

ANNUAL IMPROVEMENT PLAN 2025

Priority Targets				
English	Maths	Senior	Attendance and Retention	SOS
≥90% of P-12 students achieve A - C ≥50% of P-12 students achieve A - B	≥90% of P-12 students achieve A - C ≥50% of P-12 students achieve A - B	100% of Year 12 students achieve QCE Personalised pathways	Attendance – 90% Retention 6 –7 & 10-11	Improved SOS results related to management of behavior

School Strategic Plan - 1. Curriculum

Reading – Explicit teaching of Vocabulary / Word Studies

Actions	Targets/Outcomes	How	Responsible Officer(s)
Enact and embed the Reading vocabulary strategy p – 10 and dialogic reading THROUGH THE Australian Curriculum	100% of teaching staff implement reading strategy	Evidenced in PLT and collaborative planning & learning sequences of unit plans, learning walls, evidenced via classroom observations / walk throughs	Principal, AP HoDs Teachers
Actions	Targets/Outcomes	How	Responsible Officer(s)
Improved English A & B results across the college.	≥50% of P-10 students achieve A - B results in English	Data analysis and investigation of the academic results across the college, alignment of achievement standards & joint moderation 6 & 7	Principal, DP– primary and secondary, HoD – English, Teachers

Data analysis – Student Data Dashboard

Actions	Targets/Outcomes	How	Responsible Officer(s)
Dashboard data strategy process implemented through scheduled data analysis, planning and review week 3 each term	100% of staff engage in dashboard data strategy for student improvement.	Scheduled Line Manager lead discussions each term. Learning wall / Bump It Up wall conversations	Principal, AP, DP, HoDs, Teachers

Moderation

Actions	Targets/Outcomes	How	Responsible Officer(s)
2025 Moderation - consistency of practice and streamline processes	100% Engagement in stages moderation practices	All staff, primary and secondary engaged in school moderation during PLT /Collaborative planning; Primary – cluster moderation	Principal, AP, DP, HoDs, Teachers

School Strategic Plan - 2. High Impact teaching Strategies

Actions	Targets/Outcomes	How	Responsible Officer(s)
Impact Teaching Strategies (HITS) in planning and teaching. Continue work on exemplars and feedback + 2025 faculty choice	Targeted HITS strategies shared regularly at sub- school/faculty staff meetings.	Evidenced in classroom observations and walkthroughs	Principal, AP, DP, HoDs, Teachers

School Strategic Plan - 3. High Expectations

Improved identification of and support for students

Actions	Targets/Outcomes	How	Responsible Officer(s)
Early identification of students requiring intervention – academic, attendance, social and emotional and behavioral	Intervention programs in place for all students identified, consistency of approach to disciplinary absences	Intervention in place: Pause, Zones of Regulation, flexispace, behaviour plans, targeted programs	Principal, AP, DP, HoDs, Teachers

Explore and promote community partnerships

Actions	Targets/Outcomes	How	Responsible Officer(s)
Focused engagement with the community to promote Earnshaw State College	Increased enrolments in Prep and Year 7 Increased SBT/SBA opportunities for students Increased engagement of Year 10-12 students in Work Experience	Allocate staff to engage with local kindergartens promote onsite playgroup, engagement with local feeder schools, engage with local industry	Principal AP , DP, Teachers RTO Manager, ILO

