



## CATHOLIC SCHOOL IMPROVEMENT PLAN 2024

### CEWA'S VISION

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

### SCHOOL'S VISION

To be a leading Catholic Co-Educational CARE School, offering a safe, nurturing environment for teenagers who, for a variety of reasons, are educationally marginalised in society and find themselves unable to attend mainstream schools.

#### Mission

We follow the teachings of the Gospel by showing honour, respect, and love to every student regardless of their background and socio-economic standing.

#### Principles

St Francis' School philosophy is based on four Christian Principles, to which staff and students aspire as we endeavour to give witness to the teachings and life of Jesus Christ.

- Respect
- Responsibility
- Belonging
- Belief

#### Value Proposition

We are a small Catholic, co-educational CARE school in the spirit of St Francis' of Assisi providing a safe, secure environment in which the needs of each student are uniquely seen and considered. Students are nurtured by staff who model trust, hope and generosity.

# STRATEGIC INTENTS 2024 - 2025

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

GOALS	SUCCESS INDICATORS	QCE LINKS
Provide opportunities for the of Faith Formation of staff which reflect the charism and ethos of the school whilst also fulfilling Accreditation requirements for staff.	Staff have a greater personal understanding of the charism of St Francis' School and complete Accreditation requirements.	1.1 1.2
Develop the charism of St Francis' stewardship through the St Francis' Live to Give Program and demonstration of respect for all animals and the environment.	Student and staff engagement in the Live to Give Program.	1.1
Provide a safe, caring, nurturing environment that is welcoming to people of all backgrounds.	Our trauma-based practices will affirm and respect the diverse individual needs of the students enrolled at St Francis' School.	1.1 1.2



## EDUCATION Catholic Schools of Excellence

GOALS	SUCCESS INDICATORS	QCE LINKS
Engage all teachers and student support staff in the ongoing reviewing and enhancing the school's educational programs and philosophy.	Ongoing improvement and enhancement of educational programs provided for the students.	2.1 2.2
Revise the school's IEP development and review process in accordance with stipulated guidelines under Standard 1: Curriculum in the <i>Guide to the Registration Standards and Other Requirements for Non-Government Schools in Western Australia</i> (July 2022).	Reformatting of current student Individual Plans to meet guidelines as required under Standard 1. Staff actively contributing to and reviewing student IEPs	2.3
Provide a curriculum that is inclusive and provides opportunities for all students to reach their full potential with a strong sense of identity.	Embedding of inclusive and appropriate learning experiences across all components of the curriculum.	2.1 2.3 3.1
Encourage and facilitate student engagement	Programs delivered to improve students' well-being, sense of belonging and belief to lead to improved engagement	



## COMMUNITY Catholic Pastoral Communities

GOALS	SUCCESS INDICATORS	QCE LINKS
Build strong partnerships with parents, care givers and families through a strengthening of the culture of welcome and inclusion at the school.	Parents, care givers and families attending St Francis' events and activities including parent information sessions, service days and PTS meetings.	3.2
Develop partnerships with our local communities to develop supportive, strategic relationships that support and enhance the programs the school offers.	Development of meaningful partnerships with local agencies.	3.3
Develop a student leadership framework to ensure the students' voice is heard in all our undertakings.	Students nominating for Leadership positions Student participation in the review of school policies and procedures including Student Code of Conduct and School Complaints Procedures	3.1
Pastoral Care – develop students physical and mental wellbeing	Programs delivered to students to support physical and mental well-being	3.1



## STEWARDSHIP Accessible, Affordable and Sustainable System of Schools

GOALS	SUCCESS INDICATORS	QCE LINKS
Engage and partner with local parishes and community organisations to promote the Christian service opportunities for students through the Live to Give Program.	An increase in the Christian service opportunities available to the students.	4.1 3.3
To build a trauma responsive, therapeutic community that enables personal development through activities which foster social, emotional, physical and intellectual growth.	Development and implement of structured staff and student well-being programs.	4.1
To promote Christian responsibility for the care for Earth as our common home in the spirit of the school patron St Francis of Assisi.	Student participation in the Live to Give Program. Ongoing commitment to environmentally sustainable practices across the school.	4.2



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 2023 – 2024

Focus Area	Improvement Goals	Relevant Actions	Timeframe	Resources	Success Indicators	Monitoring and Progress
<b>WITNESS</b> <ul style="list-style-type: none"> <li>Examples of expressing the divine within</li> <li>Raising awareness of the presence of Jesus</li> </ul>	Creating opportunities for staff to focus on their own faith journey.	Provision of yearly Faith Formation experiences for staff that are aligned to the charism of the school.	Yearly	Budget allocation Faith Formation Day identified in school calendar.	Feedback from staff	Principal
	Development of a Sacred Space at the school	Establishment of a ‘Chapel’ room, serenity garden or water feature/pond on school grounds	By end of 2024	Budget allocation Time at staff meeting to discuss and plan	Staff using the space for themselves and their classes	Leadership Team
<b>CALL TO FAITH</b> <ul style="list-style-type: none"> <li>Themes</li> <li>Beliefs</li> </ul>	Ongoing understanding of the charism of St Francis to build community and integrate gospel values through the works of St Francis’	St Francis Day Celebrations	Yearly	St Francis’ Day on school calendar Parish Priest to lead Liturgy/Prayer Budget allocation. Staff	Staff & student feedback and involvement.	Principal, Leadership Team & Staff
				Principal	Staff feedback and involvement.	Principal
<b>CALL TO GROW IN DISCIPLESHIP</b> <ul style="list-style-type: none"> <li>Apostle’s Creed</li> <li>Sacraments</li> <li>Life in Christ</li> <li>Christian Prayer</li> </ul>	Develop in staff and students a greater understanding of the message encapsulated in the St Francis’ School Prayer.	Workshop as a Staff during a Faith Formation Day the messages encapsulated in the St Francis’ School Prayer.  In Morning Meetings and Religious Education classes explore the meaning behind the school prayer with the students.	2024	Principal Leadership Team	Staff and Student can articulate the significance of the St Francis’ School Prayer	Principal Leadership Team
			2024			

# Improvement Goals

School: St Francis' School - Maddington

Year: 2024

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.

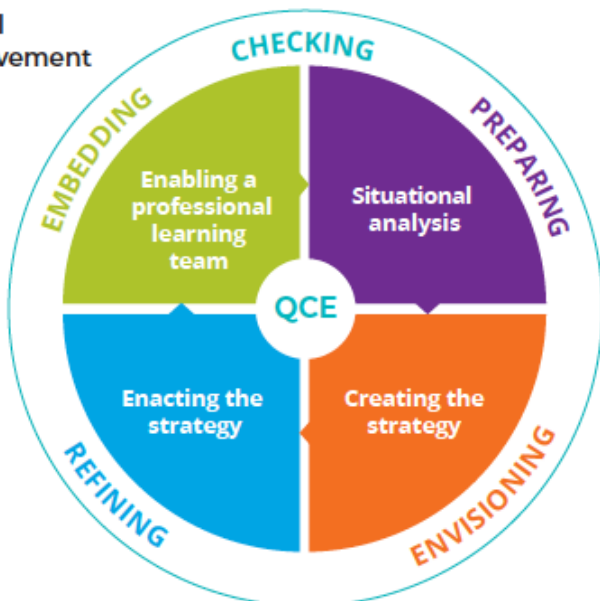
There is an expectation that at least one goal for Aboriginal education and Early Years education (if relevant) be included.

## INFORMED BY EVIDENCE FROM

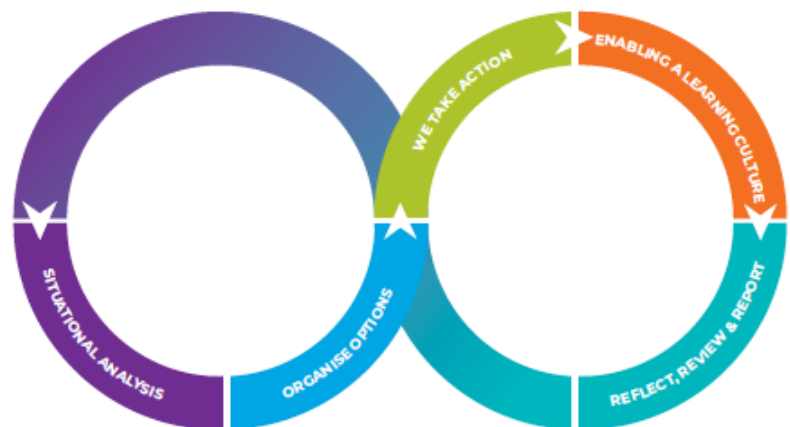
- Staff Formation Planning
- Quality Catholic Education guiding principles, frameworks and processes.
- CECWA Strategic Directions (2019-2023)
- School Strategic Plan
- National Quality Standard (NQS) Audit
- Aboriginal Education / AEIM: Aboriginal Education Improvement Map
- Curriculum requirements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

## ONGOING EVALUATION

School improvement cycle



Sower inquiry method



## CATHOLIC IDENTITY

Improvement Goals <i>Performance &amp; development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Timeframe <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	Resources <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	Success Indicators <i>How will we know we have been successful (quantitative and measurable)?</i>	Monitoring Process and Progress <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>
Creating opportunities for staff to focus on their own faith journey and understanding of what it means to work in a Catholic school	Staff to start to work towards Accreditation Requirements	2024 onwards	Principal Leadership Team CEWA Team Leader Religious Education	Staff will have completed Accreditation PD  Participation in Faith Day at School	Principal Leadership Team myHR Records meeting Accreditation requirements
Develop in staff and students a greater understanding of the message encapsulated in the St Francis' School Prayer.	Workshop as a Staff during a Faith Formation Day the messages encapsulated in the St Francis' School Prayer.  In Morning Meetings and Religious Education classes explore the meaning behind the school Prayer with the students.	2024  2024	Principal Leadership Team Diana Altiri	Staff and Student can articulate the significance of the St Francis' School Prayer.  Video Resource	Principal Leadership Team

## EDUCATION

Improvement Goals <i>Performance &amp; development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Timeframe <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	Resources <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	Success Indicators <i>How will we know we have been successful (quantitative and measurable)?</i>	Monitoring Process and Progress <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>
Develop courses and programs which meet the needs of students who are unable to access the traditional curriculum.  <ul style="list-style-type: none"> <li>• VET</li> <li>• SWD Programs &amp; Courses</li> </ul>	Employment of a teacher of SWD  Investigation and introduction of alternative programs / courses  Parents to be on board with an alternative program for their child.	Term 4 2024	Principal Campus Coordinator SWD Teacher VET Coordinator	Student participation in & completion of the course  Student engagement in school  Students at TAFE / WPL completing courses.	Principal Campus Coordinator SWD Teacher VET Coordinator
Revise and continue to develop the school's IEP development and review process in accordance with stipulated guidelines under Standard 1: Curriculum in the <i>Guide to the Registration Standards and Other Requirements for Non-Government Schools in Western Australia</i> (July 2022).	Work with staff on how to write an IEP and how to monitor progress.  Online system for storing IEP's and reviewing them for audit purposes	Ongoing throughout 2024	Principal Campus Coordinator CEWA SWD Consultant SWD Teacher	Staff actively contributing to and reviewing student IEPs.  Online system for filing and recording IEPs' and changes.  IEP's become 'working documents'	Principal Campus Coordinator SWD teacher
Deliver programs to engage students in learning through supporting their well-being, belief in themselves and sense of belonging		Ongoing throughout 2024	Principal Campus Coordinator Pastoral Care Team	See an improvement in connection amongst the students, belief in themselves and engagement in learning	Principal Campus Coordinator Pastoral Care Team

## COMMUNITY

Improvement Goals <i>Performance &amp; development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Timeframe <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	Resources <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	Success Indicators <i>How will we know we have been successful? (quantitative and measurable)?</i>	Monitoring Process and Progress <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>
Provide information and assistance for parents and care givers which enables them to support their children in their educational and life journey.	Connection of families / students with individual support services.	Ongoing	Social Worker/s Youth Worker	Students and families connecting with external agencies.  Noted in SEQTA  Newsletter Articles	Social Worker/s Youth Worker
Develop and implement a student leadership framework to ensure the students' voice is heard in all our undertakings.	Develop a student leadership framework for St Francis' School.  Create a student leadership team.  Provide a student voice.	2024	Principal Pastoral Care Team	Students nominating for leadership positions.  Student Leadership Team and a student voice.  Student Leadership Team meetings	Principal Leadership Team Pastoral Care Team
Develop students physical and mental well-being	Delivery of programs to support student need in this area – culture, relationships, coping, relationships. Social media use, empowerment	Ongoing throughout 2024	Principal Campus Coordinator Pastoral Care Team	See an improvement in connection amongst the students, belief in themselves and engagement in learning	Principal Campus Coordinator Pastoral Care Team

## STEWARDSHIP

Improvement Goals <i>Performance &amp; development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Timeframe <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	Resources <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	Success Indicators <i>How will we know we have been successful? (quantitative and measurable)?</i>	Monitoring Process and Progress <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>
Develop staff in their use of SharePoint, Teams, OneNote, OneDrive	Engage CEWA to run PD for staff.  Shared Drive removed from server and all resources on the SharePoint	Ongoing	Principal Leadership Team CEWA Staff	Shared Drive removed.  Increased confidence in use of Office 365 by staff  Introduction of One Notes for teaching in 2025	Principal Leadership Team
Promote Christian Service and a responsibility for the care for Earth as our common home in the spirit of the school patron St Francis of Assisi.  Service Days - Parents	Provide and promote Christian Service opportunities for students through the Live to Give Program.  Ongoing commitment to environmentally sustainable practices across the school.	Ongoing	Principal Leadership Team Staff  Allocated Budget	Student participation in the Live to Give Program.  Increased opportunities for Christian Service  Number of Year 12 students attaining a minimum of 30 hours of Christian Service by graduation	Principal Leadership Team Staff









