



ST. EMILIE'S CATHOLIC
PRIMARY SCHOOL

Growing in Grace

CATHOLIC SCHOOL IMPROVEMENT PLAN

2026

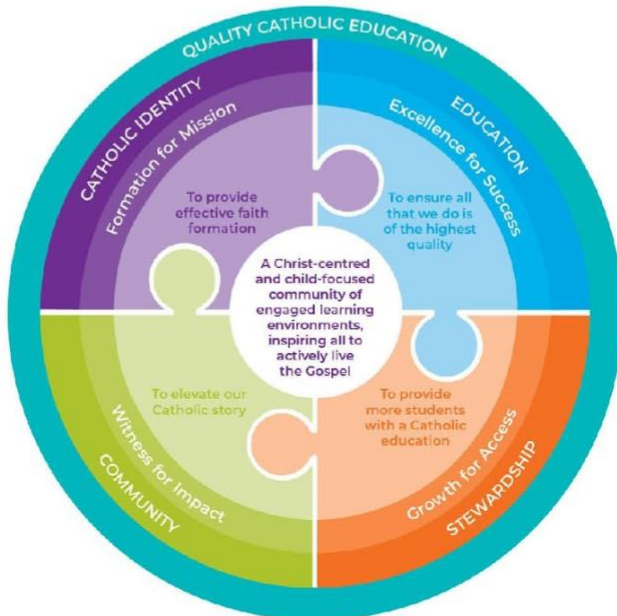
**St. Emilie's Catholic Primary
School, Canning Vale**

CEWA Context

Vision

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

CECWA Strategic Initiatives



Growth for Access

To provide more students with a Catholic education

By 2030, Catholic Education Western Australia will grow enrolments and prepare for future expansion, with parents recognising CEWA as the education provider of choice.

Quality Catholic Education (QCE)

QCE is a whole of system approach to addressing the important governance and improvement processes and structures, and thus is an elaboration on CEWA's vision of a quality Catholic education which is Christ-centred and child-focused.

Formation for Mission

To provide effective faith formation

By 2030, Catholic Education Western Australia will implement formation practices and programs to empower all staff to further the vision and mission of Catholic education.

Excellence for Success

To ensure all that we do is of the highest quality

By 2030, Catholic Education Western Australia's students and staff will thrive in their faith development, learning growth and wellbeing.

Witness for Impact

To elevate our Catholic story

By 2030, Catholic Education Western Australia will achieve impactful partnerships with our communities, to enable all to recognise the value and contribution of Catholic education.



QUALITY CATHOLIC EDUCATION	
OUR VISION Catholic Education Western Australia is a Christ-centred and child-focused community of engaged learning environments, inspiring all to actively live the Gospel	
1. CATHOLIC IDENTITY We are committed to the vision of Catholic Education Western Australia, which is a Christ-centred and child-focused community of engaged learning environments, inspiring all to actively live the Gospel.	2. EDUCATION We are committed to providing a high quality Catholic education for all students, ensuring that all students have access to a Catholic education and that all students are prepared for the future.
3. COMMUNITY We are committed to building strong relationships with our communities, ensuring that all communities have access to a Catholic education and that all communities are prepared for the future.	4. STEWARDSHIP We are committed to managing our resources responsibly, ensuring that all resources are used in a way that is consistent with our vision and mission.
REVIEW AND IMPROVEMENT We are committed to reviewing our vision and mission regularly, ensuring that they remain relevant and inspiring.	
OUR VISION Catholic Education Western Australia is a Christ-centred and child-focused community of engaged learning environments, inspiring all to actively live the Gospel.	



Catholic School Improvement Plan Purpose

Strategic Intent

Strategic intents should be drawn from and complementary to CECWA's Strategic Initiatives Towards 2030 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 key improvement goals that can be articulated in more detail and actioned through the iterative School Improvement section of the CSIP.

Through the cycle of strategic planning, when CECWA's Strategic Initiatives 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.

Staff Formation for Mission Planning

In considering the school's Strategic Intent 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 broad goals across a three-year period. The Staff Formation template is covered in more detail in Formation for Mission (Evangelisation) workshops facilitated by the Religious Education Directorate. It is primarily based on staff formation, as it relates to the school context, 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 alongside the Strategic Intent section within a school's strategic planning cycle. However, it can be updated more regularly should this be required. 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, particularly setting more specific goals within the Improvement Goals section.

Improvement Goals Planning (current school priorities)

Identified Strategic Intent and Staff Formation for Mission priorities are realised through Improvement Goals. 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

- Compliance review and governance requirements
- Staff Formation for Mission planning
- Quality Catholic Education guiding principles, frameworks and processes
- CECWA Strategic Initiatives towards 2030
- School Strategic Planning processes and data
- National Quality Standard (NQS) audit
- Aboriginal education / AEIM: Aboriginal Education Improvement Map
- Curriculum planning and requirements
- Student data analysis e.g. Learning Insights and other achievement data, attendance, wellbeing etc.
- QCE School Review (QCESR)
- School Climate Survey
- School improvement processes



School Mission, Vision and Values

✝ PRAYER

St Emilie, our Mother and guide, you were so filled with the love of God, that you helped others in difficult times. Please help us to be like you and love others.

Amen
St Emilie, pray for us.

VISION

St Emilie's Catholic Primary School's Vision is to promote life-long learning in a safe, nurturing and Christ-centred environment.

MISSION

Our mission is to courageously inspire and support children to grow, as confident critical thinkers, and collaborative and creative learners who are well equipped to relate to an ever-changing world.

VALUES

- We respect ourselves and each other
- We strive for excellence
- We build wellbeing
- We create a safe environment.

ST. EMILIE'S
CATHOLIC PRIMARY SCHOOL

MOTTO

GROWING *in Grace*

Principal Statement

At the commencement of the 2026 school year, the School Strategic Plan, 'Growing in Grace Toward 2030' was launched to our community. The formation of the five Strategic Intentions, which will guide our school toward 2030, were created after 12 months of community consultation, commencing with the children from the school. This ensured that all in our community were given the opportunity to share their hopes and dreams for our school, as well as actively look for opportunities for growth within the community.

Underpinning the School Strategic Plan is an Operational Plan which the School Extended Leadership Team and School Advisory Council will use as a guide to ensure that the Strategic Intentions articulated, have measures to ensure they are time bound. The Strategic Intentions that are articulated in the School Strategic Plan will be used to form the Catholic School Improvement Plan (CSIP) going forward to 2030.

The current St. Emilie's Catholic School Staff Formation Plan 2022 – 2024 requires an update, given the changes that have taken place in the School Leadership Team in the middle of 2023. The school is currently awaiting advice from CEWA in regard to how to go forward with this process.

Strategic Intentions| 2026 TO 2029

CATHOLIC IDENTITY Formation for Mission

Strategic Intent	Key Improvement Goals	QCE Links
Partner authentically with the parish to ensure we are in communion, promoting and providing witness to the school's distinctively Catholic ethos.	- Enhance the visibility of the school within the parish - Increase the percentage of children from the parish who are enrolled at the school. - Increased visibility of Catholic signs and symbols within the school.	Catholic Identity 1.1
Provide regular opportunities for our community to grow their relationship with Jesus, through connection with the faith tradition of the Sisters of Saint Joseph of The Apparition and the person of Saint Emilie de Vialar.	- Continue to promote and enhance the Fruits of the Holy Spirit linking with house patrons (Saint Emilie de Vialar and Sister Margaret Mary Gannon in particular). - Enhancing the Feast Day of Saint Emilie de Vialar - Deepening the ongoing connection with the Sisters of Saint Joseph of the Apparition as well the connection with Saint Emilie's School in Ubon Ratchathani in Thailand.	Catholic Identity 1.1

EDUCATION Excellence for Success

Strategic Intent	Key Improvement Goals	QCE Links
Strengthen the capacity of educators and school processes so that the diverse needs of children in the school are identified ensuring that all children have the 'grace to grow'.	- Refinement of processes and practices, including access to professional learning and access to external support, to support educators in catering for the diverse needs of children across the school, especially in the area of EAL/D and with children who have additional needs. - Evolution of the School Behaviour Engagement Procedure to ensure that there are links with the Fruits of the Holy Spirit Program and URSTRONG Approach, focusing on proactive relationship building and the development of Student Codes of Conduct - Development of a coaching culture across the school with staff provided with the opportunity to develop a solution focused, growth mindset.	Education 2.3
Protecting teaching and learning time.	- Streamlining of Term Planners to ensure that there is an appropriate balance between school based events and themed week, while at the same time, not impacting precious teaching and learning time. - De-implementation of work across the school that is no longer impacting the growth of children effectively. - Exploring alignment across the school with approaches to teaching core curriculum such as Spelling.	Education 2.3
Evolving online practices to enhance the teaching and learning cycle and impact the engagement and learning of children.	- Ensure that data is accessible in platforms such as Power BI, Learning Insights and Elastik, and the educators are aware of how to access, interpret and use this data to enhance teaching and learning. - Transition away from Google as the main platform for staff, toward Microsoft which is system supported.	Education 2.1

- Further explore evolving technology such as Artificial Intelligence (AI) and its impact on children, educators and the wider community.

COMMUNITY Witness for Impact

Strategic Intent

Amplifying wellness and wellbeing through celebrating the God given gifts of children and educators, utilising the school's natural environment for children to identify and accentuate their gifts.

Promote a culture of balance, wellness and wellbeing in our community through intentional and meaningful moments of connection.

Key Improvement Goals

- Resourcing for wide and varied play spaces
- Develop the woodlands area in the school with a First Nations lens to sustainability and stewardship in line with the Lau Dato Si Encyclical and the St. Emilie's Catholic Primary School Sustainability Framework.
- Explore various ways to extend the children at St Emilie's through extra and co curricular opportunities.

- Continue to learn about and promote all of the cultures at St Emilie's to ensure that children, staff and families continue to feel connected and welcome to the school.
- Creating and sharing of the Staff Wellbeing Definition
- Provision of opportunities for parents and carers in our community to connect with one another around similarities, and for the school to provide ongoing parent learning opportunities.

QCE Links

Community 3.1

Community 3.2

STEWARDSHIP Growth for Access

Strategic Intent

Prioritise targeted and intentional resourcing for The Early Years Three Year Old Kindy to Year Two) to ensure that the evolving needs of children and families in the community are being met, laying the foundation for the future generation.

Key Improvement Goals

- Refine the School Early Years Charter in line with the School Vision for Learning.
- Resourcing the building of a new space in The Early Years Block, which could host Three Year Old Kindy, parent led playgroups, and be used as an additional break out space for school staff and allied health providers.
- Renovation of The Early Years Block to ensure that toilets in the space are accessible to children when they are playing outside, as well as prioritizing the flow of children between inside and outside spaces.

QCE Links

Stewardship 4.2

Staff Formation Planning 2022 – 2024 (Updated Plan Required)

FOCUS AREA ONE								
What you want to improve	<u>WITNESS</u> - Examples of expressing the divine within - Raising awareness of the presence of Jesus							
Staff Formation	Relevant Actions (How?)	Timeline (When?)	Responsibility (Who?)	Effectiveness Indicators	Progress N/P/A			
Improvement Goal: <i>(what do you hope to achieve?)</i> To grow in our knowledge of Catholic Social Teaching and put it into action in our community.	Staff will actively promote Gospel values such as love, peace, justice, compassion, and reconciliation through daily example and via the curriculum. Staff will support children to become more aware of the presence of Jesus , by continuing to explore the core principles of CST.	Staff to integrate CST into RE programs across the year. Leadership Team to provide opportunities to increase knowledge and share helpful resources at staff meetings across the year.	School Leadership Team. School Staff.	All staff members have a good working knowledge of what Catholic Social Teaching is all about and what it calls us to do and be in our school and the world. Staff are actively talking about and providing opportunities for students to explore.	N	☐	☐	☐
					P	☐	☐	☐
					A	☐	☐	☐
Leadership Formation Improvement Goal: <i>(what do you hope to achieve?)</i>	The Leadership Team will always model the Gospel values at St Emilie's and ensure that decisions made at the school do not adversely affect the most vulnerable.	Always.	School Leadership Team.	Community feedback through QCESR process (2025).	N	☐	☐	☐
					P	☐	☐	☐
					A	☐	☐	☐

FOCUS AREA TWO

What you want to improve

CALL TO FAITH

- Themes
- Beliefs

Staff Formation	Relevant Actions (How?)	Timeline (When?)	Responsibility (Who?)	Effectiveness Indicators	Progress N/P/A			
						Year 1	Year 2	Year 3
Improvement Goal: <i>(what do you hope to achieve?)</i> To grow in our: • spiritual awareness • theological understanding • understanding of vocation • capabilities for mission and service in our school and in the local community.	1 Spiritual Awareness Protect and promote prayer opportunities for all staff. 2 Theological Understanding Quality Professional Learning opportunities. 3 Understanding of Vocation Harness opportunities for various community members to share their journey so far. 4 Capabilities for Service Capture various opportunities for service and respond to staff needs to support their work.	Throughout the whole year.	School Leadership Team. Parish Priest.	1. Prayer opportunities are available for all staff on a weekly basis. 2. Staff theological knowledge more evident. 3. Staff have listened to and reflected upon the stories of community members re vocation. 4. Staff have reflected on their call to service and responded in practical ways.	N	☐	☐	☐
					P	☐	☐	☐
					A	☐	☐	☐
Leadership Formation Improvement Goal: <i>(what do you hope to achieve?)</i>	To work with staff to deepen their understanding of the faith tradition of the Sisters of Saint Joseph of the Apparition.	Start of the year Faith Day with Parish Priest and a panel of community members.	School Leadership Team.	Feedback taken from attendees on the day.	N	☐	☐	☐
					P	☐	☐	☐
					A	☐	☐	☐

Staff Formation Planning (continued)

FOCUS AREA THREE

What you want to improve

CALL TO GROW IN DISCIPLESHIP

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

Staff Formation	Relevant Actions (How?)	Timeline (When?)	Responsibility (Who?)	Effectiveness Indicators	Progress N/P/A	Year 1	Year 2	Year 3
Improvement Goal: <i>(what do you hope to achieve?)</i> To grow in our understanding of what it means to be called to discipleship.	Engage a variety of guest speakers over time to share the different aspects of authentic discipleship including the idea that: -Disciples are learners -Disciples are believers -Disciples serve others -Disciples acknowledge that Jesus is the Lord of their lives.	Key speakers organised each year – dates on planners.	School Leadership Team.	Each year an interesting, engaging guest speaker has been organised to speak and facilitate a whole day Professional Learning for staff. The idea of growing in discipleship permeates the work we do each term with visual reminders in the staffroom and other shared spaces.	N	☐	☐	☐
					P	☐	☐	☐
					A	☐	☐	☐
Leadership Formation	School Leadership Team to explicitly model how to lead	All year.	School Leadership	Staff are able to name what the	N	☐	☐	☐

Improvement Goal: <i>(what do you hope to achieve?)</i>	prayer, ensuring that the prayer connects back to the Yearly Guiding Value and always breaks open the word of God.		Team.	Yearly Guiding Value is and what Gospel passage has been used to illustrate this value.	P	☐	☐	☐
					A	☐	☐	☐

CATHOLIC IDENTITY						
Key Improvement Goals - drawn from Strategic Intents <i>Performance & development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Success Indicators <i>How will we know we have been successful? What process and outcome data will we measure?</i>	Responsibility <i>Who is the staff member who will lead the strategy?</i>	Timeline <i>Timeframe within which the key improvement goal will be achieved</i>	Progress <i>How are you tracking? Not commenced, Progressing, Achieved</i>	
Plan for the celebration of our school's 25 th birthday in 2027.	1. Establish a committee to decide in what ways we will celebrate the 25th Birthday. 2. Reach out to parish to ensure they are aware of the plans 3. Prepare for the year ahead. 4. Creation of email signature for 2027 to celebrate 25th birthday 5. House Patrons visible in school (back of Hall, on school external walls?) 6. Fruit of the Holy Spirit posters to be visible in all spaces 7. Highlight the person of Saint Emilie de Vialar, the commitment of the Sisters of Saint Joseph of the Apparition, the early religious men and women who started the school as well as the staff who have helped craft our faith story.	A t the end of the year, staff and community will be clear about how we plan to celebrate our 25 th birthday and what plans are in place to do so.	Domain Team will be led by Mr Stuart Munro. Catholic Identity Domain Team.	Term One - Committee established By end of Year - Email signature created - House Patrons signs are visible in Hall - Plan shared with staff and community about 25th year celebrations and dates have been included in Term Planner. - Any costs associated with 2027 celebration have been placed in the School Budget.	Not Co	☐
					Progressing	☐
					Achieved	☐
					Progressing	☐
					Achieved	☐
EDUCATION						
Key Improvement Goals - drawn from Strategic Intents <i>Performance & development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Success Indicators <i>How will we know we have been successful? What process and outcome data will we measure?</i>	Responsibility <i>Who is the staff member who will lead the strategy?</i>	Timeline <i>Timeframe within which the key improvement goal will be achieved</i>	Progress <i>How are you tracking? Not commenced, Progressing, Achieved</i>	

Hold a collective focus on creative, critical and collaborative linked to the Quality Catholic Learning & Teaching Practices across the school.

1. Staff Professional Learning Day with a focus on creative, collaborative and critical practice
2. Staff Collective Growth Goal in Staff Professional Growth Framework is based around creative, critical and collaborative practice.
3. Revising of School Early Years Charter in line with School Vision for Learning to ensure that creative, collaborative and critical practice based on play experiences is prioritised.

1. School Early Years Charter has been revised and is ready for inclusion in the 2027 Staff Handbook.
2. Staff Professional Learning Day, PLC's and Cluster Meetings are based around creative, critical and collaborative practice.
3. Using Year Three NAPLAN data and targeting children with high proficiency but demonstrating with historically low growth, we aim to increase the amount of children considered 'Exceeding' in Reading from 20% to 26%.
4. Using Year Five NAPLAN data and targeting children with high proficiency but demonstrating with historically low growth, we aim to increase the amount of children considered 'Exceeding' in Reading from 24% to 30%.

Domain Team will be led by Mrs Sara Tonkin.

Leadership Team (staff growth/goal setting).

Class Teachers in PLC Meetings when analysing data.

1. Launch to staff, parents and carers – Term One at Parent Information Evening.
2. Physical and digital copies throughout the school spaces in Term One.
3. Incorporation into growth/goal setting. PLCs throughout the year to deepen understanding amongst staff as well as a Professional Learning Day set aside for the VFL early in Term One.

Term One – Goal Setting

Term One – Coaching Framework commences

Term One Cluster Meetings –
Identifying children who are
considered high proficiency &
low growth

Semester One – Early Years Philosophy revisited by educators in the Early Years

20th July – Professional Learning
on creative, critical and
collaborative Learning Design

Term Four – Whole staff review of data sets

Not Commenced

7

Progressing

7

Achieved

☐

		5. Participation in the CEWA Entrepreneurship Program to add structure to our Academic Extension Program.				
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Improvement Goals (current and targeted school priorities drawn from the Strategic Intent)

COMMUNITY						
Key Improvement Goals - drawn from Strategic Intents <i>Performance & development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Success Indicators <i>How will we know we have been successful? What process and outcome data will we measure?</i>	Responsibility <i>Who is the staff member who will lead the strategy?</i>	Timeline <i>Timeframe within which the key improvement goal will be achieved</i>	Progress <i>How are you tracking? Not commenced, Progressing, Achieved</i>	
Evolution of the School Behaviour Engagement Procedures aligning to The Fruits of the Holy Spirit Framework and the URSTRONG Whole School Friendship Approach	Domain Team to conduct a review on the current procedure to see what is working well and what requires refinement.	Update school Behaviour Engagement Procedure ready for 2027.	Domain Team will be led by Mrs Maria Harvey	All work ready to be shared by 2027	Not Commenced	☐
	Domain Team to work together to update the Behaviour Engagement Procedure.	Class Code of Conduct to be visible in each class by Week Five of Term One			Progressing	☐
	Each class to create a Class Code of Conduct entitled 'Following In The Footsteps of Saint Emilie' following the school process.	Signage for the Code of Conduct for the play areas is ready to be installed by 2027.			Achieved	☐
	Working Parties of children from The Early Years, Year One & Two and the Year Three to Year Six to come together to work with staff on creating codes of conduct for the varios play areas.				Progressing	☐
					Achieved	☐
STEWARDSHIP						
Key Improvement Goals - drawn from Strategic Intents <i>Performance & development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Success Indicators <i>How will we know we have been successful? What process and outcome data will we measure?</i>	Responsibility <i>Who is the staff member who will lead the strategy?</i>	Timeline <i>Timeframe within which the key improvement goal will be achieved</i>	Progress <i>How are you tracking? Not commenced, Progressing, Achieved</i>	
Enhancing opportunities for the school community to celebrate the	Working with cultural groups to install welcome signs in the main	Welcome signs in the main languages in the school to be	Domain Team will be led by Mrs Tracy	By 2027 school welcome signs to	Not Commenced	☐

cultural diversity existing at the school.	language groups of our school community.	displayed by 2027.	Aroozoo.	be displayed.	Progressing	☐
	PLC's facilitated by Teaching & Learning Leader (EALD) around community engagement.	Children, staff, parents & Carers feel comfortable to share their culture with wider staff.	.	.	Achieved	☐
	Visits from school parents during Harmony Week				Progressing	☐
	Scheduling of Incursion during Harmony Week				Achieved	☐
	Celebration of NAIDOC Week in Term Two					
Contact with CEWA First Nations Team to commence the First Nations Education Improvement Process						

Ongoing Monitoring and Reflection

Record any key milestones that recognise attainment and/or changes in strategy

(This can include achievement of Improvement Goals, changes to Formation for Mission goals, modifications to Strategic Intent and/or any other important school improvement strategies)

Date	Progress, notes and key points
Extended Leadership Team Meeting (Three times per term)	During each Extended Leadership Team Meeting, the progress toward the CSIP goals will be reviewed and discussed.
Leadership Team Planning Days (Termly)	Each term during the Leadership Team Planning Day that the Leadership Team sets aside, the CSIP will be reviewed. During these meetings, the School Operational Plan which supports the School Strategic Plan will be reviewed.
Domain Team Meetings (Termly)	Each term, Domain Teams will meet formally to ensure that the plan continues to be actioned as required. Extra meetings through the year will be set by Domain Team Leaders when required.
SAC Meetings	Twice a term, the School Advisory Council will meet to discuss the progress toward the CSIP as well as the School Operational Plan.
End of Year Review	At the end of the school year, staff will review and celebrate the growth as made in the plan. During this time, the data will be collected by the School Extended Leadership Team and used for planning into 2026.

