



Pallara State School

2023 Annual Implementation Plan

School Priorities

School Strategic Plan - 1. Implementing a Targeted Literacy Improvement Agenda

Long-term targets/desired outcomes

- 100% Pedagogical Framework utilization. The intended curriculum is the enacted.
- Established writing programs. Established spelling/phonics programs. Established handwriting programs.
- 100% Teachers engaged in professional development for writing.
- Upper Two Bands NMS Pallara Enrichment Program (PEP)

AIP targets/desired outcomes

- The intended curriculum is enacted.
- Established school wide writing program.
- Established school wide phonics program.

School Strategic Plan Strategy:	Enhance teacher confidence and competence in the teaching of writing.	
Actions		Responsible Officer(s)
Embed sustained writing from Years 1-6.		Sarah Walton
Review and refine Super Sentence program to address school and student needs.		Sarah Walton
Use Big write to stimulate and inspire students with creative writing.		Jayne Hoffman, Sarah Walton
Ensure that VCOP is consistently taught and embedded across the school.		Jayne Hoffman
Ensure that LEM is consistently taught and embedded across the school.		Jayne Hoffman
Mentors are to model all aspects of the writing program (LEM, VCOP, Super Sentences, sustained write) to new staff and support the implementation and needs for existing staff members.		Nicole Miller, Philip Thomas

School Strategic Plan - 2. Furthering a High Performing School Culture

Long-term targets/desired outcomes

- Minimum 96% student uptake in program. Improved engagement and achievement.
- Increased engagement in clubs and offerings. 80% staff engaged in self directed mentoring/coaching.
- Overall School Opinion Survey (SOS) parent satisfaction above 94%. Overall SOS staff satisfaction above 95%. 95% satisfaction that behaviour is well managed.
- 100% of new and beginning staff engaged in PSS Mentor Program.
- PST automaticity evidenced in all year levels. NMS/U2B. Pallara Enrichment Program (PEP).

AIP targets/desired outcomes

- Minimum 96% student uptake in BYOD program.
- 80% staff engaged in mentoring/coaching.
- 100% new and beginning staff engaged in PSS Mentor Program.

School Strategic Plan Strategy: Revise school-wide processes and operations.



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Actions		Responsible Officer(s)
Review the positions of school council and run elections for new members where necessary.		Mark Johnstone, Sandra Johnstone
LCC meetings each term to deal with review of practices.		Mark Johnstone
Review policies and procedures for the current four step consultation process within the school.		Mark Johnstone
Trial use of extra NCT to allow provision of fortnightly Year Level meetings for all teaching staff.		Mark Johnstone
School Strategic Plan Strategy:	Review induction and mentor programs.	
Actions		Responsible Officer(s)
Create two mentor positions to cater for new staff transitioning into school and upskill existing staff in self identified areas for growth as communicated through PDP conversations.		Mark Johnstone, Nicole Miller, Philip Thomas
School Strategic Plan Strategy:	Maintain consistency of practice with Numeracy and Problem Solving Toolkit strategies (PST).	
Actions		Responsible Officer(s)
HOD-C to coach new staff in use of PSTK.		Jason Faulkner, Sheryn Neal
Review PSTK to establish if amendments to the program are required.		Kimberley Nicholls

School Strategic Plan - 3. Enhancing Collaborative Empowerment

Long-term targets/desired outcomes

- Year level meetings minimum twice per term.
- Collaboratively developed calendar of events representing our diverse cultures. Continued sponsorship from community organisations.
- Established roles and responsibilities including Year level co-ordinators. One active parent representative for each class.
- Working relationships with kindergartens and local high schools. Decreased anxiety for transitioning students.

AIP targets/desired outcomes

- Clearly defined roles and responsibilities for administration staff.
- Year Level coordinators identified for each Year Level.
- Four step consultation process embedded within the school.
- Clear process for transition of students into Prep.

School Strategic Plan Strategy:	Evaluate Opportunities to enhance teacher collective efficacy.	
Actions		Responsible Officer(s)
Provide leadership and coaching PD each term for Year Level co-ordinators to better enable them to lead their teams.		Camille Gallaher
School Strategic Plan Strategy:	Develop community partnerships to enhance student learning.	



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Actions	Responsible Officer(s)
Establish one Class Parent Representative for each class across the school.	Mark Johnstone
Review the four step consultation process with staff and community members.	Mark Johnstone
Transition policy in place for students entering the school in Prep.	Sarah Walton
One Note book established for the storage of student information as a part of the prep enrolment process.	Sarah Walton
School Strategic Plan Strategy:	Review school structures and roles to ensure maximum efficiency.
Actions	Responsible Officer(s)
Establish roles and responsibilities framework for staff to effectively access support.	Mark Johnstone

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

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