



St Columba's Primary School

South Perth

CATHOLIC SCHOOL IMPROVEMENT PLAN

2022

CEWA'S VISION

Catholic Education WA is a Christ-centred and child-focused community of engaged learning environments, inspiring all to actively live the Gospel.

SCHOOL'S VISION

As a Catholic school community, we are committed to valuing each individual child in a nurturing and inclusive environment which empowers lifelong learners.

Values, mission etc. at school's discretion

Our Mission

St Columba's fosters a nurturing and supportive Catholic school community; we empower students to harness their full potential to become caring, confident and connected members of society. In the spirit of our history with the Sisters of Mercy, the Sisters of St Joseph and St Mary of the Cross MacKillop, we live with courage, trust and openness.

Our Motto – Charity and Peace

With Jesus as our role model, guided by Saint Mary of the Cross MacKillop and the Charism of the Sisters of St Joseph, we live Gospel inspired lives. Our School Motto challenges all to show respect, kindness and compassion in our everyday lives.

St Columba's Primary School South Perth

STRATEGIC INTENTS |

2021- 2024

Strategic intents should be drawn from and complementary to CECWA's Strategic Directions (2019-2023) with the necessary alignment and recognition to the context of the school. Strategic intents are developed through a school-wide consultative process. The strategic intents are broad goals and success factors that can be articulated in more detail and action through the iterative School Improvement Plan. Through the cycle of strategic planning, when CECWA's Strategic Directions are renewed, a school will factor this in when its next cycle of strategic consultation and generation of new intents over a three-year period occurs.



CATHOLIC IDENTITY Inspiring Christ-centred Leaders

Goal(s):	Success Indicators:	Links to QCE Elements:
Deepening our relationship with God, by making prayer a focus.	Staff to plan and implement Christian Meditation in all classrooms and throughout Staff faith formation days	1.1d Providing abundant and meaningful opportunities for catechesis through the Word, worship, prayer, retreats, service and community
Fostering a meaningful relationship with Caritas, Mission Australis, St Vinnies and LifeLink.	Evidence of community fundraising initiatives on school calendar and throughout school.	1.1b The integration of faith, life and culture



EDUCATION Catholic Schools of Excellence

Goal(s):	Success Indicators:	Links to QCE Elements:
Enhance teaching practice to optimise children's learning	All Year 3 to 6 classes to plan and implement Science of Reading. Year 3 – 6 Science of Reading scope and sequence Improvement in Year 5 NAPLAN Reading data for high end students	2.3d Utilise a wide instructional range that reflects contemporary pedagogies that engage, challenge and progress student learning.



COMMUNITY Catholic Pastoral Communities

Goal(s):	Success Indicators:	Links to QCE Elements:
Participation and presence in local community events.	St Columba's participate in community events and these are promoted through our school newsletter and social media pages.	3.3b We engage and partner with other Church and community organisations, including other educational providers



STEWARDSHIP Accessible, Affordable and Sustainable System of Schools

Goal(s):	Success Indicators:	Links to QCE Elements:
Create a practical wellbeing framework for staff.	Wellbeing framework is implemented and staff wellbeing is an agenda item at staff meetings.	4.1c Care for our staff through provisions of quality human resources reflect Catholic social teaching.



In considering the school's Strategic Intents over the next three years in Catholic Identity, Education, Community and Stewardship, together with the iterative Improvement Goals (collectively the Catholic School Improvement Plan), priority also needs to be placed on identifying faith formation and mission objectives. These are the foundation to any school improvement goal setting and can permeate across all four pillars.

It is recommended schools focus on three goals across a three-year period. The template below has been provided to schools at Evangelisation Planning workshops over the past 4-5 years and may be modified to suit the school's context. It is primarily based on staff formation because staff cannot effectively evangelise students unless they themselves are suitably formed. The following link to the [Accreditation for CEWA SharePoint](#) may provide a valuable resource for schools. This plan should be reviewed annually and schools are encouraged to utilise support from CEWA's Faith Formation Team. These goals are to be incorporated and infused through the Catholic School Improvement Plan.

STAFF Formation Planning 2022- 2024

Focus Area	Improvement Goals	Relevant Actions	Timeframe	Resources	Success Indicators	Monitoring and Progress
<p>WITNESS</p> <ul style="list-style-type: none"> Examples of expressing the divine within Raising awareness of the presence of Jesus 	<p>To become more like Christ</p> <p>To experience the relevance of the Church's teachings today</p>	<p>In behaviour management reminding students they are empowered by the presence of God within to make good choices, to forgive, to be slow to anger for example.</p> <p>Modelling and responding in what Jesus would do.</p> <p>Develop a sacred space for quiet reflection accessible to students</p>	<p>School Staff to continue with the Code of Conduct in conjunction with Gospel values and Fruits of the Spirit.</p> <p>Use Fruits of the Spirit in connection with Students Code of Conduct- in weekly newsletter (Principals address in newsletter), Facebook and classroom weekly focus.</p>	<p>Student Code of Conduct document</p> <p>Sacred space accessible to staff and students 2x spaces in school.</p>	<p>Student COC is visible in classrooms.</p> <p>Students refer to COC at assemblies and class meetings.</p> <p>Leaders promote Student COC throughout the school to other classes.</p>	<p>Evidence in Class Meetings data</p> <p>Students know and can articulate the COC at their level</p>
<p>CALL TO FAITH</p> <ul style="list-style-type: none"> Themes Beliefs 	<p>To witness to the presence of Christ</p>	<p>Survey staff about Christian service opportunities – where and how – individually or in groups</p> <p>Parish connection- St Josephite Sisters, St Columba's Church</p> <p>Charism- Staff Masses offered, Student's liturgies and Masses offered. PD for staff in Religious Education.</p>	<p>Year 6 Students given opportunities to active participate in Christian Service. Offer opportunities on calendar.</p> <p>Liturgies, staff Masses, whole school masses on occasion to take place at the St Josephite Chapel or gardens.</p> <p>AP sending out Church information relevant to special occasions in the Church calendar.</p>	<p>Staff survey</p>	<p>The development of a Christian Service calendar.</p> <p>Evidence of liturgies taking place at the St Josephite Chapel.</p>	<p>Staff and student involvement in Christian Service initiatives throughout the school.</p>

Improvement Goals

School: _____

Year: _____

The Improvement Goals are not intended to capture all the strategic activities of a school but rather prioritise the key areas of focus that will have the highest impact on realising sustained and relevant improvement. Schools are encouraged to limit the number of goals established to maximise depth and impact of strategy. Similarly, this is an iterative document that aligns with the ongoing nature of change that occurs in a school in order to embed processes and practices that lead to a quality Catholic education. Regular monitoring, review and updating of these goals is encouraged and schools may find the addition of notes and/or appendices to capture significant milestones and achievements useful in celebrating success and establishing the next iteration of improvement goals.

There is an expectation that at least one goal for Aboriginal education and Early Years education (if relevant) be included.

INFORMED BY EVIDENCE FROM

- Staff Formation Planning
- Quality Catholic Education guiding principles, frameworks and processes
- CECWA Strategic Directions (2019-2023)
- School Strategic Plan
- National Quality Standard (NQS) Audit
- Aboriginal Education / AEIM: Aboriginal Education Improvement Map
- Curriculum requirements
- Student data analysis, e.g. Power BI & other achievement data, attendance, wellbeing etc.
- School Cyclic Review
- School Climate Survey
- Technology Integration Matrix (TIMS) / Technology Uses and Perceptions Survey (TUPS)
- School improvement processes

ONGOING EVALUATION



Spiral of Inquiry (Halbert & Kaser 2014)

CATHOLIC IDENTITY Inspiring Christ-centred Leaders

Improvement Goals	Relevant Actions	Timeframe	Resources	Success Indicators	Monitoring Process and Progress
<i>Performance & development goal to be achieved (stated simply).</i>	<i>What actions will we take to achieve the goal?</i>	<i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	<i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	<i>How will we know we have been successful (quantitative and measurable)?</i>	<i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
Foster a meaningful relationship with Mission Australia	Upper year levels to become involved in Catholic Mission Youth Ambassador. Organise Sr Maree Riddler to facilitate workshops with selected students.	Term 2, 2022	Catholic Mission – Francis Leong	Mission Australia fundraising events will be facilitated throughout the school. Students will be actively involved in Mission Australia charity initiatives.	Fran Poole to coordinate Check ins at staff meetings on how progress is going and action items
Use Christian Meditation as part of class liturgies	Classroom teachers to plan and use Christian Meditation as part of class liturgies	By end of Semester 1, 2022.	Assistant Principal Classroom teachers	Classroom prayer services and liturgies will incorporate Christian Meditation.	Assistant Principal to oversee implementation in conjunction with Parish Priest.

EDUCATION Catholic Schools of Excellence

Improvement Goals	Relevant Actions	Timeframe	Resources	Success Indicators	Monitoring Process and Progress
<i>Performance & development goal to be achieved (stated simply).</i>	<i>What actions will we take to achieve the goal?</i>	<i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	<i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	<i>How will we know we have been successful (quantitative and measurable)?</i>	<i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
Brightpath to inform programs and planning in Writing	PLC's to be conducted to unpack what Brightpath looks like in practice. Review and update the Writing Continuum with links to SCSA. Moderating across year levels based on the Brightpath Ruler.	Commence Term 1, 2022 Review in Term 3, 2022	Assistant Principal Use data on Power BI In-school Professional Learning run by Brightpath	Growth of students on Brightpath Ruler. Evidence in writing programs and planning	Allocate one PLC per term
Effective use of Technology in the classrooms	Formation of Technologies Team. Staff to be upskilled in the use of technology across all learning areas.	Commence Term 1, 2022	Leigh Chatt Assistant Principal	Evidence in planning and programs. Integration evident in all Learning Areas.	'Techy Tuesday' to be held once a term. Members from Technology Team to run sessions.

	Focus will be on Apple Classrooms and Apple Teacher for Year 3 to 6 classroom teachers				
Continuation of Science of Reading program	Year 3 – 6 teachers to meet to review Finalise a Science of Reading scope and sequence for Year 3 to 6 linked to Australian Curriculum Complete a set program proforma for Science of Reading	Commence Term 1, 2022 Review beginning of each term	Assistant Principal Year 3 – 6 teachers	Year 3 – 6 Science of Reading scope and sequence Improvement in Year 5 NAPLAN Reading data for high end students	Allocate two PLC's per term
Peer coaching and collaboration in the Early Years	Investigate the need for an Early Years Cluster Leader to oversee the NQS process Early Years team to focus on the EYLF and plan specific collaboration opportunities between cluster levels	Commence Term 1, 2022 Review beginning of Term 3, 2022	Early Years Cluster Leader Early Years staff	PLC days and times set in 2022 calendar prior to start of year	Allocate two PLC's per term

COMMUNITY Catholic Pastoral Communities

Improvement Goals	Relevant Actions	Timeframe	Resources	Success Indicators	Monitoring Process and Progress
<i>Performance & development goal to be achieved (stated simply).</i>	<i>What actions will we take to achieve the goal?</i>	<i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	<i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	<i>How will we know we have been successful (quantitative and measurable)?</i>	<i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
Connect to local community whole school focus.	Year level clusters to investigate opportunities to connect with local community and participate in various events. Plan a community activity/event that is reflected in learning programs	By conclusion of 2022.	Classroom teachers Local businesses and agencies	Classes will have made connections with local businesses and agencies to enhance community partnerships. Community activities will be placed on school calendar	Assistant Principal to monitor progress Check ins done each term during staff meetings
Reach out to community groups running similar programmes	Early years team to brainstorm various opportunities and assign responsibilities to investigate and disseminate information. Focus needs to be on Daycare centres.	By end of Term 3, 2022.	Marketing Manager Assistant Principal ECE Team	Our ECE team will be sharing resources with local community groups to enhance the programs currently run throughout the early years.	ECE Team – Assistant Principal to oversee Discuss progress at ECE meetings once a term.

