



Lumen Christi College

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

To form resilient young men and women with a passion to learn and to be a light for others

LIGHT OF FAITH - To have an optimistic faith and to appreciate and be good stewards of the blessings of life.

LIGHT OF EXCELLENCE - We are challenged to shine, to develop our gifts, to achieve our personal best and to share our talents for the benefit of others.

LIGHT OF WELCOME - We are challenged to welcome, to develop an inclusive Community and to be a safe place where all are known and belong.

LIGHT OF EXAMPLE - We are challenged to lead, to demonstrate respect, understanding and compassion for others and to make a difference.

LIGHT OF CREATIVITY - We are challenged to value ideas, to explore possibilities, to have an optimistic faith and to appreciate diversity.

STRATEGIC INTENTS | 2023 -

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
Practices that embrace Catholic social teachings		



EDUCATION Catholic Schools of Excellence

GOALS	SUCCESS INDICATORS	QCE LINKS



COMMUNITY Catholic Pastoral Communities

GOALS	SUCCESS INDICATORS	QCE LINKS



STEWARDSHIP Accessible, Affordable and Sustainable System of Schools

GOALS	SUCCESS INDICATORS	QCE LINKS



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
<p>WITNESS</p> <ul style="list-style-type: none"> Examples of expressing the divine within Raising awareness of the presence of Jesus 	Empower staff to participate in the College retreat program by leading students and giving witness.	Earlier allocation of staff to retreats and allocate time to development of program and preparing staff adequately prior to retreat delivery.	Across 2023	Caroline Watson (DP Mission) Heads of Year RE Learning Area Retreat programs and resources Youth Mission Team	Increased number of staff participating in the College retreat program.	Develop a retreat feedback form focused on staff capability and areas for growth as well as confidence with knowledge and content. Review feedback after each retreat.
<p>CALL TO FAITH</p> <ul style="list-style-type: none"> Themes Beliefs 	Nurture the spiritual growth of the community through faith formation experiences (i.e. Staff Retreat, PL Days, Service) - Themes – Image of God (Human Dignity)	Middle Leaders Faith Day (1 day for all middle leaders)	Semester 1 2023	Caroline Watson (DP Mission) Prayer folders on Lumen Lights to support meaningful prayer experiences within meetings	Uptake of opportunity to go on staff retreat. Faith leadership within departments, and uptake of opportunities for prayers.	Calendarise dates of ML Faith Days (Term 4 2022). Establish prayer folder on Lumen Lights
	Provide meaningful formation through the FSW program for teachers beginning at the College and early career teachers.	Develop FSW program delivered to staff new to Lumen Christi Provide ongoing support to beginning career teachers in faith aspects of their teaching throughout the year and across significant faith occasions.	Semester 1 2023 2023	Caroline Watson Karen Prendergast Caroline Watson	An increased engagement with the faith life of the College. Increased level of comfort participating and engaging in faith-based events/occasions.	Staff reflections and feedback post FSW Development and use of an email distribution list for early career teachers. Emails sent prior to important faith occasions explaining the relevance and importance.

**CALL TO GROW
IN DISCIPLESHIP**

- Apostle's Creed
- Sacraments
- Life in Christ
- Christian Prayer

An integration of faith, life and culture through increased opportunities for faith formation

Create opportunities for staff Christian Service Learning aligned with House Christian Service Learning

Staff PL Day – Sacraments (Eucharist)

Middle Leaders Faith Day – see above

Scope & sequence the Faith PL throughout the year

Provide formation opportunities for staff around reimagined Christian Service-Learning program.

Provide a PL for all staff on the Sacrament of the Eucharist.

Ongoing throughout the year

Ongoing throughout the year

Term 1 2023

Caroline Watson (DP Mission)
Karen Prendergast (Principal)

Caroline Watson (DP Mission)
House Coordinators
External Agencies

Caroline Watson

Staff are leading liturgical experiences related to their role (i.e. year retreats)

More staff are prepared and able to guide students through the Christian service-learning process.

Staff participation in the PL

Caroline Watson (DP Mission)

Presenters booked Term 4 2022.

Lumen Christi College

School:

Year: 2023

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

ONGOING EVALUATION



CATHOLIC IDENTITY

Improvement Goals <i>Performance & 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>
Display Catholic icons and symbols around the College and develop meaningful and appropriate prayer practices.	<p>Stations of the cross in the chapel to reflect the diverse culture of the College community.</p> <p>Ensure all classrooms have a meaningful prayer table with appropriate resources and staff receive appropriate support in using them.</p>	<p>Commence Term 4 2022 – Completed by end of 2023</p> <p>Commencement of 2023 academic year</p>	<p>Caroline Watson (DP Mission), Lance Taylor (HOLA Visual Arts), Tom Do (Marketing), Various catholic cultural agencies.</p> <p>Caroline Watson (DP Mission), HOCO's & Homeroom Teachers Prayer book; wooden crosses; reversible cloths; candles etc.</p>	<p>Completed stations of the cross in chapel</p> <p>Prayer tables are set up in each Homeroom for the commencement of 2023.</p>	<p>Caroline Watson (DP Mission)</p> <p>Engagement of agencies (Term 4 2022) Stations of the cross Lenten series (Semester 1 2023)</p> <p>Production of stations of the cross (2023)</p> <p>Purchase all resources for prayer table (Term 4 2022)</p>
Increase participation in Catholic practices	<p>Reimplement the Homeroom presence at community mass on Friday mornings. Inform staff of reintroduction and their role in mass</p> <p>Provide opportunities for staff and students to participate in the sacrament of reconciliation</p>	<p>Term 4 2022 (Calendarise) Term 1 PL Days 2023</p> <p>Holy week 2023 and prior year 12 graduation.</p>	<p>Caroline Watson (DP Mission) Rachelle Scott - Admin</p> <p>Caroline Watson (DP Mission)</p>	Increased presence at Weekly Mass.	<p>Launch on PL Days (Term 1 2023) Appropriate use on liturgical days (2023) Calendarise 2022 -</p>

EDUCATION

Improvement Goals <i>Performance & 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 pedagogical best practices that are responsive to diverse learning needs	<p>Reinforce the Vision for Learning and SWP as the foundation for learning at the College. Provide relevant professional learning to support its integration and sustainability</p> <p>Deliberate and planned observation of teaching and learning to continually improve practice.</p> <p>Ensure consistency across Learning Areas for providing timely, specific & constructive feedback to students through the development of agreed processes</p> <p>Review & develop report attributes that better reflect student learning (IDEAS team)</p> <p>Targeted PL to further develop staff capacity to differentiate learning based on student needs</p>	<p>Ongoing throughout the year</p> <p>Relevant PL Days and Staff Meetings</p>	<p>Daisy Coma (Director of Pedagogy) Heads of Learning Area IDEAS Team Vision for Learning – Excellent Teaching LCC Document Climate survey</p> <p>SEQTA & IEP's Targeted PL to support differentiation</p>	<p>The School Wide pedagogical principles (Connect, Explore, Empower) are visible in student learning</p> <p>Improvement in student learning outcomes as indicated by various data sets</p> <p>Report attributes updated in semester one reports</p> <p>Positive feedback from students and parents indicating that teachers are meeting their learning needs</p>	<p>Daisy Coma (Director of Pedagogy)</p> <p>Systematic Professional learning plan for 2023</p> <p>Assess progress towards this goal at ELT Planning Days</p>

<p>Foster Christ-like, healthy and successful relationships between students and staff members enabling all to learn and grow in the image of God</p>	<p>Increased awareness and empower staff to positively impact student wellbeing through:</p> <ul style="list-style-type: none"> Upskilling teachers (& Homeroom teachers) to create meaningful connections with students All staff PL about recognising signs of student wellbeing and appropriate support if required <p>SLT to update & embed the student code of conduct</p> <p>Develop a peer mentoring program between Year 11 & Year 7 students</p> <p>Provide increased opportunities for student voice through various means</p>	<p>Ongoing throughout the year</p> <p>Updated Term 4 2022. Launch and embed Term 1 2023</p> <p>Launched December 2022, ongoing throughout 2023</p>	<p>Sheldon McIntyre (DP Senior School) Margarita Tranquille (DP Middle School) HOY's School Psychologists CEWA Wellbeing consultants CEWA Wellbeing Framework DISA Survey (Term 2)</p>	<p>Feedback from students and parents that they (their child) have a trusted adult</p> <p>Data indicates improved levels of student wellbeing (pastoral notes, attendance rates, counsellor referrals).</p> <p>Student behaviour reflects the code of conduct</p>	<p>Sheldon McIntyre (DP Senior School) Margarita Tranquille (DP Middle School)</p> <p>Staff wellbeing PL completed</p> <p>DISA Completed</p> <p>Assess progress at ELT Planning Days</p>
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COMMUNITY

Improvement Goals <i>Performance & 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>
Further cultivate partnerships with parents, parish and community to create intentional opportunities to engage with the College.	<p>Create opportunities for Parent Voice to be an active part of community events</p> <p>Complete cultural competency training with College Council and whole staff</p> <p>Investigate the possibility for translation of critical school documents and provision of interpreters as necessary</p> <p>Connect with a range of culturally diverse agencies to support student engagement</p> <p>Establish a core group of fathers to launch the fathering project</p> <p>Establish an avenue for parent engagement in faith formation opportunities at the College</p>	Ongoing throughout the year	<p>On Call translation services</p> <p>Troy Hayter (CEWA Consultant)</p> <p>OACWA</p> <p>Paul Hetherington (Fathering project) Sheldon McIntyre (DP Senior School)</p> <p>Caroline Watson (DP Mission) Local Parish – Fr. Philip</p>	<p>More parent engagement from parents of students with culturally diverse backgrounds</p> <p>Increased enrolment, retention and attendance rates of Aboriginal & TSI students and students of other culturally diverse backgrounds</p> <p>Fathering project activities occur throughout the year.</p> <p>Increased parent attendance at community mass Establish a parent prayer group</p>	<p>Marketing & Public Relations Officer</p> <p>Karen Prendergast meeting with Troy Hayter regarding culturally diverse students (Term 4 2022)</p> <p>Sheldon McIntyre (DP Senior School)</p> <p>Caroline Watson (DP Mission)</p> <p>Assess progress at ELT Planning Days</p>

STEWARDSHIP

Improvement Goals <i>Performance & 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 the professional capacity of all staff to promote a culture of continual growth and improvement	<p>Provide professional learning and resources to support staff to develop Professional Growth Plans</p> <p>Middle leaders to conduct learning walks and engage in professional dialogue with staff</p> <p>Continue to provide opportunities for participation in decision making that is shared, inclusive and based on integrity</p> <p>Increase opportunities for students to provide feedback at a variety of levels (including whole school and class)</p>	<p>Ongoing throughout the year</p> <p>Term 1 2023</p> <p>Ongoing throughout the year</p>	<p>School Climate Survey DISA Survey Student feedback forms (class) Student voice focus groups</p> <p>Executive Leadership Team Daisy Coma (Director of Pedagogy)</p>	<p>Increased engagement in opportunities to provide input (eg. working parties, staff feedback)</p> <p>Staff create and are engaged with a meaningful personal professional growth plan</p> <p>Student feedback is gathered regularly and analysed to inform school improvement</p>	<p>ELT</p> <p>Teacher PGP template developed (Term 4 2022)</p> <p>Staff developed PGP and met with HOLA.</p>
Increase the financial sustainability of the College operations	<p>Continued focus on achieving student enrolments and retention rates through marketing and relationships with primary schools</p> <p>Create alignment between the Capital Maintenance Plan, Capital Development Plan, Financial Plan and ICT Plan of the school.</p>	<p>Ongoing throughout the year</p> <p>Ongoing throughout the year</p>	Principal, Business Manager, Assistant Business Manager, Enrolments Officer.	<p>Improved enrolment numbers.</p> <p>Adequate cash reserves available for future commitments and Capital Works.</p> <p>Financial health index indicates risk rating to Medium using CEWA metrics.</p>	<p>Monthly monitoring by Alistair Dawson (BM) through financial reporting to ELT and each term to the SAC.</p> <p>Alistair Dawson (BM) Preparation of Full Year, Mid-Year Budget and 5 Year Financial Forecast. Presenting this to ELT and College Council annually.</p>

