

# Palmwoods State School P&C Association

---

## Strategic Plan 2025–2030

*“Enriching Every Student’s Journey through Inclusion and Opportunity. Giving Every Child, Every Chance.”*

### About This Plan

In 2025, the Palmwoods State School P&C Association developed a Strategic Plan to align its mission and priorities with the School’s Strategic Plan. Covering 2025–2030, the plan outlines core values, objectives, and strategies to guide the P&C’s operations. It was created in consultation with P&C members, school staff, and the wider school community, and will be reviewed at least every 1 year.

Looking to the future, the Palmwoods State School P&C recognises the evolving educational landscape and the growing role of technology. It supports the school’s STEAM (Science, Technology, Engineering, Arts, Maths) program and the state’s inclusive education policy. We understand that students are heading into a world very different from the one we grew up in. Our goal is to foster innovation, creativity, and opportunity by supporting a lifelong love of learning within a safe and nurturing environment.

### Vision Statement – Where We Want to Go

The Palmwoods State School P&C aims to enhance the school experience of every student by actively partnering with the school community to provide:

- 🎓 Diverse opportunities for learning, growth, and development
- 🔧 Enhanced resources and facilities that support high-quality teaching and enrich the learning environment
- 🎨 Unique and memorable experiences that make school fun, safe, and rewarding
- 👥 An inclusive and engaged community where every member feels welcome, valued, and appreciated

This vision guides the P&C’s ongoing efforts to support student success and build a strong, connected school community.

## Mission – How We Will Achieve Our Vision

The Palmwoods State School P&C is dedicated to enriching every student's journey through opportunity, resources, experiences, and community. We will achieve this by:

### Opportunities

- Subsidising, supporting, or facilitating extra-curricular programs for advanced learning and development (e.g. tutoring, homework club, garden or cooking clubs, cultural/music activities, after-school programs, and sports)

### Resources & Facilities

- Partnering with the school to improve general grounds and facilities
- Upgrading and adding playgrounds and sports equipment
- Providing additional technology and learning resources to support educational goals
- Supplementing the school budget with direct financial contributions

### Experiences

- Subsidising and/or delivering unique events such as stage shows and colour runs
- Hosting social events like school discos that create memorable moments
- Sponsoring items that promote school pride (e.g. interschool sports uniforms, ribbons)

### Community

- Actively recruiting and welcoming new P&C members and volunteers
- Promoting P&C goals and achievements to raise awareness and strengthen community reputation
- Fostering an inclusive, respectful, and appreciative culture for all members and volunteers
- Recognising contributions through awards and events
- Building strong connections with local businesses, organisations, and dignitaries

## Strategic Growth Plan

### Increased and Improved Resources & Training

Timeline	Initiatives
Within 1 Year	<ul style="list-style-type: none"> <li>- Supply CVC readers, maths resources and Redcat systems</li> <li>- Fund Parenting information sessions and workshops (eg. Justin Coulson, Triple P parenting program)</li> </ul>
Within 3 Years	<ul style="list-style-type: none"> <li>- Host parent workshops on internet safety, and parental controls</li> <li>- Contribute to STEAM and Inquiry Learning initiatives</li> </ul>
Within 5 Years	<ul style="list-style-type: none"> <li>- Support development of a school Musical Program</li> </ul>

### Supporting Inclusivity

Timeline	Initiatives
Within 1 Year	<ul style="list-style-type: none"> <li>- Provide professional development for inclusive education</li> <li>- Fund sensory tools and flexible seating options</li> <li>- Promote quiet zones and calming spaces</li> <li>- Host parent workshop on supporting trauma informed practices and neurodivergent children</li> </ul>
Within 3 Years	<ul style="list-style-type: none"> <li>- Contribute to a sensory room/outdoor space</li> <li>- Include all voices in surveys and planning</li> <li>- Improve student communication methods (visual aids, social stories)</li> </ul>
Within 5 Years	<ul style="list-style-type: none"> <li>- Ensure all events include sensory-friendly options</li> <li>- Partner with inclusion specialists to build long-term accessibility roadmap</li> </ul>

### Business Innovation and Development

Timeline	Initiatives
Within 1 Year	<p><u>Tuckshop:</u></p> <ul style="list-style-type: none"> <li>- Develop sales and financial reports</li> <li>- Secure a net surplus by the end of year one</li> <li>- Create handover policies and procedures</li> </ul> <p><u>OSHC:</u></p> <ul style="list-style-type: none"> <li>- Assess supervision, facilities, and governance for potential expansion</li> </ul> <p><u>Uniform Shop:</u></p> <ul style="list-style-type: none"> <li>- Fully implement and complete the uniform transition.</li> </ul> <p><u>P&amp;C:</u></p> <ul style="list-style-type: none"> <li>- Monitor service effectiveness</li> <li>- Consolidate and streamline data</li> <li>- Develop policies for fundraisers and operations</li> </ul>

Within 3 Years	<p><u>Tuckshop:</u> - Begin refurbishment</p> <p><u>Uniform Shop:</u> - Complete transition to the new uniform, with the old uniform retired</p> <p>OSHC: - Achieve full expansion and operational readiness</p> <p><u>P&amp;C:</u> - Improve communication and knowledge-sharing (website, calendar, event learnings)</p>
Within 5 Years	<p><u>Tuckshop:</u> - Attain sustainable profitability</p> <p><u>Uniform Shop:</u> - N/A</p> <p>OSHC: - N/A</p> <p><u>P&amp;C:</u> Strengthening succession planning through documentation and community engagement tools</p>

 Facility Improvement and Expansion

Timeline	Initiatives
Within 1 Year	<ul style="list-style-type: none"> <li>- Install a new sound system in the hall</li> <li>- Seek grants and work with the school to add shade structure over the new playground</li> <li>-hall refurbishment</li> </ul>
Within 3 Years	-Develop innovative outdoor learning spaces (edible gardens, sensory paths, obstacle areas)
Within 5 Years	<ul style="list-style-type: none"> <li>- Add shaded areas over oval steps</li> <li>- Create architectural drawings for multipurpose building/OSHC facility (master plan stage)</li> </ul>

## Financial Growth Strategy

To achieve its goals, the P&C will generate funding through:

- Profits from:
  - Outside School Hours Care (OSHC)
  - The Uniform Shop
  - The Tuckshop
- Fundraising Activities:
  - Highly Active: Colour Runs, Trivia Nights
  - Semi-Passive: Aussie World events, raffles
  - Passive: Labels, school bags, etc.
- Grants: Local, state, and federal funding opportunities

This approach ensures sustainable growth while enhancing student experiences and school resources.

## Community Growth Strategy

The Palmwoods SS P&C is committed to engaging with, connecting to, and inspiring the school community. We aim to foster a strong sense of belonging and accurately reflect the collective voice of our families, staff, and students.

- Maintain a strong presence in the schoolyard, engaging parents and carers
- Communicate regularly via newsletters, websites, social media, and surveys
- Build and maintain relationships with:
  - Local councillors and government members
  - Community groups and organisations
  - Local businesses
  - Past students and staff
- Develop volunteer programs that are rewarding and sustainable

## Key Measurable Goals

### Monthly

- Hold monthly meetings with:
  - Principal
  - Key staff
  - Executive team
- Keep P&C meetings under 2 hours
- Foster inclusive, fun, and respectful meeting culture
- Greeting and welcoming all visitors and new members
- Maintain regular multi-channel communication
- Complete at least 80% of action items each month

## Yearly

- Raise at least \$50,000 profit through fundraising
- Increase OSHC profitability by 10%
- Maintain Tuckshop profitability
- Achieve 25% profit in the Uniform Shop
- We will work towards Allocating a percentage of OSHC surplus to building improvements once a decision has been made on a path forward for expansion
- Complete 1 - 4 projects
- Run 3 fundraising events
- Maintain at least 20 active P&C members
- Grow the volunteer base
- Conduct a yearly community survey
- Review and update the Strategic Plan annually

## Annual Planning and Handover

Within the first two months of each executive term, the P&C will develop the following plans:

- Operational Plan with budgets (OSHC and Tuckshop)
- Fundraising & Events Calendar with projected surplus
- Communication Plan

At the end of each executive term, a structured handover process will occur including at least two mentoring meetings. All outcomes will be reviewed and shared at the AGM, and lessons learned will inform the next year's plans.

## Summary

The Palmwoods State School P&C plays a vital role in ensuring that every child is given every chance to grow, succeed, and enjoy an inclusive school experience.

By building a strong team, fostering a welcoming and positive community culture, operating successful and sustainable businesses, and setting clear, measurable goals, the P&C is well-positioned to maximise its contribution to the school and make a meaningful difference in the lives of all students.

For further information about this Strategic Plan, please contact:

[pcops@palmwoodskidsclub.com.au](mailto:pcops@palmwoodskidsclub.com.au)

---