



Charleville State School

2021 Annual Implementation Plan

Improvement Priority 1. Staff Capability

Targets		
100% of teachers participating in PLC All staff with APDP		
Strategy:	Build the capacity of teachers through the implementation of observation and feedback cycles to support staff development	
Actions	Timeline	Responsible Officer(s)
Develop CSS professional learning plan to facilitate implementation of observation and feedback cycles	Ongoing	Principal, HOD, HOSES
Ensure provision of time and resources to facilitate implementation of co-teaching and coaching	Ongoing	Principal, HOD
Strategy:	Annual Performance Development Plans aligned to Professional Learning Plan and school priorities	
Actions	Timeline	Responsible Officer(s)
Ensure staff APDP are aligned to CSS Explicit Improvement Agenda	Term 1	Principal
Facilitate professional development based on identified areas of focus through EIA and APDP	Ongoing	Principal
Strategy:	Establish PLCs to facilitate professional learning and collaborative practices to develop high quality teaching practice	
Actions	Timeline	Responsible Officer(s)
Facilitate intentional collaboration to support professional learning and improved teaching and learning through the establishment of PLCs	Term 2	Principal, HOD, HOSES
Develop Staff Meeting Cycle to facilitate intentional collaboration	Term 2	Principal, HOD, HOSES





Charleville State School

2021 Annual Implementation Plan

Improvement Priority 2. Quality Teaching and Learning

Targets

75% of students achieving C or better in English and Maths

All teachers engage with literacy and numeracy continuum to monitor students' development in the curriculum

Strategy: Establish a consistent evidence based approach to the teaching of reading and writing

Actions	Timeline	Responsible Officer(s)
Continue implementation of SSP using PLD resources across all year levels, providing support and professional learning for effective implementation	Ongoing	Emma Brennan, Joanne Springall, Rebecca Washbrook
Collaborative development and review of curriculum unit plans	Ongoing	Principal, HOD, Year Coordinator

Strategy: Develop a numeracy framework to establish CSS ways of working in numeracy

Actions	Timeline	Responsible Officer(s)
Establish a shared understanding of best practice in the teaching of literacy and numeracy learning to the development of CSS teaching and learning framework	Ongoing	Principal, HOD, HOSES, Year Coordinator
Deliberate and systematic use of data to inform curriculum development and teaching and learning including use of Literacy and Numeracy continua	Ongoing	Principal, HOD, HOSES, Year Coordinator

Strategy: Sharpen pre, during and post moderation processes to embed collaborative practices and build capacity for continual improvement

Actions	Timeline	Responsible Officer(s)
Sharpen pre-moderation processes to deepen understanding of curriculum development and planning	Ongoing	Principal, HOD, Year Coordinator
Establish processes and protocols for post moderation to ensure understanding of curriculum intent and consistency of teacher judgment with GTMJ	Ongoing	Principal, HOD, Year Coordinator





Charleville State School

2021 Annual Implementation Plan

Improvement Priority 3. Inclusive Practices

Targets		
All at risk students supported by individual support plans Improved behaviour data		
Strategy:	Collaboratively develop a shared vision for inclusive education aligned to the explicit improvement agenda	
Actions	Timeline	Responsible Officer(s)
Develop a shared understanding of inclusive practices that is consistent across the school	Ongoing	Principal, Guidance Officer, HOSES
Strategy:	Continued use of data to inform areas of priority for intervention and support	
Actions	Timeline	Responsible Officer(s)
Instigate collegial sharing of strategies to improve student engagement in learning activities	Ongoing	Katie Lewis, June Menzies-Brown, Karren Needer, Rebecca Washbrook
Data analysis used to inform targeted allocation of resources to support student learning	Ongoing	Luke Blumke, Molly Gibson, Katie Lewis, Karren Needer, Rebecca Washbrook
Strategy:	Implement co-teaching and coaching model to build capacity of teachers to engage and include all students	
Actions	Timeline	Responsible Officer(s)
Implement co teaching and coaching model to develop capacity of staff for effective differentiation of teaching and learning to meet student needs	Ongoing	Principal, Guidance Officer, HOD, HOSES
Develop a shared understanding of effective pedagogical approaches that support quality teaching and learning	Ongoing	Principal, HOD, HOSES, Year Coordinator
Strategy:	Embed CSS PBL practices that are consistently enacted across the school	
Actions	Timeline	Responsible Officer(s)
Continue implementation of PBL ensuring consistency of practice with all staff	Ongoing	Luke Blumke, Molly Gibson, Karren Needer
Develop co-teaching and coaching to support understanding and consistent implementation	Ongoing	Principal, HOD





Charleville State School

2021 Annual Implementation Plan

Improvement Priority 4. Community Partnerships

Targets

Attendance at 92% or better
Support services engaged to support learning needs

Strategy: Review and refine processes for monitoring and improving student attendance

Actions	Timeline	Responsible Officer(s)
Develop innovative strategies to improve attendance of students with high absenteeism	Term 2	Principal, Guidance Officer, HOD, HOSES
Embed consistent, effective PBL strategies to support student engagement and celebrate student successes	Ongoing	Principal, Guidance Officer, HOD, Year Coordinator

Strategy: Enlist the support of a cultural liaison to deepen understanding and awareness of cultural significance in relation to student engagement

Actions	Timeline	Responsible Officer(s)
Engage with appropriate community members to deepen understanding of cultural matters and support in liaising with families	Term 1	Principal
Develop ties with community support personnel and agencies to ensure appropriate support for students and families to engage successfully in learning at school	Ongoing	Principal, HOD, HOSES

Strategy: Ensure appropriate and effective use of support services to support student engagement and achievement

Actions	Timeline	Responsible Officer(s)
Ensure a coordinated approach with support agencies for effective student support	Ongoing	Principal, Guidance Officer, HOD, HOSES

Endorsement

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

Principal

P and C / School Council

Assistant Regional Director

