES, Year Coordinator
Strategy:	Implement a whole college approach to the explicit teaching of cognition.	
Actions	Timeline	Responsible Officer(s)
Staff engaged in professional development for the explicit teaching of cognitive verbs	Term 1	HOD
Strategy:	Review, renew and continue to embed the pedagogical framework	
Actions	Timeline	Responsible Officer(s)
All staff to engage in review of the Gradual Release of Responsibility (GRR) pedagogical framework in planning and in practise.	Ongoing	Principal, Deputy Principal, HOD, HOSES
Strategy:	Engage in collaborative planning and moderation each term and review annually	
Actions	Timeline	Responsible Officer(s)
Staff develop collaborative practices for reviewing data, planning, and assessing.	Term 1	Principal, Deputy Principal, HOD, HOSES





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Improvement Priority 3. Learning and Wellbeing

Targets		
Reduce short term suspensions Increase student attendance to >85% Reduce gap for indigenous students Increased proactive programs for intervention and support		
Strategy:	Review and implement the Earnshaw State College Student Code of Conduct	
Actions	Timeline	Responsible Officer(s)
Provide awareness session. Include in staff handbook. Follow processes identified in the Student Code of Conduct	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, HOSES, Year Coordinator
Strategy:	Improved Student Services Team meetings and processes for identification and support for all students.	
Actions	Timeline	Responsible Officer(s)
Weekly meetings scheduled, attendance and behaviour data tabled, action in a timely manner.	Ongoing	Principal, Deputy Principal, Guidance Officer, HOSES
Strategy:	Develop partnerships for pathways and transitions-preparing all students for the future	
Actions	Timeline	Responsible Officer(s)
Provide opportunities for varied pathways for students	Ongoing	Principal, Deputy Principal, Guidance Officer
Strategy:	Continue to build networks and enrolment opportunities in local primary feeder schools and early education centres.	
Actions	Timeline	Responsible Officer(s)
Engage with local cluster, participate in leadership days and activities, hold gala sporting events for local primary schools, parent information sessions at local ECEs	Ongoing	Principal, Deputy Principal, HOD
Strategy:	Support Busy Bees Playgroup	
Actions	Timeline	Responsible Officer(s)
Provide teacher and teacher aide to support community playgroup	Ongoing	Principal, HOD





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Improvement Priority 3. Learning and Wellbeing

Targets

Reduce short term suspensions
 Increase student attendance to >85%
 Reduce gap for indigenous students
 Increased proactive programs for intervention and support

Strategy: Support student attendance with flexible arrangements and support services and flexiSpace.

Actions	Timeline	Responsible Officer(s)
Timely intervention for students who are not engaged and or not attending through proactive programs, flexible arrangements and use of the FlexiSpace	Ongoing	Principal, Deputy Principal, Guidance Officer, Year Coordinator

Endorsement

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

Principal

P and C / School Council

