



Mary's Mount 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

Our commitment is to live out the values of the MMPS 5 Pillars.
Christ – Tradition – Responsibility - Wisdom - Community

We Believe...

CATHOLIC IDENTITY

- God loves and welcomes all,
- In living the Gospel values.

EDUCATION

- All children can learn,
- Children are our future,
- Children are capable,
- Children have agency,
- In high expectations.

COMMUNITY

- In inclusivity,
- In authentic working relationships,
- In the importance of maintaining and strengthening community bonds.

STEWARDSHIP

- In the dignity of all,
- Wellbeing is the precondition to learning,
- In the responsible use of resources.

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
Connect to the charism of the Sisters of St Joseph of the Apparition	The community will be able to articulate key themes and concepts related to the charism SJA	1.1E
To develop a culture of spiritually rich staff members	Deeper understanding of Christ is visible by participation in catechesis, liturgical events and increased staff knowledge and faith	1.1D
To witness the presence of Christ through service to others (servant leadership)	Growth in wider community outreach programs and participation by staff, students and families	1.1B 1.2A

EDUCATION Catholic Schools of Excellence

GOALS	SUCCESS INDICATORS	QCE LINKS
Increase deep learning and academic rigour	Evidence of deeper learning through persistence in challenges and improved grit to academic rigour in Mathematics	2.1 2.3B 2.3D 2.3E
Integrate Aboriginal and Torres Strait Islander perspectives through the relevant learning areas, focussed on Noongar language learning	Students being able to articulate and demonstrate their knowledge of Aboriginal and Torres Strait Islander perspectives and Noongar language	2.1 2.3B 2.3C 3.1D

COMMUNITY Catholic Pastoral Communities

GOALS	SUCCESS INDICATORS	QCE LINKS
Development of the Mary's Mount Way to Wellbeing 3-year plan	Development of the Mary's Mount Way to Wellbeing Framework Growth in social, emotional, spiritual and intellectual wellbeing	3.1A 3.1B 3.1C
Fostering a stronger relationship with our Parish community	Greater parish participation in school events, liturgies and Community Masses	3.3A 3.3B

STEWARDSHIP Accessible, Affordable and Sustainable System of Schools

GOALS	SUCCESS INDICATORS	QCE LINKS
Continuous Maintenance schedule to maintain a learning environment that is safe for all	Safe school environment meeting compliance	4.3C
Fostering a vibrant and engaged early childhood learning area	Development of an early years indoor and outdoor learning space over the next 3 years	4.2
Provide support to families who require before and after school care by introducing this service.	OSHC facility to thrive in our school providing support to our community.	4.3C



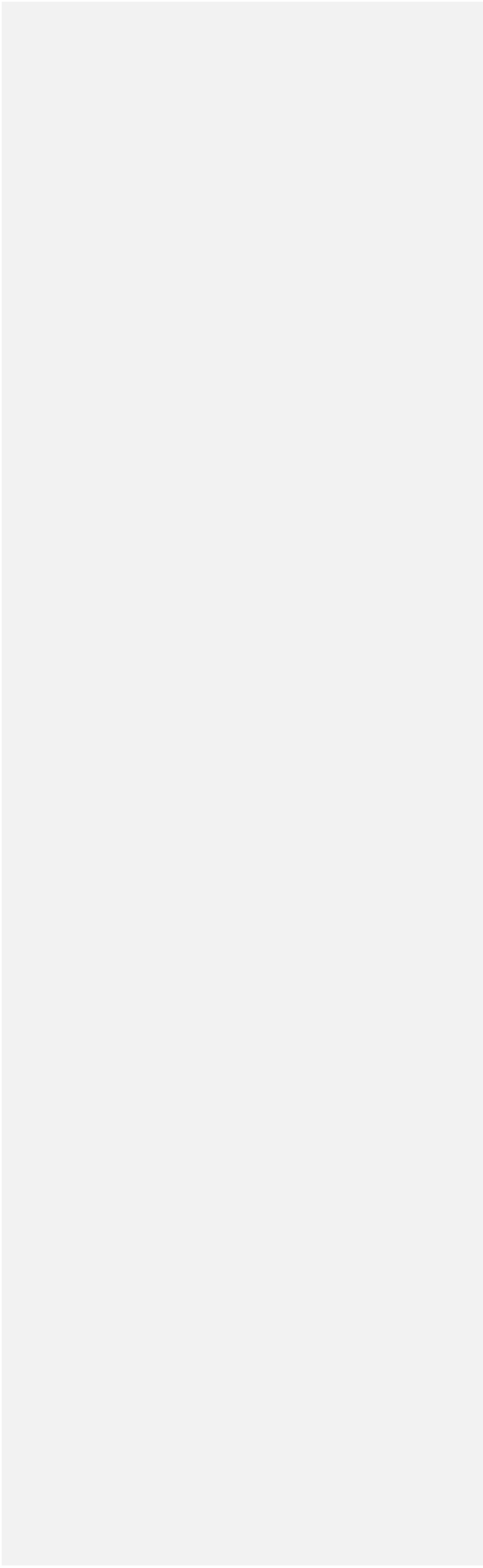
In considering the school’s Strategic Intents over the next three years in Catholic Identity, Education, Community and Stewardship, together with the iterative Improvement Goals (collectively the Catholic School Improvement Plan), priority also needs to be placed on identifying faith formation and mission 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
<div>WITNESS</div> <ul style="list-style-type: none">Examples of expressing the divine withinRaising awareness of the presence of Jesus	Staff Spiritual Growth	<ul style="list-style-type: none">A detailed induction program outlining the awareness of working in a Catholic schoolWhole Staff Professional Development (Knowledge & Faith)Accreditation CompletionIncorporation of learnings from 2021 spiritual retreatOpportunity to train as a special minister of the EucharistStaff meeting prayer and weekly staff prayer reflection from Gospel of the day/weekendPrayer before P&F and SAC meetingsParticipation in Prayerful Moments – Term 1 & 4 Sacred Space, Term 2 and 3 Chapel	On-going	<div>P & APs</div> <div>Staff</div> <div>CEWA consultants</div> <div>Guidelines for ACOLYTES EXTRAORDINARY MINISTERS OF HOLY COMMUNION ALTAR MINISTERS</div> <div>Archdiocese of Perth Liturgical Guidelines</div> <div>Parish Support</div>	<div>A deeper understanding of Christ visible in:</div> <ul style="list-style-type: none">Participation in PD daysLiturgical CelebrationsOutside Events – SacramentsReverenceWeekend Mass AttendanceSpecial Minister RotationAttendance at Community Masses <div>Attendance at Prayerful Moments</div>	<div>P & APs</div> <div>Staff</div>
	Community Formation	<ul style="list-style-type: none">Prayers/reflections to be shared in the school newsletterFamilies encouraged to attend school masses/celebrations and community masses and prayerful moments				
	Expression of Faith	<ul style="list-style-type: none">Daily Prayer (Morning, before Lunch, end of day)Mass participation and leadingAttendance at Sacramental MassesFocus on gestures EG: Sign of crossPrayer table and boxes– Relevant/meaningful/changing colours to match the liturgical season (See Appendix 2) <div>MMPS prayer booklet</div>		<div>Teachers/Staff</div>		

<div>CALL TO FAITH</div> <ul style="list-style-type: none">ThemesBeliefs	<div>Service/ Outreach</div>	<div>To increase awareness and acceptance of others through the following:</div> <ul style="list-style-type: none">Caritas Australia (Project Compassion)LifeLink Appeals – June and Christmas (SVDP)Laudato Si focusWider community outreach – Shopfront and parish support with mealsCatholic Earth Care School working towards level 4Social Justice Ministry for Students	<div>On-going</div>	<div>All Staff</div> <div>Student Ministry and Support Staff</div>	<div>All Staff involved and supportive of the school’s outreach focus through the year</div>	
<div>CALL TO GROW IN DISCIPLESHIP</div> <ul style="list-style-type: none">Apostle’s CreedSacramentsLife in ChristChristian Prayer	<div>Prayer</div> <div>Sacred Space</div> <div>Celebrations</div> <div>Rituals/Values</div>	<div><ul style="list-style-type: none">Whole School PrayerRosary focus – May and OctoberPrayer bookletUse of St Emilie de Vialar chapelSignificant Feast days and Religious events promoted by school leaders, at assembly and in the newsletterPrayer at the beginning of the day, before lunch and at the end of the dayPrayerful moment opportunities daily – time for conversations with Christ</div> <div><ul style="list-style-type: none">Connect the community with the traditions of our school and pay honour to past membersUse the space built for prayer and reflection</div> <div><ul style="list-style-type: none">Lent/Holy Week/EasterSt Emilie Feast DayMary MacKillop Feast DayHoly Days of ObligationStations of the CrossSacramental Celebrations (Confirmation, Eucharist, Penance)Christmas liturgyClass liturgiesUse of St Emile de Vialar chapel</div> <div><ul style="list-style-type: none">Model full participation in religious celebrations (Formal & Informal)Directory of Children’s masses document shared with staff and Parish PriestRe-establish Altar servers’ program</div> <div>Month of May Rosary</div>		<div>All Staff</div> <div>Students</div> <div>Committee All Staff</div> <div>Community & Parish</div> <div>All Staff</div> <div>All Staff</div> <div>Parish RE coordinator</div> <div>Parish priest</div>	<div>Whole School Prayer focus visible and evident in every class (Prayer Boxes)</div> <div><ul style="list-style-type: none">Developed and blessed with an openingUsed for Christian meditation, prayer, outdoor masses and liturgies held, parish prayer groups</div> <div><ul style="list-style-type: none">Increased participation in key eventsStaff involved and leading celebrations with AP/Principal</div> <div>Full and committed participation and modelling in celebrations</div>	



Improvement Goals

School: Mary’s Mount Primary School

Year: 2023

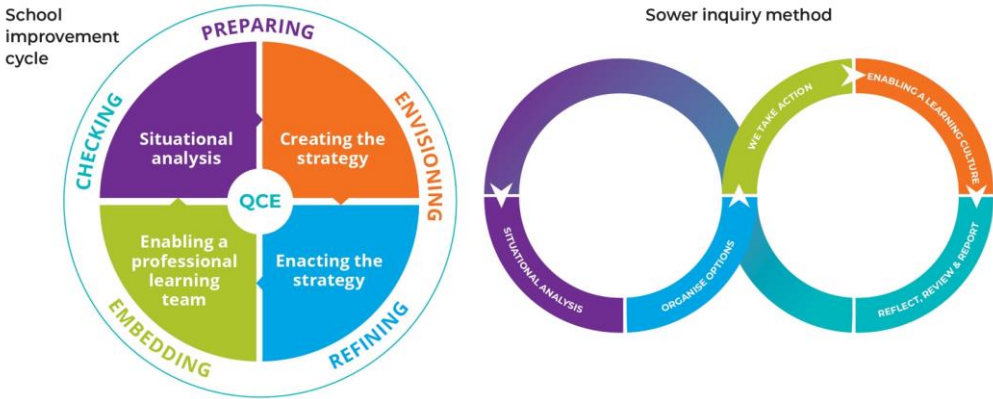
The Improvement Goals are not intended to capture all the strategic activities of a school but rather prioritise the key areas of focus that will have the highest impact on realising sustained and relevant improvement. Schools are encouraged to limit the number of goals established to maximise depth 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.
- QCE School Review (QCESR)
- School Climate Survey
- Technology Integration Matrix (TIMS) / Technology Uses and Perceptions Survey (TUPS)
- School improvement processes

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>
<p><i>Growing spiritually well humans.</i></p> <p>By the end of 2023 the staff and students of Mary’s Mount Primary School will embed a culture of reflection and prayerful practice. By doing so the members of the MMPS community will deepen their spiritual connection with Christ.</p> <p>By the end of 2023 the staff and students will develop a sense of awe and wonder through the use of Godly Play.</p>	<p>Continue to develop a whole school approach to prayerful moments</p> <p>Class visits to the Sacred Space and St Emilie de VI liar Chapel</p> <p>Evidence of Godly Play being incorporated and linked to year level units of work</p>	<p>Ongoing for 2023</p> <p>Ongoing for 2023</p>	<p>Godly Play boxes created at staff retreat last year</p>	<p>Staff active participants in the faith, life and culture of MMPS</p> <p>Use of outdoor Sacred Space and Chapel for prayerful moments</p> <p>Agreed Whole School Approach to engage students in prayerful moments</p>	<p>Christopher Smith</p> <p>Erin Leech</p> <p>Focus Group</p>
<p>To witness the presence of Christ through service to others (servant leadership), within our own school community and wider community.</p>	<p>Student Ministry team spending time with lead teacher and organise fundraising events each term. Share actions with school community in newsletter and school parish board and bulletin.</p> <p>Staff Community Outreach Day</p>	<p>On-going</p> <p>Term 3</p>	<p>CEWA website</p> <p>Caritas</p> <p>LifeLink</p>	<p>Participation in social justice activities through Catholic Agency</p>	<p>Christopher Smith -</p> <p>Lead teacher - Adam Palmer</p>
<p>To achieve level 4 as a Catholic Earth care School</p>	<p>To achieve Level 4 part of the audit submission is to focus on two more Laudato Si Goals which will bring the total up to 6 over the course of our levels. A whole school project in each of the Laudato Si Goals (LSG’s) is how we demonstrate that we have taken action to contribute towards them</p>	<p>On-going for 2023</p>	<p>Resources for the Earth care school’s certification program for Catholic schools</p> <p>https://catholicearthcare.org.au/earthcare-certified-schools-program/</p>	<p>Achievement of Level 4</p>	<p>Belinda Henderson</p> <p>Focus Group</p>
EDUCATION					
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<p>By the end of 2023 the staff of Mary’s Mount Primary School will embed deep learning and academic rigour within the learning area of Mathematics. This will be achieved by developing a whole school pedagogical approach which stretches thinking and challenges mathematical process of students.</p>	<p>Continue Numeracy strategy with CEWA consultant, Ben Saulsman</p> <p>Parent Information session in March</p> <p>LES, Number Talks, Mental Maths, Place Value Scope and Sequence and Assessment further developed</p> <p>Use of Seesaw to showcase learning experiences</p> <p>Principal and lead Numeracy Key Teachers to attend Leading Numeracy Professional 6 day Learning Events</p>	<p>PD - Term 1</p> <p>Term 1</p> <p>On going</p> <p>Ongoing</p> <p>Duration of 2023</p>	<p>CEWA Numeracy consultant</p> <p>Key teachers Numeracy – Kristine Williams and Steve Sorgiovanni</p> <p>CEWA Support Consultant</p> <p>Staff</p> <p>Emma, Kris, Steve</p>	<p>Teaching staff making consistent use of LES model</p> <p>Evidence of regular lessons</p> <p>Feedback</p> <p>Data day</p> <p>Sharing knowledge with colleagues</p>	<p>CEWA Numeracy Team ongoing support of MMPS staff</p> <p>PLC meetings</p> <p>Kristine Williams and Steve Sorgiovanni</p> <p>All staff</p>

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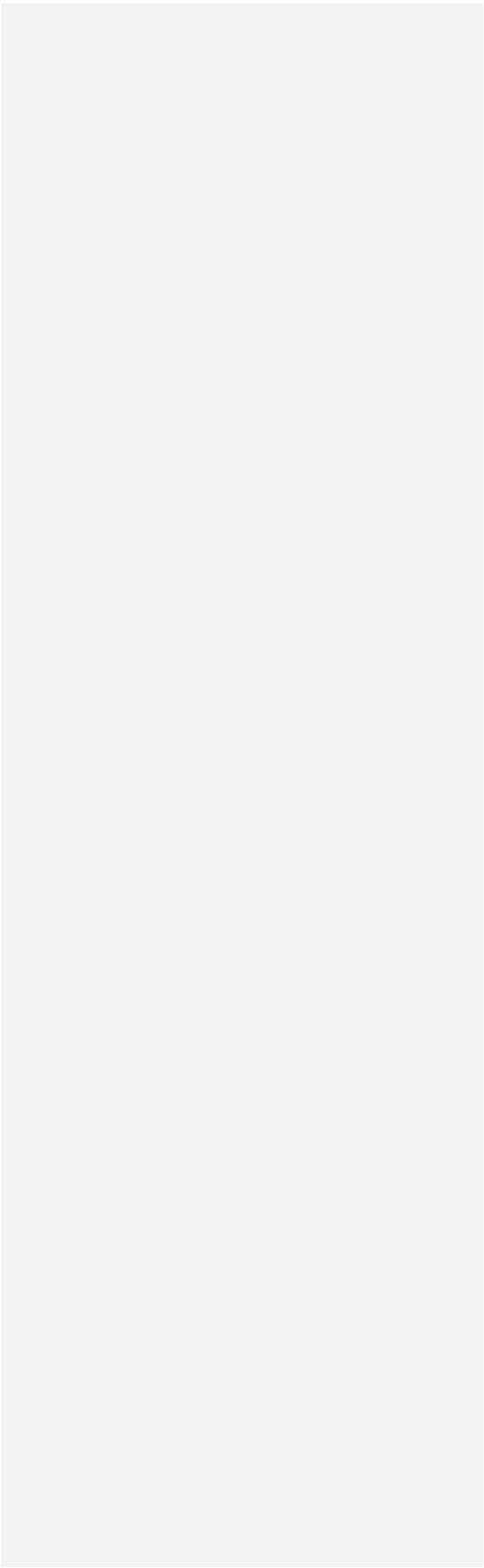
COMMUNITY

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>
Throughout 2023 the wellbeing strategy, The Mary’s Mount Way 2 Wellbeing will continue to be developed and implemented. The focus of our school year is centred on being the best part of someone else’s day. Staff and student wellbeing will be enhanced through the development of the strategy.	Development of info graphic showing inner, middle and outer layers of the MMPS Wellbeing Strategy.	By Week 2 of Semester 1, 2022	Social Worker Julie Merrells Restorative Practice WA Physical Education Teacher Teresa Curulli Ben Saulsman CEWA Numeracy consultant Deb Perich CEWA Wellbeing Consultant All Staff MMPS Professional readings to reinforce the goals are seeking to achieve SSC - provide support	Observation of increased level of emotional regulation	Surveys
	Social and Emotional: Continue Restorative Practice processes and conversations Parent Education on the Behaviour Engagement Plan and the bump wheel. Launching this by the end of Term 1. Continue to implement Highway Heroes with a focus on Module 1 Sticking up for me, bullying and teasing Meditation music (Gurrumul Yunupingu) on loudspeaker to welcome students to class Continue with Zones of Regulation with school social worker on a needs basis Character Strengths PD with CEWA Wellbeing Consultant Deb Perich at beginning of the year Character Strengths students survey for Year 5 and 6 students Staff Wellbeing initiative - Wellbeing Wednesday/Take Care Tuesday. Seek feedback from staff about what they need for their own personal wellbeing. Use this to guide staff wellbeing Physical: Morning fitness and regular brain breaks Spiritual: Prayerful Moments Intellectual: Connection with Numeracy Focus	PD - Term 2 Ongoing Term 2 Ongoing Ongoing Term 1 Term 2 Ongoing		Observation of students using tools from the Highway heroes toolkit. Reduction in the number of students sent to the office to do a reflection sheet Language o strengths used amongst staff Staff engaging in restorative conversations Parents having a common understanding of the language of restorative practice and the bump wheel.	Feedback from School social worker Feedback from students - sit-down conversation with 2-3 students per year level each term.
Throughout 2023 we will embed Aboriginal language, perspectives and Acknowledgment of Country within the curriculum and across the school. Students and staff will be able to articulate these concepts with the wider community.	Acknowledgement of Country across every year level before prayer every morning. Embedding Noongar language e.g., seasons into classroom routine. Relaunch the blog including Sustainability, Social Justice and Aboriginal – e.g., photo grid. A focus on United Nations Sustainable Development Goals. QR codes for Aboriginal Walk Assembly announcements by the Green Team Aboriginal plaques of animals made by students in art in consultation with art specialist to be placed around the school	Ongoing Ongoing Early term 1 Ongoing Week 5, Term 1 Term 1	Earth Care school improvement team Green Team Caritas CEWA Aboriginal Education Team City of Kalamunda TLEO Matt Moore CERCUL – Natasha Lita – Seeds for School Megan – Little Green Steps Noongar_Oak (Instagram) Noongarboodjar.com.au	Achieving Level 4 in Earth Care Presences of Aboriginal perspectives in each classroom using physical resources and kits	Feedback staff, students and parent (forms) Kristine Williams – Aboriginal Perspectives Coordinator Belinda Henderson

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>

Using the 5 Year Maintenance Plan developed in 2021 a continuous maintenance schedule will be maintained to ensure a learning is safe for all.	Development of a 2023 focus map to address safety recommendation.	January 2023	5-year Maintenance Plan Stand-alone Bushfire Plan School Advisory Council Maintenance Manager – Leadership team CEWA ConsultantsCity of Kalamunda	Holding the weekly meetings	Leadership team Belinda Henderson – Work, Health and Safety Officer (WHS)
	5-year plan maintenance meetings with key personnel to track progress and meet targets set.	Weekly		High risk safety recommendations are completed as a priority.	
	Continue to work with CEWA Capital Consultant to develop Early Years Learning Area.	Ongoing		Use financial resources responsibly to meet as many recommendations as possible within the 2023 calendar year.	
	WHS coordinator and team conducting regular meetings to ensure a safe working and learning environment	Termly		Make effective use of the gardens and grounds books and hazard report forms	
Fostering a vibrant and engaged early childhood learning area and a development of an architecturally designed master plan	WHS audit walks	Termly	Leadership team System Accountant Capital Consultant CEWA School Advisory Council Early Childhood Educators	EOI approval	Emma Bell
	EOI for CDP loan	November 2022		City of Kalamunda approval of building permit.	
	Work through process of approvalsInform community of progress	Duration of 2023			



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