



SAINT HELENA'S
Catholic Primary School

Something Beautiful for God

St Helena's Catholic Primary School

CATHOLIC SCHOOL IMPROVEMENT PLAN | 2023

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 community united in faith and trust, St Helena's Catholic Primary School seeks to provide a nurturing and diverse learning environment where all are inspired to live the ideal of doing 'Something Beautiful for God'.

St Helena's Vision for Learning

In a world envisaged by Jesus, we are active and engaged learners working together in a safe and respectful environment.

Christ Centred – At St Helena's, we value the visible expression of our Catholic identity and actively give witness to the values of the Gospel.

Collaboration – At St Helena's, we value staff, students, parents, caregivers, parish and the wider community working together to support each person to become the person God intended them to be.

Voice & Engagement – At St Helena's, we value evidence-based teaching and learning practices that are respectful and responsive to the diverse needs of all learners in an ever-changing world.

Safety & Respect – At St Helena's, we value each individual and act with concern for the physical, emotional and spiritual wellbeing of all members of our community.

STRATEGIC INTENTS | 2022-2024

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

GOALS	SUCCESS INDICATORS	QCE LINKS
Build staff, students and parents understanding of a 'world envisaged by Jesus' through the integration of faith, life and culture.		1.1b 1.1e 4.1b
Ensure the Catholic identity of St Helena's is preserved and enriched within an ever-increasing non-Catholic enrolment.		1.1d 1.1e 1.1f 2.2 4.1a
Ensure language, discourse and relationships reflect the Catholic social teaching principles of subsidiarity, co-responsibility, common good, participation and equity.		1.2a 1.2b



EDUCATION Catholic Schools of Excellence

GOALS	SUCCESS INDICATORS	QCE LINKS
Embed the St Helena's Vision for Learning as a driver for improved teacher practice and enhanced student learning.		2.1 2.3a-e 3.1d 4.1b
Develop a rich data culture that promotes student learning, enhances teacher capacity and builds school improvement.		2.3a-e 3.1d 4.1b
Foster Christ-like healthy and respectful relationships between students and staff that encourage and facilitate student engagement.		1.2b 2.3a 2.3b



COMMUNITY Catholic Pastoral Communities

GOALS	SUCCESS INDICATORS	QCE LINKS
Foster an inclusive learning and working environment for staff and students, while also strengthening parent connection to the school and school community.		1.2a 3.1b 3.2 4.1c
Take proactive steps to provide for the pastoral needs of our students and staff, placing the spiritual, physical and mental wellbeing of each person as a priority.		3.1c 4.1c
Partner with our parish and priests to reflect more authentically an active and engaged faith community.		1.2a 3.3b



STEWARDSHIP Accessible, Affordable and Sustainable System of Schools

GOALS	SUCCESS INDICATORS	QCE LINKS
Commit to fulfilling and promoting Christian responsibility for care of the Earth as our common home.		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

Focus Area	Improvement Goals	Relevant Actions	Timeframe	Resources	Success Indicators	Monitoring and Progress
WITNESS <ul style="list-style-type: none"> Examples of expressing the divine within Raising awareness of the presence of Jesus 	<ul style="list-style-type: none"> Lead staff to understand what it is to live "in a world envisaged by Jesus" (WEBJ). 	<ul style="list-style-type: none"> Work with staff to support them to build their staff prayer around a passage of scripture that highlights the person of Jesus and/or the world we are called to build. 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Liturgia Praying with Children Praying with Young People 	<ul style="list-style-type: none"> Staff more confidently and meaningfully engage with scripture as a community and with students. 	<ul style="list-style-type: none"> Leadership Team Religious Education Co-ordinator Evidence gathered through: <ol style="list-style-type: none"> Staff Prayer Class Observations Feedback from students and teachers
CALL TO FAITH <ul style="list-style-type: none"> Themes Beliefs 	<ul style="list-style-type: none"> To deepen Staff's knowledge of: <ul style="list-style-type: none"> What it means to belong to a Catholic School community How we witness our faith 	<ul style="list-style-type: none"> Knowledge Day – PL guest speaker (2023) Small group conversations Sharing of resources Fr Bona to be invited into the school community for Masses, celebrations and class visits Staff involvement in liturgical preparations and organisation Show witness through personal Christian Service Initiatives for staff and students. 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> PL/guest Speaker Prayer and liturgy resources Christian Service Initiatives and Social Justice opportunities and resources 	<ul style="list-style-type: none"> Staff more readily express the role of the Catholic school. Staff grow in engagement with the faith life and activity of the school. Improved participation in Christian Service and Social Justice Initiatives 	<ul style="list-style-type: none"> Leadership Team Religious Education Co-ordinator Evidence gathered through: <ol style="list-style-type: none"> Monitoring staff engagement in faith activities Class Observations Feedback from students and teachers
CALL TO GROW IN DISCIPLESHIP <ul style="list-style-type: none"> Apostle's Creed Sacraments Life in Christ Christian Prayer 	<ul style="list-style-type: none"> Build staff's knowledge of Catholic practices. In particular, knowledge of the Sacraments and Sacramental Preparation 	<ul style="list-style-type: none"> Faith Day – guest speaker (2024) Professional Learning around the Religious Education Sharepoint and education resources especially in regards to assessment and the Judging Standards. Professional Learning around the Sacraments and preparation especially for teachers in years 3, 4 and 6 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> PL/guest Speaker Parish Sacramental Coordinator Parish/Fr Bone Sacramental resources and information 	<ul style="list-style-type: none"> Staff grow in engagement with the faith life and activity of the school. 	<ul style="list-style-type: none"> Leadership Team Sacramental Co-ordinator Evidence gathered through: <ol style="list-style-type: none"> Monitoring staff engagement in faith activities Class Observations Feedback from students and teachers



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.

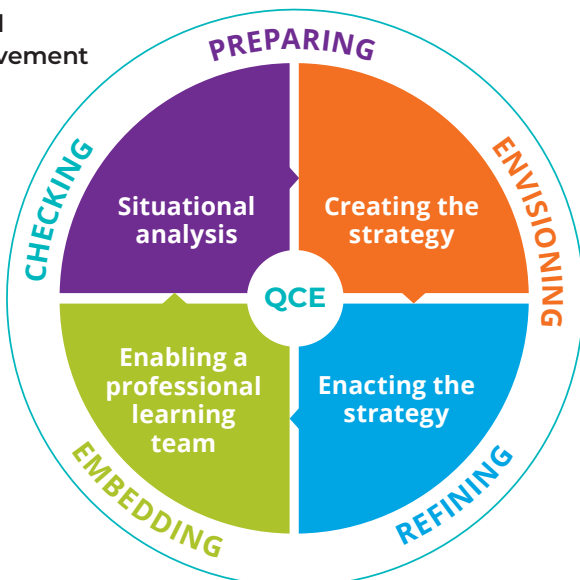
There is an expectation that at least one goal for Aboriginal education and Early Years education (if relevant) be included.

INFORMED BY EVIDENCE FROM

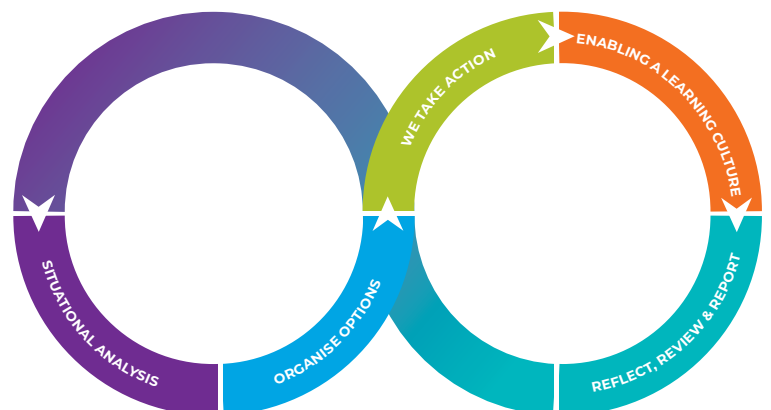
- Staff Formation Planning
- Quality Catholic Education guiding principles, frameworks and processes
- CECWA Strategic Directions (2019-2023)
- School Strategic Plan
- National Quality Standard (NQS) Audit
- Aboriginal Education / AEIM: Aboriginal Education Improvement Map
- Curriculum requirements
- Student data analysis, e.g. Power BI & other achievement data, attendance, wellbeing etc.
- 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 Performance & development goal to be achieved (stated simply).	Relevant Actions What actions will we take to achieve the goal?	Timeframe What are the timeframe milestones? Timeframe within which the goal will be achieved.	Resources Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.	Success Indicators How will we know we have been successful (quantitative and measurable)?	Monitoring Process and Progress 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?
<ul style="list-style-type: none"> Embed the St Helena's motto and values within all aspects of the school community and its life. 	<ul style="list-style-type: none"> Termly focus on values – one value each term and promotion throughout the school community. Promote and acknowledge students living out the school motto and values. Classes reflecting on a weekly basis on when students have demonstrated our school motto Teachers invest time at the commencement of each year to set classroom expectations which are underpinned by our school values and motto – include exploration of what each looks like, feels like, sound like 	<ul style="list-style-type: none"> Termly At Assemblies Weekly Beginning of Term One 	<ul style="list-style-type: none"> Developed school value resources Visible representation of School motto 	<ul style="list-style-type: none"> Communication Strategy developed and communicated to relevant stakeholders. Newsletter, website, Seesaw and Face Book page Annual schedule created detailing information sheets and other broadcasts to be prepared and shared with the community, each coinciding with relevant dates or activities, e.g Saint Teresa of Calcutta Feast Day 	<ul style="list-style-type: none"> Leadership Team - Luke Evidence gathered through: <ol style="list-style-type: none"> Language used on Merit Certificates reflect school values Feedback from students and teachers
<ul style="list-style-type: none"> Build staff and student understanding of a 'world envisaged by Jesus' through the integration of faith, life and culture. 	<ul style="list-style-type: none"> Promote Christian Service and Social Justice Initiatives Promote participation by parents in school liturgies and masses and including open invitation to Parish celebrations. Classes engage in regular conversations in which actions contributing to a WEBJ are witnessed As part of weekly Staff Prayer, staff invited to share where they have seen an action that contributes to a WEBJ 	<ul style="list-style-type: none"> Throughout 2023 Throughout 2023 as celebrations arise At least twice a term Weekly 	<ul style="list-style-type: none"> Opportunities for involvement in Christian Service and Social Justice initiatives Resources for teachers and staff about WEBJ 	<ul style="list-style-type: none"> Improved participation in Christian Service and Social Justice Initiatives Improved attendance by parents at school liturgies and masse There are visible examples of staff and students witnessing to a WEBJ Staff share WEBJ moments in prayer and dicussions. 	<ul style="list-style-type: none"> Leadership Team Evidence gathered through: <ol style="list-style-type: none"> Participation in Christian Service and Social Justice initiatives. Attendance at liturgies and masses. Classroom observations Feedback from students and teachers Weekly Staff Prayer

EDUCATION

Improvement Goals Performance & development goal to be achieved (stated simply).	Relevant Actions What actions will we take to achieve the goal?	Timeframe What are the timeframe milestones? Timeframe within which the goal will be achieved.	Resources Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.	Success Indicators How will we know we have been successful (quantitative and measurable)?	Monitoring Process and Progress 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?
<ul style="list-style-type: none"> Embed the Vision for Learning as a driver for improved teacher practice and enhanced student learning with a particular focus on student learning across the school. 	<ul style="list-style-type: none"> Revisit schools Vision for Learning as well as the agreed pedagogies and expectations in ALL lessons at St Helena's Work with teachers as a collective and individually to create learning plans that focus on the 'what to teach' and the 'how to teach'. Provide ongoing coaching and feedback to teachers to build capacity. . Review programs in place across the school to ensure consistency in practice and accuracy 	<ul style="list-style-type: none"> First Weeks of Term 1, and through staff induction Term 1 and then ongoing throughout 2023 Throughout 2023 Term 3 and 4 	<ul style="list-style-type: none"> Swivl CEWA Staff - Math Project 	<ul style="list-style-type: none"> Improvement in student data collected over time (2023 and beyond) Improvement in student engagement reflected through achievement and behaviour/class focus. Consistency in teacher practice and language across year levels 	<ul style="list-style-type: none"> Leader of Pedagogical Practice Evidence gathered through: <ol style="list-style-type: none"> Teacher and leader discussions Coaching and feedback sessions Classroom observations Data collection and analysis
<ul style="list-style-type: none"> Develop a rich data culture that promotes student learning, enhances teacher capacity and builds school improvement 	<ul style="list-style-type: none"> Review assessment schedule and the use of data to inform practice across the year Leadership Team and Pedagogical Leader to create team to interpret and analyse collected data Utilise PLC meetings to build staff capacity to interpret data as a guide to inform and measure student learning Utilise PLC meetings to develop a shared understanding across staff of critical feedback as a tool for assessment as learning 	<ul style="list-style-type: none"> Term 1 Term 1 and Ongoing Throughout 2023 Throughout 2023 	<ul style="list-style-type: none"> Key Staff to attend ACER PAT adaptive training ACER PAT Power BI 	<ul style="list-style-type: none"> Improvement in student data collected over time (2023 and beyond) Data is actively viewed by teachers and used to help guide decision making and teaching. 	<ul style="list-style-type: none"> Leader of Pedagogical Practice Evidence gathered through: <ol style="list-style-type: none"> Teacher and leader discussions Data collection and analysis Classroom observations PLC and Staff PD calendar

COMMUNITY

Improvement Goals Performance & development goal to be achieved (stated simply).	Relevant Actions What actions will we take to achieve the goal?	Timeframe What are the timeframe milestones? Timeframe within which the goal will be achieved.	Resources Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.	Success Indicators How will we know we have been successful (quantitative and measurable)?	Monitoring Process and Progress 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?
<ul style="list-style-type: none"> Take proactive steps to provide for the pastoral needs of our students to enhance student engagement. 	<ul style="list-style-type: none"> Staff to revisit Behavior Tonics and emotion coaching and Positive behavior strategies as led by the SIT Leadership Team to review 2023 NSI Climate Survey data and compare to 2021 results. Review Student Code of Conduct and Process for Student Concerns. Leadership Team to work similar process with student leadership task 	<ul style="list-style-type: none"> Term 1 Semester 1 Term 1 Term 3 	<ul style="list-style-type: none"> Behaviour Tonics/Brad NSI School Climate Survey School Climate Survey Executive report 	<ul style="list-style-type: none"> Improvement in results in NSI climate survey in areas concerned with behaviour and student engagement Process for Student concerns published and displayed Student code of conduct reviewed 	<ul style="list-style-type: none"> Leadership Team Evidence gathered through: <ol style="list-style-type: none"> Classroom observations Data collection and analysis Feedback from students and teachers Survey results and data
<ul style="list-style-type: none"> Partner with our parish, parish schools and priests to more authentically reflect an active and engaged faith community. 	<ul style="list-style-type: none"> Termly meeting with principals from the three parish schools (Holy Cross, Emmaus and St Helena's) and Fr Bona. Termly parish children masses with each school running a mass on a rotating schedule Sacramental Program is parish based and school supported Fr scheduled to attend St Helena's for several masses, Reconciliation services and feast days throughout the year. Liaise with Josephine at the Parish. 	<ul style="list-style-type: none"> Each Term in 2023 Each Term in 2023 Throughout 2023 Throughout 2023 	<ul style="list-style-type: none"> Behaviour Tonics/Brad NSI School Climate Survey School Climate Survey Executive report 	<ul style="list-style-type: none"> Priest is onsite at St Helena's for 1 hour each week and for key events that fall outside of this time o Increased attendance of students and their families at Parish Family Masses o NSI survey data reflects greater connection between school and parish 	<ul style="list-style-type: none"> Leadership Team Principal Sacrament Co-ordinator Evidence gathered through: <ol style="list-style-type: none"> Priest visits Participation in Sacramental Program Interaction between schools and parish

STEWARDSHIP

Improvement Goals Performance & development goal to be achieved (stated simply).	Relevant Actions What actions will we take to achieve the goal?	Timeframe What are the timeframe milestones? Timeframe within which the goal will be achieved.	Resources Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.	Success Indicators How will we know we have been successful (quantitative and measurable)?	Monitoring Process and Progress 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?
<ul style="list-style-type: none"> Commit to fulfilling and promoting Christian responsibility for care of the Earth as our common home. 	<ul style="list-style-type: none"> Sustainability Team and Middle Leader to work with student focus groups to establish 'St Helena's Charter for the Environment and steps to monitor implementation of the Charter. Communicate Charter to the school community. Staff and students engage in in-house workshops to build knowledge and understanding of the Charter and how we can all contribute to its realisation. Investigate alternative energy plan to look at the use of energy at the school. 	<ul style="list-style-type: none"> Semester 1 Semester 1 Throughout 2023 Semester 2 	<ul style="list-style-type: none"> Waste Sorted School resources and personnel External agencies concerned with sustainability 	<ul style="list-style-type: none"> Communication of St Helena's Charter for the Environment Reduction of waste across school Witnessing of a variety of sustainable practices within classes and across the school Completion of in-house workshops Completed energy audit 	<ul style="list-style-type: none"> Sustainability Middle Leader and Team Evidence gathered through: <ol style="list-style-type: none"> Waste audits Feedback from students and teachers Results from student and family surveys/discussions
<ul style="list-style-type: none"> Continued development and enhancement of Internal and external learning environments that promotes student learning. Staff are provided with opportunities for professional learning and development 	<ul style="list-style-type: none"> Maintenance plan created through consultation with school Finance and Facilities manager. Process for recording issues and dangers noticed by staff to ensure things are fixed in a timely matter. Upskilling of staff to take on Middle Leaders roles, leading teams across different school areas. 	<ul style="list-style-type: none"> Term 1 and ongoing Term 1 Throughout 2023 	<ul style="list-style-type: none"> Access to forms/online recording programs External agencies as needed CEWA Leadership Consultants and other consultants as needed. CEWA PL Portal 	<ul style="list-style-type: none"> Maintenance plan updated as needed Staff process for recording of issues and dangers well known and utilised by staff Complete PL by staff 	<ul style="list-style-type: none"> Leadership Team Finance and Facilities Manager Evidence gathered through: <ol style="list-style-type: none"> Classroom observations Facilities maintenance logs and forms Data collection and analysis Feedback from students and teachers