



Charleville State School

2022 Annual Implementation Plan

School Priorities

School Strategic Plan - 1. Staff Capability

Long-term targets/desired outcomes

- Effective mentoring and coaching processes
- Formalised observation and feedback cycle enacted
- Professional Learning Plan implemented for all staff

AIP targets/desired outcomes

- All staff engaged in collaborative professional learning through mentoring, coaching, co-teaching and modelling
- All staff with APDP

School Strategic Plan Strategy:	Build the capacity of teachers through the implementation of observation and feedback cycles to support staff development	
Actions		Responsible Officer(s)
	Implement CSS Collegial Engagement Framework with all teaching staff engaged in observation and feedback cycle	Principal, HOD
School Strategic Plan Strategy:	Annual Performance Development Plans aligned to Professional Learning Plan and school priorities	
Actions		Responsible Officer(s)
	Ensure APDP align to CSS explicit improvement agenda	Principal
	Facilitate professional development in line with identified areas of focus in APDP	Principal, HOD
School Strategic Plan Strategy:	Establish PLCs to facilitate professional learning and collaborative practices to develop high quality teaching practice	
Actions		Responsible Officer(s)
	Facilitate collaborative engagement through PLC meeting cycle to develop school wide practices for improved teaching and learning	Principal, HOD





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School Strategic Plan - 2. Quality Teaching and Learning

Long-term targets/desired outcomes

- 75% of students receiving a C or better in English
- Use the data profile for literacy and numeracy to track student growth and improvement.

AIP targets/desired outcomes

- Improved A-E data with increase in students achieving A-C in English in line with School Action Plan targets

School Strategic Plan Strategy:	Establish a consistent evidence based approach to the teaching of reading and writing	
Actions		Responsible Officer(s)
Implement co-planning model to ensure effective planning, implementation, monitoring and assessment of English curriculum		Principal, HOD, Year Coordinator
School Strategic Plan Strategy:	Develop a numeracy framework to establish CSS ways of working in numeracy	
Actions		Responsible Officer(s)
Co-develop CSS numeracy plan with agreed framework for numeracy teaching and learning.		Principal, HOD, HOSES, Year Coordinator
School Strategic Plan Strategy:	Sharpen pre, during and post moderation processes to embed collaborative practices and build capacity for continual improvement	
Actions		Responsible Officer(s)
Sharpen pre-moderation processes to deepen understanding of curriculum development and planning		Principal, HOD, Year Coordinator
All teaching staff engage in moderation across all junctures with engagement in cluster moderation		Principal, HOD





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School Strategic Plan - 3. Inclusive Practices

Long-term targets/desired outcomes

- Improved academic achievement for all students
- All students at risk supported through individual support plans
- Improved engagement for all students

AIP targets/desired outcomes

- All identified students supported by individual support plans

School Strategic Plan Strategy:	Collaboratively develop a shared vision for inclusive education aligned to the explicit improvement agenda	
Actions		Responsible Officer(s)
Develop a shared understanding of inclusive practices that is consistent across the school		Principal, Guidance Officer, HOSES
School Strategic Plan Strategy:	Continued use of data to inform areas of priority for intervention and support	
Actions		Responsible Officer(s)
Data analysis used to inform targeted allocation of resources to support student learning		Principal, Guidance Officer, HOD, HOSES
School Strategic Plan Strategy:	Implement co-teaching and coaching model to build capacity of teachers to engage and include all students	
Actions		Responsible Officer(s)
Develop a shared understanding of effective pedagogical approaches that support quality teaching and learning		Principal, Guidance Officer, HOD, HOSES
School Strategic Plan Strategy:	Embed CSS PBL practices that are consistently enacted across the school	
Actions		Responsible Officer(s)
Develop walk-through model to support understanding and consistent implementation of PBL expectations		Principal, HOD, Year Coordinator





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School Strategic Plan - 4. Community Partnerships

Long-term targets/desired outcomes

- Coordination of support services to improve student outcomes
- Attendance lifted to 92%
- Cultural consultant working with school staff

AIP targets/desired outcomes

- Lift attendance to at least 90%
- Improved community engagement to support diverse learning needs

School Strategic Plan Strategy:	Review and refine processes for monitoring and improving student attendance	
Actions		Responsible Officer(s)
Develop innovative strategies to improve attendance of students with high absenteeism		Principal, Guidance Officer, HOD, HOSES
School Strategic Plan Strategy:	Enlist the support of a cultural liaison to deepen understanding and awareness of cultural significance in relation to student engagement	
Actions		Responsible Officer(s)
Engage with community members to deepen understanding of cultural matters and support in liaising with families		Principal
School Strategic Plan Strategy:	Ensure appropriate and effective use of support services to support student engagement and achievement	
Actions		Responsible Officer(s)
Ensure a coordinated approach with support agencies for effective student support		Principal, Guidance Officer, HOD, HOSES

Endorsements and Approvals

This long-term plan was developed in line with the School performance policy and procedure. Consultations, endorsements and approvals have taken place as per the policy and procedure and the plan's status has been accurately recorded in OneSchool.

 Principal

 P and C / School Council

 Assistant Regional Director


**Queensland
Government**