



# CATHOLIC SCHOOL IMPROVEMENT PLAN

2025

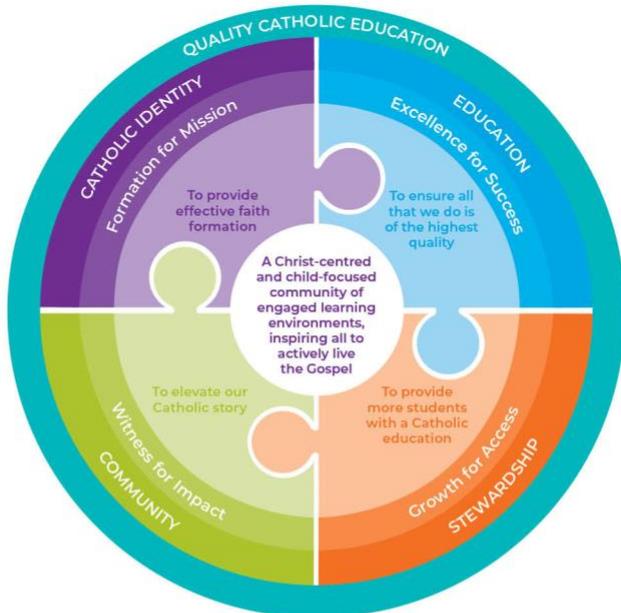
**Our Lady of Mount  
Carmel Mullewa**

# 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



### 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.

## 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.



**QUALITY CATHOLIC EDUCATION**

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

**OUR VISION**

**1. CATHOLIC IDENTITY**

**2. EDUCATION**

**3. COMMUNITY**

**4. STEWARDSHIP**

**REVIEW AND IMPROVEMENT**

**OUR VISION**

**CATHOLIC EDUCATION WESTERN AUSTRALIA**



# Catholic School Improvement Plan Purpose

## Strategic Intentions

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 Intentions 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 Intentions 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 Intentions 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 Motto

### School Mission

“With a pioneering spirit, Our Lady of Mount Carmel School, Mullewa, aspires to foster a Christian community living in harmony with each other and the environment.”

We bring this mission alive by actively participating in our call to evangelise, to proclaim the good news

### School Vision

At OLMC School our vision is based on four core beliefs. We are responsible for establishing a Culture of Care and a Culture of Learning. We are accountable for a vibrant, successful school and we have a focus on Discipleship.

### School Motto

“Love one another as I have loved you.”



# Improvement Goals (current and targeted school priorities drawn from the Strategic Intent)



<b>Key Improvement Goals - drawn from Strategic Intent</b> <i>Performance &amp; development goal to be achieved (stated simply).</i>	<b>Relevant Actions</b> <i>What actions will we take to achieve the goal?</i>	<b>Success Indicators</b> <i>How will we know we have been successful? What process and outcome data will we measure?</i>	<b>Responsibility</b> <i>Who is the staff member who will lead the strategy?</i>	<b>Timeline</b> <i>Timeframe within which the key improvement goal will be achieved</i>	<b>Progress</b> <i>How are you tracking? Not commenced, Progressing, Achieved</i>	
<b>To establish and maintain an effective way of facilitating the Performance Enhancement of each staff member.</b>	The leadership team will develop an OLMC Personal Enhancement policy. The policy will be implemented, ensuring each staff member completes the Performance Enhancement process.	There will be an OLMC Personal Enhancement policy. Staff will have completed the performance enhancement process.	Jill Hollands Tracey Messina	End of semester 1 2025	Not Commenced <input type="checkbox"/>	<input type="checkbox"/>
					Progressing <input type="checkbox"/>	<input type="checkbox"/>
					Achieved <input type="checkbox"/>	<input type="checkbox"/>
<b>OLMC staff and students gain an increased knowledge and understanding of the meaning of our school name whilst recognizing the lives and achievements of the Presentation Sisters.</b>	Staff participate in a day of Professional Learning focused on the Presentation Sisters and their relationship to OLMC. Staff will relay relevant information learnt from the day to the students.	Staff and students will be able to demonstrate an understanding of the role of the Presentation Sisters at OLMC.	Jill Hollands Joanne Harris Danica Spear	End of the year	Not Commenced <input type="checkbox"/>	<input type="checkbox"/>
					Progressing <input type="checkbox"/>	<input type="checkbox"/>
					Achieved <input type="checkbox"/>	<input type="checkbox"/>
<b>Begin to establish an Early Years Overview to monitor and facilitate the effective implementation of the EYLF and National Quality Standard (NQS) benchmarks.</b>	Early childhood teachers and the leadership team develop an OLMC Early Years Overview document.	There will be an OLMC Early Years Overview that is used by the staff in our K/PP/1 and Year 2/3 classrooms.	Jill Hollands Tracey Messina Jolinsa Jeewa Carla Ferreira Helen Carrier	Ongoing	Not Commenced <input type="checkbox"/>	<input type="checkbox"/>
					Progressing <input type="checkbox"/>	<input type="checkbox"/>
					Achieved <input type="checkbox"/>	<input type="checkbox"/>
<b>All staff will learn a greater number of strategies to keep students engaged and learn how to support them to have an improved capacity for school achievement.</b>	All staff will participate in further professional development on the Berry Street Education Model (BSEM).	Staff have attended the professional learning sessions and implemented a variety of strategies from the Berry Street Education Model.	District Office representatives. Jackie McMahon, Penny Critch Berry Street resources	Starting in term 1 and continuing throughout the year.	Not Commenced <input type="checkbox"/>	<input type="checkbox"/>
					Progressing <input type="checkbox"/>	<input type="checkbox"/>
					Achieved <input type="checkbox"/>	<input type="checkbox"/>
<b>To Establish a Health and Wellbeing Centre and Student Retreat Area.</b>	Install glass doors, floor coverings, air conditioning to convert the storage shed into a health and wellbeing center	The health and wellbeing center is installed and being used by the health and wellbeing officer and outside agencies.	Jill Hollands Rebecca Dreghorn Penny Critch Dale Schulz	End of the year	Not Commenced <input type="checkbox"/>	<input type="checkbox"/>
					Progressing <input type="checkbox"/>	<input type="checkbox"/>
					Achieved <input type="checkbox"/>	<input type="checkbox"/>