Non-Government Reform Support Fund

2021 Workplan

South Australian Commission for Catholic Schools

Summary of Workplan for 2021

The South Australian Commission for Catholic Schools Inc (SACCS) through the Catholic Education Office oversees 102 Catholic schools across two dioceses to deliver a high quality education to approximately 17% of all school students in South Australia.

The Reform Support Fund Strategic Plan 2019-2022 and the 2021 Workplan have been informed by the CESA Mission, Values and Vision Statement, the SACCS Corporate Plan 2020-2024 and the eight National Reforms and National Policy Initiatives as outlined in the National School Reform Agreement 2019 -2023. In addition, the 2021 Workplan provides details of the key system initiatives to be undertaken and implemented in South Australian Catholic schools from 2019-2022 as outlined in the Bilateral Reform Agreement between the Commonwealth and the Government of South Australia.

Reform Direction A – Supporting students, student learning and student achievement
The Strategy for Leading Catholic Schools to New Levels of Excellence presents the key initiatives that
SACCS will progressively introduce to strengthen, transform, and promote Catholic education in
South Australia. The Strategy will provide all students from all communities with successful pathways
and transitions in their learning. This Key Direction also includes the 2021 national school reform
priorities of NCCD quality assurance, moderation and support, continued improvement, and the
transition of NAPLAN to online delivery as outlined in the 2021 Guidelines.

Reform Direction B – Supporting teaching, school leadership and school improvement The Living, Learning, Leading Framework together with the Living Learning Leading Standard and the Leadership Standard are part of a system-wide strategy to promote a culture and practice of continuous improvement in Catholic schools with a strong focus on improvement activities that ultimately promote quality leadership, quality teaching and improve the learning outcomes, faith development and life opportunities of all students. This Key Direction also includes the 2021 national school reform priority of improving governance and financial management practices in Catholic schools as outlined in the 2021 Guidelines.

Reform Direction C – Enhancing evidence for improvement

Activities will support the system and schools to systematically collect and use a wide range of school performance data to measure the impact of improvement strategies both in schools and across the system. School and system leaders will be provided with opportunities to develop their capacity and skills to effectively use data and research to inform school and system improvement planning and policy development and implementation.

Catholic Education SA (CESA) is the executive and policy implementation arm of the South Australian Commission for Catholic Schools (SACCS) and its Standing Committees.

The Catholic Education Office has been delegated with authority from SACCS to develop, implement and report on the Non-government Reform Support Fund.

Key Drivers

Education jurisdictions across Australia are responding to current research to lift student engagement and attainment and are supporting schools and systems to achieve improved student outcomes and overall school improvement. Within the South Australian Catholic context, current CESA key drivers include:

- SACCS Corporate Plan 2020-2024
- NCEC Strategic Priorities 2021-2023
- A Blueprint for 'step change' 2020
- Living Learning Leading Framework
- Living Learning Leading Standard
- Living Learning Leading Evidence Guide
- Leadership Standard
- Leadership Evidence Guide
- Strategy for Leading Catholic Schools to New Levels of Excellence
- Continuous Improvement Framework for Catholic Schools
- Key Capabilities Continua
- · Statement of Learning Commitment
- National School Reform Agreement 2019-2023

Key Reform Directions

Education sectors across South Australia are undergoing considerable system-wide reform to accelerate student learning and improve outcomes for children and young people. These reforms span the three reform directions outlined in the *National School Reform Agreement 2019-2023*:

- Supporting students, student learning and student achievement
- Supporting teaching, school leadership and school improvement
- Enhancing the national evidence base.

The eight National Reforms in the National School Reform Agreement 2019-2023 are aimed at sustained reform efforts that will drive improved student outcomes and excellence in classrooms. As the National Policy Initiatives (as outlined in Schedule B of the National School Reform Agreement) are agreed, developed and implemented, it is intended that the annual Workplans will reflect these developments where relevant (if they are not already being addressed).

The projects and initiatives outlined in the 2021 Workplan will continue over the life of the Reform Support program. Expected Outcomes will be indicated for each year, whilst the Indicators of Success are targets to be achieved by the end of the Program, namely end of 2022.

SUMMARY OF BUDGET – 2021

Project	Activities	Reform support funding	Funding from other sources	Total funding
KEY DIRECTION ONE Supporting students,	I.D.E.A.S.	\$66,000		\$66,000
student learning and student achievement:	NCCD	\$155,000		\$155,000
Improved student	CESA STEM & NAPLAN	\$260,000		\$260,000
learning and wellbeing	Sub total	\$481,000	\$0	\$481,000
KEY DIRECTION TWO Supporting teaching,	CESA/NSI Partnership	\$120,000		\$120,000
school leadership and	Aboriginal Education Strategy	\$140,000		\$140,000
School Improvement: Supporting teaching	School leadership & Financial management	\$235,000		\$235,000
and school leadership	Entrepreneurial Education strategy	\$44,000		\$44,000
	Sub total	\$539,000	\$0	\$539,000
KEY DIRECTION THREE	Using data for classroom & school improvement	\$90,000		\$90,000
Enhancing evidence for improvement: Effective use of data	Living Learning Leading surveys	\$200,000		\$200,000
OTHER	Administration & Operational costs	\$80,000		\$80,000
	Sub total	\$370,000	\$0	\$370,000
	Total funding for 2021	\$1,390,000	\$0	\$1,390,000

The Australian Government understands that these figures provided are indicative and will change throughout the year. See Pages 5, 7, 11, 15. The Annual Report is expected to report on these changes.

Key Direction 1: Supporting students, student learning and student achievement

Project title	Project description and activities	Indicative budget	Expected outcomes / overall achievements 2021	Indicators of success
IMPROVED STUDENT LEARNING AND WELLBEING Relevant national policy reform direction: Reform 1: Enhancing the Australian Curriculum to support teacher assessment of student attainment and growth. State reform initiative: School improvement strategy; Aboriginal Education Strategy; STEM Strategy; Entrepreneurial Education; Literacy and	IDEAS (Innovative Designs for Enhancing Achievements in Schools) This whole school, two- year revitalisation project developed by the Leadership Research International (LRI) located at the University of Southern Queensland. Based on extensive research in school improvement over the last 19 years, IDEAS aim is to enhance school success through enabling school communities to work together to clarify direction, develop a shared pedagogy and attain school alignment. IDEAS has been implemented in schools throughout Australia and internationally. The key features that distinguish IDEAS from most other school improvement approaches are: • the Research-Based Framework for Enhancing School Outcomes • the IDEAS process • parallel leadership • three-dimensional pedagogy NCCD- quality assurance, moderation and support for the continued improvement of data on students with a disability will have a strong focus in 2021. Schools will be supported to enter SWD data into the SEQTA Learner Management System. This will provide enhanced data entry and collection summary reports. This initiative was identified as a priority action in the CESA Students with a Disability Review Report 2020. Schools will be trained and supported to use SEQTA to:		 Three new schools will commence the IDEAS program in 2021 continuing on until the end of 2022 to develop a school-wide pedagogy in partnership with University of Southern Qld. The School-wide Pedagogy will be documented and shared with staff students and school community. Two schools currently undertaking the program will complete in early 2021. This program was partially deferred in 2020 due to COVID. Enhanced SWD data and moderation processes at school and system level. Modules delivered to 10 primary schools and 10 secondary schools. Professional learning package delivered to 	By 2022 2% increase in students meeting the expected standard in NAPLAN 99% students completing Year 12 or equivalent 3% increase in students with a positive opinion about their school's safe and orderly learning environment 2% increased equity in outcomes for targeted groups

Numeracy
Programs (Para
17 Bilateral
Agreement
between South
Australia and
the
Commonwealth
on Quality
Schools
Reform)

- 1. Document the four levels of evidence required for NCCD.
- 2. Use SEQTA data for quality assurance purposes.
- 3. Use SEQTA data for moderation at school, cluster and cross-sector levels.

State-based Bullying Strategy (cross sector)
The following resources developed through the
State-based Bullying Strategy will be implemented
in schools via CESA's regional cluster model as
follows:

- Bullying and Harassment; Cyberbullying; Image-based abuse; Sex and sexting modules and Teacher Learning Packages all of which are aligned to the Australian Curriculum.
- Online professional learning package about bullying prevention for Students with Disabilities will be delivered to specialist teachers in the five Special Education Units across the system.

Learning for Wellbeing Initiative - The co-designed Learning for Wellbeing Foundation Paper "LearnWell" was developed in 2020. In 2021 this Paper will become a core part of the work of schools in inspiring and equipping the agency of young people to thrive on their learning journey. The conceptual underpinnings will foster key knowledge, skills, and dispositions with a specific focus on learning for and through wellbeing.

The LearnWell Tool Kit will be a structured collection of tools that enhance learning and wellbeing by supporting educators and learners to build on current practice.

teachers in five Special Education Units across the sector.

Six LearnWell Workshops conducted to familiarize schools with the LearnWell Paper across six CESA regions.

A LearnWell Toolkit developed and used to inform learning design, assessment, moderation and reporting across the system. Behaviour Coaches - In response to the CESA Students with a Disability Review 2020, Engagement and Wellbeing Advisers will identify regional school-based behaviour coaches across regions to engage in the online training module: Understanding and Supporting Behaviour. Schools will be supported by network meetings, consultants from the Australian Childhood Foundation, Autism SA, Berry Street and the CESA Positive Behaviour Support specialists.

The implementation of the CESA STEM Learning Initiative has been designed to extend over the life of the Reform Support Fund program as outlined in the CESA Reform Support Strategic Plan. The projects for 2021 are aligned with the key actions of the CESA STEM Learning Initiative.

Key Action 1: Build System Capacity Key Action 2: Build Leader and Teacher Capacity Key Action 3: Build Dynamic and Sustainable Partnerships |

Lumination STEM Extended Reality – Middle School Focus

• Groups of students solve real world problems using extended reality technologies. Students build their technology and critical thinking skills to problem solve, ideate, create, communicate and collaborate on their solutions.

NoTosh – Primary and Middle School Focus

SySTEM Playbook Project -collaborative approaches with schools wanting to embed STEM practice that is as ubiquitous as

A LearnWell **Ambassador Community** program established that supports school-based practices to enable wellbeing and effective learning.

System Assessment, Moderation and Reporting Policies and Guidelines developed.

System-wide Multi-D processes and practices developed for students with complex needs.

Greater system capacity to support students with complex needs.

Improved teacher understanding of the connection between disability, behaviour and learning.

(Indicative only \$260K)

20 schools, 40 teachers, 1000 -1500 students participated.

20 schools, 40 teachers participated.

technology. Led through a design process by NoTosh, the project will bring together CEO Consultants and experienced STEM educators, to co-design a CESA sySTEM Playbook – Curriculum resources for publication on CESA's Online Learning Website.

Development of new partnership with University of Canberra – Primary and Early Years Focus

- ELSA a digital learning program for Reception students to explore STEM practices which encourages students in asking questions, making predictions, experiment and reflecting on learning.
- Online professional learning in the program ensures teachers implement the ELSA Program conceptually and with the appropriate pedagogy.

The R-12 Literacy and Numeracy Initiative Papers provide the foundation for the development of effective improvement and evidence-based literacy and numeracy strategies by understanding each unique school context, the diversity of students and curriculum priorities.

The Strategy, through the Literacy and Numeracy Initiative papers and the resources will guide school leaders and teachers R-12 to develop and implement a whole school approach to curriculum planning, learning and teaching with a strong focus on the explicit teaching of literacy and numeracy across all learning areas.

Transition of NAPLAN to online delivery -CESA is committed to the Education Council's agreement

• 10 schools, 30 teachers, 1000 students participated.

- Policy and Guidelines to support the Strategy developed.
- Communication plan developed.
- Workshops within and across the six CESA regions conducted to promote a shared understanding of the Strategy policy and guidelines.
- An external "critical friend" engaged to support the system and the School Quality and Performance Teams in the use of data to analyse and evaluate existing strategies to improve literacy and numeracy outcomes for all learners.
- Up to 75 system schools, 150 school leaders participated in Student and School Summary Report (SSSR analysis training of student results.

that all schools will transition from the current paper-based tests to the computer-based assessments, with the aim for all schools to undertake NAPLAN online by 2022.

In 2021 the CESA Learning and Wellbeing Team will support school leaders to transition to online delivery of NAPLAN through professional learning focused on:

- Procedures and activities to conduct tests in the NAPLAN online assessment platform.
- Accessibility adjustments available for students.
- Guidelines for in-school training of teachers to be Test Administrators.

Post-test, NAPLAN Online provides schools with a Student and School Summary Report (SSSR) report, enabling school leaders and teachers to identify areas of strength and development for students and cohorts, linked to the Australian Curriculum

Professional Learning will be provided to all NAPLAN Online schools to understand various components of the SSSR for analysis of school and student results.

- Increased school capacity to complete technical preparation activities for NAPLAN Online.
- Increased school capacity to conduct tests through the NAPLAN Online platform.
- Increased school capacity to identify student/cohort strengths and areas for improvement, linked to the Australian Curriculum.

Key Direction 2: Supporting teaching, school leadership and school improvement

Project title	Project description and activities	Indicative budget	Expected outcomes / overall achievements 2021	Indicators of success
SUPPORTING TEACHING AND SCHOOL LEADERSHIP Relevant National Policy reform direction: Improving governance and financial management practices in non- government schools; State: School improvement strategy; Supporting teacher and leader development (Para 17 Bilateral Agreement between South Australia and	Classroom Climate and Co-construction of Curriculum The CESA/NSI Partnership – Developing Collaborative Cultures and Collective Efficacy through the use of the Classroom Climate Questionnaire (CCQ) will continue in 2021. The CCQ examines students' perceptions of their learning environment. It is administered twice a year (once as a pre- test and once as a post-test) to one class of students per teacher. Each teacher receives a feedback report that then allows them to reflect, plan an intervention, implement, and then assess impact. Teachers will use the Living Learning Leading Standard and Evidence Guide to focus on co- construction of curriculum and learning and assessment design, and student voice and agency. School Improvement - Schools will be supported to implement the Living Learning Leading Evidence Guide and the Leadership Evidence Guide that were developed in 2020. The Evidence Guides were developed to support principals in making judgements of their performance against the Living Learning Leading Standard and the Leadership Standard. Aboriginal Education Strategy - The CESA partnership with Carclew Arts Program to bring Aboriginal cultural artists into regional Catholic schools will continue in 2021. The program identifies appropriate local community Aboriginal artists to work in schools to bring Aboriginal stories, art and cultural understanding to a school-based program. Carclew Arts Program works with local Aboriginal elders to identify artists and stories that are appropriate and have permission to be included in the program.	Reform support funding: \$539K Other funding: 0 (Indicative only \$120K)	 Up to 20 schools and 150 classroom teachers will have participated in the CCQ and received student feedback to improve classroom practice and performance. All schools will have reported performance against the Living Learning Leading Standard using the system portal – the Balanced Score Card. 	By 2022 5% increased staff capacity to use data and feedback effectively 10% increase in staff reporting high levels of collaborative practice 10% increase in number of Principals with greater capacity for financial management 10% increase in number of schools with documented school-wide pedagogy built on evidence-based pedagogical practices
the Commonwealth on Quality	CESA will commission an external review of its Aboriginal Education Strategy to identify and recommend		A Review Report including Implementation Plan and Recommendations completed.	

Schools Reform)	improvements to its policies, programs and processes at the school and system levels that strengthen the inclusion, learning and wellbeing of ATSI students. The Review will also include an Implementation Plan and recommendations for the immediate and ongoing improvement of aboriginal education in all schools. School Leadership - Professional development programs and	(Indicative only \$225K)	Established clear professional
	learning opportunities for groups and individuals will be provided at key workforce career stages (early career, proficient teacher, HALT, aspiring leader, principal preparation, early career principal, established principal, executive school leader, system leader) in metropolitan and regional/rural schools. Programs will include: Pathways to School Leadership Aspiring Leaders Program Leading with Integrity for Excellence Onboarding & Induction for new leaders Principal Preparation Program A focus on system leadership imperatives including: leading teaching and learning, instructional leadership, identity, community, resource management, effective use of data Support for individual tailored learning including post graduate study, conference attendance, tailored workshops, cognitive coaching, self-directed learning - up to 30 individuals Individualised leadership coaching to build self-awareness, leadership capabilities, team formation, strategic planning capacity Leadership shadowing New Principals' Network established to provide 'in time' leadership formation, professional support and to address current system priorities. Women in Leadership - Female teacher leaders, future leaders and current leaders in metropolitan and regional/rural schools will be supported to build capabilities and professional practices in high quality leadership.	(Indicative only \$235K)	learning continuum that impacts key stages along teacher/leader career progression/ pathways. Increased number of principal ready, deputy principal ready and assistant principal ready individuals Increased capacity in the use of the Principal Standard. All new school leaders effectively onboarded and inducted in school and system leadership requirements and expectations. All new Principals supported and engaged via New Principals' Network. Leader workforce capability increased across schools and system. Improvement evident in strategic, operational, relational and systemic leadership. Key system targets addressed across leadership development programs and initiatives.

Financial Management for Principals - An identified group of newly appointed principals will work with a Consultant to build their financial knowledge, capacity and confidence to strengthen financial viability, improve strategic decision making and build resilience to mitigate unforeseen circumstances. The areas of work addressed include system imperatives/priorities; annual budgets; staffing; enrolment data; financial statements and projections, including cash flow; and annual /5 year/ Master Plans. Induction session(s) provide overview of key financial management requirements for effective school leadership, and lead into provision of 1:1 consultancy/coaching tailored to each new leader's school context.

The CESA R-12 Entrepreneurial Education strategy will be coconstructed with membership from system, school, industry, entrepreneur and tertiary representatives.

Associated professional learning resources will be developed.

 Increase in number of female principals, deputy principals and assistant principal.

- Women leaders' support networks and mentoring partnerships strengthened and expanded.
- Profile of women leaders raised across system including profile of women leaders in regional and rural contexts.
- 15-20 principals completed the Financial Management program and received 1:1 coaching and support to build their capacity in the financial management of the school.
- The Entrepreneurial Education Strategy and associated resources published.
- A strategy for embedding Entrepreneurial Education into the roles of all education advisers across each phase of schooling achieved.

(Indicative only \$44K)

Key Direction 3: Enhancing evidence for improvement

Project title	Project description and activities	Indicative budget	Expected outcomes/overall achievements 2021	Indicators of success
EFFECTIVE USE OF DATA Relevant national policy reform direction: National Reform 8: Improving national data quality, consistency and collection to improve the national evidence base and inform policy development.	Using Data for Classroom and School Improvement The NSI /Curtin University partnership with CESA will continue in 2021. This project offers a practical, evidence-based program for school improvement where schools collect quantitative data from staff, parents/caregivers and students. Schools undertake 3 research and evidence-based surveys:	Reform support funding: \$290K Other funding: 0	Up to 20 schools will continue the second year of this CESA/NSI Partnerships project to collect, analyse and reflect on School Climate data and have used that data to plan future school improvement strategies.	By 2022 • 10% increased capacity in schools to use data effectively to identify strengths and areas for
	 What's Happening in this School Survey (WHITS) for students School Organisational Climate Survey (SOCS) – for staff Parent and Caregiver Survey (PaCS) – for parents and caregivers 	(Indicative only \$90K)	 Aggregated system-wide report provided to CESA Schools will have participated in professional learning focussing on co-construction and student agency. 	 improvement 90% of schools will use the system data tool to measure and report improvement
	The program is supported by 3 days of professional learning led by Associate Professor Jill Aldridge, Curtin University. Schools receive comprehensive reports of all data for analysis and future planning. An aggregated system report is provided to CESA.			5% increase in number of reform initiatives formally evaluated
	The Living Learning Leading Surveys (previously referred to as the system-wide tool) commenced development in 2020 in collaboration with Curtin University. In 2021 the 3 surveys will be completed and trialled. In late 2021 all diocesan schools will undertake the Surveys.	(Indicative only \$200K)	 All schools have a report of their LLL Survey outcomes. System-wide performance reports generated. 	
	Results for every school will be uploaded to the system portal – the Balanced Score Card. School and system-wide reports will be produced to enable monitoring of outcomes over time, using measures that cover all aspects of student learning, capabilities, wellbeing, engagement and achievement.			

SACCS- List of schools by suburb

Aberfoyle Park School of the Nativity **Adelaide** St Aloysius College **Adelaide** St Mary's College **Adelaide** Christian Brothers College

Albert Park Our Lady Queen of Peace School **Aldinga** Cardijn College - Galilee Campus

Andrews Farm St Columba College

Athelstone Saint Ignatius' College - Senior Campus

Barmera St Joseph's School

Our Lady of The River School Rerri

Beverley St Michael's College - Primary Campus Immaculate Heart of Mary School **Brompton**

Brooklyn Park St John Bosco School

Christie Downs Cardijn College – Marcellin Campus

Marcellin Technical College **Christie Downs** St John The Apostle Parish School **Christies Beach**

St Joseph's School Clare

Colonel Light St Therese Primary School Craigmore Catherine Mcauley School **Croydon Park** St Margaret Mary's School **Cumberland Park** Cabra Dominican College St Patrick's Special School Dulwich **Edinburgh North** St Patrick's Technical College

Edwardstown St Anthony's School

Elizabeth Grove St Mary Magdalene's School **Elizabeth Park** St Thomas More School

Enfield Our Lady of The Sacred Heart College

St Gabriel's School **Enfield Evanston** St Brigid's Catholic School **Findon** Nazareth Early Childhood Centre

Nazareth Catholic College R-12 - Findon Park Findon/Flinders

Findon/Flinders Nazareth Catholic Community

Findon/Flinders Nazareth Catholic College R-12 - Findon Primary

Flinders Park Our Lady of La Vang School Xavier College - Gawler Belt **Gawler Belt**

Gilles Plains St Paul's College

Gladstone St Joseph's Parish School St Mary's Memorial School Glenelg Glengowrie Our Lady of Grace School

Golden Grove Gleeson College

Goodwood St Thomas School and Pre-School St Martin's Catholic Primary School Greenacres

Greenwith Our Lady of Hope School **Hackham West** Fame - Youthplus

Hectorville St Joseph's School

Henley Beach St Michael College - Secondary Campus

Star of The Sea School **Henley Beach** Holden Hill Kildare College

Hove McAuley Community School

Jamestown St James School Kensington Mary Mackillop College Kilburn St Brigid's School Kingswood St Joseph's School Lockleys St Francis School

St Albert's Catholic School Loxton

Mansfield Park St Patrick's School Marryatville Loreto College

Millicent St Anthony's Catholic Primary School Mitchell Park Sacred Heart College - Champagnat Campus Morphett Vale Antonio Catholic School **Mount Barker** St Francis de Sales College **Mount Gambier Tenison Woods College** Murray Bridge St Joseph's School St Francis of Assisi School Newton Noarlunga Cardijn College – Cardijn Campus

St Dominic's Priory College Norwood St Joseph's Memorial School – Primary Campus

Saint Ignatius' College – Junior Campus Norwood

OLSH College St Joseph's Education Centre

Ottoway St Joseph's School

North Adelaide

Parafield Gardens Holy Family Catholic School

Parkside St Raphael's School **Payneham** St Joseph's School

Pennington Our Lady of Mount Carmel Parish School

Penola Mary Mackillop Memorial School

Peterborough St Joseph's School

St John The Baptist Catholic School **Plympton**

Port Augusta Caritas College **Port Lincoln** St Joseph's School **Port Pirie** St Mark's College **Prospect** Rosary School

Prospect Blackfriars Priory School Renmark St Joseph's School

Richmond Tenison Woods Catholic Primary School

Rosewater Mount Carmel College **Roxby Downs** St Barbara's Parish School Salisbury St Augustine's Parish School **Salisbury Downs** Thomas More College Seacombe Stella Maris Parish School

Seaford All Saints Catholic Primary School

Semaphore **Dominican School**

Sheidow Park St Martin de Porres School

Sacred Heart College - Marcellin Campus **Somerton Park**

Springfield Mercedes College St Marys St Bernadette's School Stirling St Catherine's School

Taperoo Our Lady of The Visitation School **Tea Tree Gully** Saint David's Parish School

Tranmere St Joseph's School

Two Wells Xavier College - Two Wells Walkerville St Monica's Parish School Wallaroo St Mary Mackillop School Warradale Christ The King School West Hindmarsh St Joseph's School

Whyalla Samaritan College – St Teresa's Campus Whyalla Samaritan College - Saint John's Campus Whyalla Samaritan College – Our Lady Help of Christians

Windsor Gardens St Pius X School

Woodcroft **Emmaus Catholic School** Woodforde Rostrevor College **Woodville Park** Whitefriars School

St Francis Xavier's Regional Catholic School Wynn Vale

St Columba's Memorial School **Yorketown**