



ESHSP&C

Emerald State High School Parents & Citizens

Strategic Plan 2025 – 2028

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Our Mission

Emerald State High School Parents and Citizen's Association is committed to connect the school and wider community, so every student has success for today and into the future.

Our Values

We value:

- **Collaboration** between parents, students and the school community
- **Community engagement** to raise the value of education for life
- A nurturing, **connected environment** that supports the growth of all students

Our Stakeholders

- Students
- Parents / Caregivers
- School Staff
- Education Queensland
- P&C QLD
- Community Members

Our Story

Emerald State High School Parents and Citizen's Association (ESHS P&C) was established in 1969 when the school first opened on Old Hospital Road, separating from Emerald State School as the Secondary department to become a stand-alone State High School.

The association was established as a non-for-profit volunteer parent body attached to the school and has since maintained a successful connection between parents, students and staff. The ESHS P&C has successfully operated various business activities to provide healthy food, school uniforms and resources for the school community.

In accordance with statutory requirements, Emerald State High School P&C works within its constitutional framework as determined by the Queensland Department of Education and Training. As mandated by the constitution the ESHS P&C operates a voluntary committee with elected Executive Members throughout the calendar year, holding regular meetings.

The ESHS P&C recognises that the Principal is Department of Education and Training's representative and site manager for Emerald State High School. The ESHS P&C provides support to the Principal and ESHS school staff and the wider community.

In consultation with the Principal, funds raised from our operations are directed towards resources and programs which directly benefit all students.

Committee Model

Committee memberships are open to all parents/caregivers of students enrolled at Emerald State High School (ESHS). Membership is also strongly encouraged from the wider community. To ensure the effective operation of the ESHS P&C's core business the committee operates under a formal structure guided by the *Queensland Department of Education*, with elected executive members. ESHS P&C also operates Working Groups if the need arises.

To comply with the constitution, the ESHS P&C's executive team cannot comprise of more than 2 Education QLD staff who do not have students currently enrolled at ESHS. All Executive members must obtain a current Working with Children Check to retain their executive position. All those who volunteer on a regular basis, who are not a parent/caregiver of an enrolled student must also obtain a Working with Children check.

Business Operations

Information	Tuckshop	Uniforms	Lockers
Operating Hours	Monday - Friday 8am - 2pm	Qkr! ordering available (via app)	
Trading Terms	Cash, EFTPOS	Cash, EFTPOS, Qkr!	Cash, EFTPOS, Invoice
Staff	1 Full time 5 Casuals 1 Administration 2 School Based Trainees Volunteers as required	By Tuckshop staff Volunteers as required	By Tuckshop staff Volunteers as required
Executive Point of Contact	Treasurer/President	Treasurer/President	Treasurer/President

What We Do

ESHS P&C facilitates several fundraising programs, events and business, that enable us to contribute funds directly back to the school to benefit the students.

We raise these funds via the following means:

Events	Objectives	Outcomes
Tuckshop Catering	Raise funds, provide community engagement.	Funds raised for ESHS P&C to contribute to our yearly budgeted items.
Business Operations	Objectives	Outcomes
Tuckshop	Provision of affordable and healthy food options for staff and students.	Redirect any profits back into the operation of tuckshop and/or subsidise budget items.

Uniforms	Provide affordable uniforms to comply with the school's uniform policy.	Student's ability to comply with policy and to promote our school's image within the community.
Lockers	Provide a safe space for students to store heavy/valuable items during the school year.	Students' ability to safely store personal school items.
Grant Submissions	To provide extra funding towards any needs-based projects	Subsidies ESHS P&C funding to the school.

Communication and Marketing

All communication and marketing managed by ESHS P&C will be conducted using a multi-modal approach to ensure maximum reach.

Action Area	Purpose	Method	Responsible Person
Facebook page – ESHS P&C and Bites	Instant and interactive communication between the P&C and the whole school community	Social Media	Executive committee approved by Principal
Term ESHS P&C Updates	To inform the school community of ESHS P&C matters regardless of meeting attendance	School Newsletter	Secretary
Fundraising	Promotion of fundraising event details including funds raised	Social media School Newsletter Text messages Parade	Executive committee Event working groups convenor
Volunteers	Fundraising events, tuckshop, working bees, committee members, meetings	Social media School newsletter parade	Executive committee Tuckshop convenor
Public Relations & Marketing	To inform community of successes and encourage participation	Social media School newsletter Awards night	President Executive Committee

Our Strategic Process

Strategic planning discussion:

- Decide on future direction
- Prioritise goals for the next three years

Develop operational plans:

- 12 month time span
- Measurable outcomes
- Establish costs

Stakeholder engagement and review:

- Key stakeholders are consulted on directions of Strategic Plan
- Stakeholders are consulted as plan is implemented

Our Strategic Priorities

Our strategic planning process has identified four major priority areas for the association to action over 2025 to 2028 with annual reviews of specific goals to meet these priorities:

- **Priority Area 1** – Student support (funding, bereavement support, resources)
- **Priority Area 2** – Community Involvement (parent engagement, events, communication)
- **Priority Area 3** – Services and Operations (tuckshop, uniforms, lockers, governance, membership, training)
- **Priority Area 4** – School development (grounds, environment)

Our strategic planning process included consultation with parents and students via ESHS P&C meetings.

Our Thoughts and Ideas

Strengths	Opportunities	Concerns
<p>What are we good at?</p> <ul style="list-style-type: none"> • Following policy • Solid committee • Streamlined meeting processes • Finance (paid position) • Organising and informing members of things • Transparency • Regular meetings • Good notification of meetings • Communications • Supporting parents • Supporting students • Supporting others within the community • Running a fantastic tuckshop. • ESHS bites – business operations • Having high expectations of appearance • Always thinking of ideas to make the school a better place, for everybody. • Positive change • Motivated • Identifying areas that need improving or modifying. • Innovative thinking • Efficient processes. 	<p>What can we improve?</p> <ul style="list-style-type: none"> • Attracting new members • Family engagement; improve participation and life of school • Understanding the internal and external operating processes. • Distributing funds across school • Writing grant • Grounds beautification • Structural improvements 	<p>What should we be aware of?</p> <ul style="list-style-type: none"> • Maintaining our enthusiastic committee, members, and employees. • Turnover of executive committee. • High turnover of ESHS school staff • ESHS employees and P&C committee and employees working together. • Lack of support or interest

Our Dreams (What would we love to have or be?)

<p>SHADE/SEATING</p> <ul style="list-style-type: none"> • Shaded seating with tables • More available seating for the number of students
<p>GROUNDS</p> <ul style="list-style-type: none"> • Beautification of school grounds • New sprinkler system for gardens • Removal of weeds and prickles. • Bore water • Enough rubbish and recycling bins
<p>SPORTS FACILITIES</p> <ul style="list-style-type: none"> • Maintaining existing structures • Upgrade all sporting facilities • Two green ovals • New gym • Available equipment for junior school
<p>BUS/PARKING</p> <ul style="list-style-type: none"> • Beautification of bus zone • Protected weather bus shelter • Car parking
<p>WATER</p> <ul style="list-style-type: none"> • More water coolers • Water supply to students • Water taps for bottles
<p>GENERAL</p> <ul style="list-style-type: none"> • Tuckshop upgrade • Air-conditioning in the UCA • Improved toilet facilities • Paint upgrade • Revamp classrooms • More computers/laptops for students • Solar power • Equipment upgrades (for example, classroom requirements, sporting equipment etc) • Support students with options for Life beyond school (career expos, uni tours etc)

If we had no money, what would you still want us to work on or towards?

- Fundraising
- Grant applications
- Keep qualified chef in tuckshop.
- Support tuckshop - Uniform supplies
- Parent engagement in child's education
- Distribute funds to students across school
- Keep supporting the school to keep standards high for staffing and appearance
- Harmony amongst students