

Non-Government Reform Support Fund 2023 and 2024 Workplan (Revised November 2023)

Catholic Schools NSW

Non-Government Reform Support Fund

Catholic Schools NSW-Workplan 2023 and 2024

Summary of Workplan for 2023 and 2024

Catholic Schools NSW (CSNSW) is the peak representative body for Catholic schools in NSW, providing expert policy advice, meeting compliance requirements, fostering collaboration and advocating on their behalf. CSNSW is also the approved system authority for Commonwealth and NSW school funding, and the approved school registration system authority under the NSW Education Act 1990.

As in previous years, the 2023–2024 workplan is consistent with the objects of the Non-Government Reform Support Fund (NGRSF) and the remit to CSNSW from the NSW Catholic Bishops. In accordance with the 2023 NGRSF Guidelines and the Commonwealth Government directive that affords Non-Government Representative Bodies an extension, to spend or commit to spend funding received in 2023 by 31 December 2024, CSNSW is availing itself of this extension to ensure optimal outcomes across all projects. Therefore, the 2023–2024 workplan represents a revision of the 2023 workplan, reflecting the extended government timeline.

While CSNSW is the overarching entity and approved system authority for Catholic education in NSW, day-to-day operational responsibility for systemic Catholic schools rests with each of the eleven Diocesan School Offices and, for non-systemic Catholic schools, with the Catholic schools that belong to a Religious Institute or Ministerial Public Juridic Person.

In 2023 and 2024, the CSNSW workplan will continue to address the following reform priorities:

- supporting students, student learning and achievement;
- supporting teaching, school leadership and school improvement;
- enhancing the national evidence base;
- improving governance and financial management practices to strengthen financial viability, improve business decision making and build resilience to mitigate unforeseen circumstances;
- strengthening NAPLAN online, including through bringing the test window forward to term 1 in 2023 and
 offering schools the opportunity to opt-in to assessment of students' ability in Science, Digital Literacy and
 Civics and Citizenship; and
- improving the quality of information on the Nationally Consistent Collection of Data on School Students with Disability and improving the efficiency and integrity of the data collection.

Insofar as Reform Fund activities are linked to CSNSW Business Plan priorities, the workplan notes this synergy.

In accordance with the NGRSF Guidelines, CSNSW undertakes to apply an appropriate feedback mechanism for all activities requiring information and evidence from stakeholders on impacts, benefits or outcomes. This could include surveys of participants or course evaluation reports. Further details on feedback mechanisms will be available in the 2025 CSNSW Annual Report.

As in previous years, CSNSW has developed this workplan in consultation with the NSW Department of Education, in the context of the National School Reform Agreement and associated bilateral agreement.

Summary of Budget*

Priority	Activities	Reform support funding to be spent/committed in 2023**	Reform support funding to be spent/committed in 2024**	Funds from other sources	Total project
Support Students, Learning and Achievement	Project 1: Support students at risk of educational disadvantage	\$138,495	\$111,019	\$2,004,692	\$2,254,206
	Project 2: Develop strong foundations for learning through implementation of evidence-based practices.	\$282,278	\$44,583		\$326,861
	Project 3: Prepare students for the future through engagement with reforms in curriculum, pathways and assessment	\$1,250,164	\$104,887	\$1,650,000	\$3,005,051
Support teaching, school leadership and school improvement	Project 4: Develop CSNSW Professional Learning to build system capacity and support quality teaching, accreditation and school improvement	\$839,607	\$1,094,121		\$1,933,728
Enhance the National Evidence Base	Project 5: Advance excellence by developing reporting frameworks, research capability and infrastructure to support the efficient and effective delivery of education across NSW Catholic School Agencies.	\$407,657	\$184,742		\$592,399
Improving Governance and Financial Management	Project 6: Support system compliance with Improved Governance and Financial Management	\$1,761,835	\$1,013,900		\$2,775,735
NAPLAN Online	Project 7: Provide continued support for the implementation of NAPLAN Online	\$10,670	\$8,043	\$1,790,000	\$1,808,713
NCCD	Project 8: Continued improvement of the Nationally Consistent Collection of Data on School Students with Disability	\$141,715	\$165,284	\$1,650,000	\$1,956,999
	Total funding for 2023–2024	\$4,832,421	\$2,726,579	\$7,094,692	\$14,653,692

 $^{{}^*\}text{Figures}$ provided are indicative. The CSNSW Annual Report will note any changes to these figures.

^{**}Total Reform Support Funding received in $20\overline{23} = \$7,559,000$

Non-Government Reform Support Fund – Catholic Schools NSW – Workplan 2023 and 2024

Project title	Project description and activities	Indicative budget excl GST	Expected outcomes/ Overall achievements	Indicators of success
1. Support students at risk of educational disadvantage National reform direction: Support students, student learning and achievement. State Bilateral Initiative: Meet the needs of students at risk of educational disadvantage through evidence-based pedagogy, quality teaching and innovation. CSNSW Business Plan Related Activity: 2. Maximise student outcomes and the efficiency and effectiveness of the NSW Catholic school system.	This project will continue to provide policy and program coordination across the Catholic sector to support students at risk of educational disadvantage. The final phase of the project will deliver: • A Wellbeing for Learning Initiative that includes professional learning, collaborative forums and new resources. • An Aboriginal and Torres Strait Islander Education Initiative that includes an AITSL cultural competency toolkit, Crossing Cultures Hidden Histories, and an Indigenous languages syllabus pilot aligned to the new NSW Syllabuses. Related activity includes the Commonwealth Government National Students Wellbeing Program, which supports students through chaplaincy and wellbeing services.	Reform support funding: \$249,514 Other funding: \$2,004,692 (estimated National Student Wellbeing Program funding in 2023) FTE: 1.63	 High-quality professional learning for school leaders and other staff enhances the capacity of schools to support the wellbeing and mental health of students. Increased capacity of Catholic school leaders to recognise and respond to current and emerging issues in student behaviour, especially respectful relationships. Increased capacity of school staff to recognize and respond to suicidality and self-harm. A Catholic-sector focused resource that complements the AITSL Intercultural Development Toolkit and allows for deep reflection and learning. Rollout of Aboriginal languages/studies syllabus support across Catholic schools. 	 Catholic school staff participate in accredited, high-quality wellbeing professional learning. Catholic school wellbeing leaders participate in collaborative and fruitful discussions on emerging wellbeing issues, such as respectful relationships. Development and dissemination of system-wide guidelines for school leaders for managing student suicidality and self-harm. Development of a NSW Aboriginal and Torres Strait Islander Catholic Cultural Competency Tool which complements On Country Cultural Immersion and the AITSL Intercultural Development Toolkit, supporting cultural responsiveness across the Catholic sector. Provision of expert advice and support through a pilot program with selected Catholic schools as part of the implementation of Aboriginal Languages and Aboriginal Studies.

Project title	Project description and activities	Indicative budget	Expected outcomes/ Overall achievements	Indicators of success
 2. Develop strong foundations for learning through implementation of evidence-based practice National reform direction: Support students, student learning and achievement State Bilateral Initiatives: Meet the needs of students at risk of educational disadvantage through evidence-based pedagogy, quality teaching and innovation Embed evidence-based practices (particularly to boost early achievement in literacy and numeracy). CSNSW Business Plan Related Activity: 2. Maximise student outcomes and the efficiency and effectiveness of the NSW Catholic school system. 	This project will continue to support Catholic schools to embed evidence-based practices in the early years of learning. The final phase of the project will include: • An early childhood education symposium focussing on evidence-based practices to support learning and successful transitions to school. • Continued development of evidence-based early years resources to support educators to access timely information and professional learning to support their practice, including updated resources, podcasts and an early childhood education and care (ECEC) guide for educators. All resources to be included on the CSNSW Foundations for Learning Early Years Hub. CSNSW will also provide strategic support and expert policy advice to Catholic schools and diocesan school offices in relation to the NSW Government Early Years Commitment, which includes a Universal Pre-Kindergarten component.	Reform support funding: \$326,861 FTE: 2.13	 Increased capacity of early childhood education teachers and leaders to respond to current and emerging issues in ECEC. Insights into best practice and evidence-based literature enhances the capacity of educators and staff. Teachers have opportunities to develop student vocabulary, comprehension and phonic knowledge through targeted support materials and professional learning. Development of a quality ECEC guide for educators. Catholic education sector effectively engages with NSW Government ECEC reform process. 	 Catholic school early childhood education teachers and leaders participate in a collaborative and fruitful symposium. Resources, such as podcasts, are successfully developed and disseminated. At least 100 schools and ECEC providers access resources with positive feedback on student engagement and opportunities for teaching and learning. Guide for educators developed and delivered in a timely manner with positive feedback from relevant stakeholders. Strategic support and expert policy advice positively received by Catholic education sector.

Project title	Project description and activities	Indicative budget	Expected outcomes/ Overall achievements	Indicators of success
 3. Prepare students for the future through engagement with reforms in curriculum, pathways and assessment National reform direction: Support students, student learning and achievement. State Bilateral Initiatives: Implement the refreshed curriculum, ensuring teachers are supported to implement a streamlined curriculum, including timely and formative assessments Embed evidence-based practices (particularly to boost early achievement in literacy and numeracy). CSNSW Business Plan Related Activity: 2. Maximise student outcomes and the efficiency and effectiveness of the NSW Catholic school system. 	This project will continue to provide expert policy advice, guidance and coordination to the Catholic sector, especially in conjunction with the NSW Curriculum Reform process. The final phase of the project includes: • A CSNSW Curriculum Reform Conference • A Syllabus Units of Work initiative • Catholic Secondary Schools Association (CSSA) initiatives, including an online exam pilot and an online assessment hub project • VET Training Awards partnership with NSW Department of Education • HSC Simulated Marking initiative.	Reform support funding: \$1,255,051 Other funding: \$1,650,000 (Catholic School Agency coordinators) FTE: 3.07	 Catholic sector actively engages with the new syllabuses and the ongoing NSW Curriculum Reform processes through professional learning and collaboration. Creation of high-quality units of work that support the requirements of the new K-10 English and Mathematics syllabus from 2024. Development and proof of concept of a platform for an online CSSA Trial HSC Examination (Science Extension), as well as methodologies and resources to construct and evaluate assessment. Celebrate achievements and elevate the status of students in VET (across government and Catholic sectors). 	 At least 200 participants benefit from a high-quality conference, providing positive feedback. High-quality units of work delivered in a timely manner with positive feedback from stakeholders. Successful online exam proof of concept with positive feedback, as well as improved professional capacity to construct and evaluate assessment tasks. Successful cross-sector celebration of students' achievement in VET. At least 120 rural HSC teachers apply to participate in cross- sector HSC simulation marking.

Project title	Project description and activities	Indicative budget	Expected outcomes/ Overall achievements	Indicators of success
			Rural and remote Stage 6 teachers provided with knowledge of processes involved in online HSC marking that is then shared with other members in their school.	

Project title	Project description and activities	Indicative budget	Expected outcomes/ Overall achievements	Indicators of success
 4. Develop CSNSW Professional Learning to build system capacity and support quality teaching, accreditation and school improvement National reform direction: Support teaching, school leadership and school improvement. State Bilateral Initiatives: Improve the quality and relevance of professional learning, focused on improving student learning outcomes Targeted initiatives to improve system and school effectiveness Identify and support cohorts of high- quality teachers across sectors for certification at Highly Accomplished and Lead Teacher level. CSNSW Business Plan Related Activity: 2. Maximise student outcomes and the efficiency and effectiveness of the NSW Catholic school system; 3. Enhance the value proposition of Catholic schooling in	This project will continue to provide end- to-end professional learning and strategic workforce planning for Catholic school stakeholders across NSW, including through: Ongoing collaboration with the Centre for Educational Measurement and Assessment (University of Sydney). Ongoing development of the Learning Management System (LMS) to support professional learning. A Data and Research Conference Ongoing partnership with the Australian Catholic University to develop and deliver bespoke Professional Development for Catholic education leaders and teachers. The next phase of the CSNSW strategic review of the Catholic education workforce. Teach for Australia pilot Sports Symposium that enhances good governance, child protection and financial management in relation to local, state and national school sport pathways.	Reform support funding: \$1,933,728 FTE: 6.31	 High-quality, evidence-based professional learning and practice builds teachers' capacity to evaluate data and evidence of impact. LMS supports and fosters excellence across the Catholic school sector. Successful conference builds the data analysis skills and research capacity of the Catholic sector workforce. High-quality professional learning and governance training for Catholic education leaders and Catholic school teachers in partnership with ACU. Catholic sector better positioned to respond to current and future workforce challenges. Teach for Australia Associates successfully complete the first year of study working in their appointed school. 	 Strong uptake of professional learning offerings with positive feedback from participants. LMS continues to be accessed by more than 2500 learners in 2023 and 2024. More than 200 participants benefit from a high-quality data and research conference, providing positive feedback. High-quality professional learning offerings developed and delivered in partnership with ACU, with positive feedback from participants. Workforce data and analytics strategy for Catholic schools aligns diocesan, system and school efforts, supporting workforce planning and advocacy efforts.

This project will also continue to support teachers seeking higher levels of accreditation through: • Graduate Certificate HALT evaluation - a broad evaluation of highly accomplished lead teacher accreditation with a focus on the Graduate Certificate and its success in supporting teachers working at higher levels of accreditation. • HALT Evidence App Pilot - an App designed for and with HALTs and aspiring HALTs to promote efficacy through dialogue.	to improved governance practices, child Associated and financial management. • Comprehensive information about the factors that drive teachers to apply for higher levels available to inform ongoing and future planning to and to Associate Associated the successive particular particula	cipating schools each for Australia ciates report essful experience/ nership, improving omes for students ugh quality ning. e than 200 cipants benefit Sports oosium, providing ive feedback.
--	--	---

Project title	Project description and activities	Indicative budget	Expected outcomes/ Overall achievements	Indicators of success
5. Advance excellence by developing reporting frameworks, research capability and infrastructure to support the efficient and effective delivery of education across NSW Catholic School Agencies National reform direction: Enhance national evidence base. State Bilateral Initiative: Targeted initiatives to improve system and school effectiveness. CSNSW Business Plan Related Activity: 2. Maximise student outcomes and the efficiency and effectiveness of the NSW Catholic school system; 3. Enhance the value proposition of Catholic schooling in NSW; 5. Support NSW Catholic School Agencies through high quality and targeted service offerings.	This project will continue to provide expert policy advice and analysis to the NSW Catholic education sector. It will also continue to develop data capability to support evidence-based decision making and support the efficient and effective delivery of Catholic education through: • Analysis of Catholic sector 2022 HSC data. • Research and evaluation partnerships with dioceses and schools designed to build the evidence base for what works with outputs shared system-wide. • Ongoing integration of Catholic education databases and applications through the CSNSW Cloud Platform.	Reform support funding: \$692,399 FTE: 9.82	 Enhanced analysis of Catholic sector HSC data and support for key users of the analysis in Catholic schools. Research and evaluation projects are supported across dioceses and schools with a focus on areas of common interest and need; outputs are shared across the system to drive informed action and system improvement. CSNSW Cloud Platform continues to integrate databases and applications and improves ICT interface. 	 High-quality analysis of HSC data undertaken with supporting seminars and online platform for professional learning. More than three diocesan-wide research and evaluation projects are funded, and outputs disseminated across the sector. Projects are promoted through other CSNSW NGRSF initiatives, such as the Data and Research conference and CSNSW Professional Learning. Successful integration of databases and applications that enhances ICT infrastructure, improving the user experience and data linkages for stakeholders.

Project title	Project description and activities	Indicative budget	Expected outcomes/ Overall achievements	Indicators of success
6. Support system compliance with improved governance and financial management National reform direction: Improving governance and financial management practices in non-government schools. State Bilateral Initiative: Streamline the administrative demands on schools, principals and teachers to increase amount of time to focus on high-quality teaching and learning. CSNSW Business Plan Related Activity: 1. Promote the integrity of NSW Catholic Schools via delivery of governance best practices; 5. Support NSW Catholic School Agencies through high quality and targeted service offerings.	 This project will continue to provide expert policy advice, coordination and training to support Catholic School Agencies and school leaders meet governance, compliance and notfor-profit requirements. The final phase of the project includes: Convening a Catholic sector Law Symposium that supports professional development and networking. An Online Schools Emergency Management Training project. Streamlining financial reporting, including a project to largely automate the preparation of the annual Financial Questionnaire. Reviewing treasury services activities of Diocesan Schools Offices and exploring possible performance gains within current risk and governance frameworks. Reviewing annual financial compliance and reporting process to explore opportunities to increase efficiencies, improve data quality and ensure compliance with legislative requirements, including improvements to the audit and assurance processes (the Financial Compliance Framework). Conducting a privacy capability assessment, analysing Cybersecurity infrastructures and identifying and remedying any gaps. 	Reform support funding: \$2,825,735 FTE: 2.24	 Law Symposium builds the capacity of school leaders and managers, as well as offering productive networking opportunities. Enhanced capacity of principals and leaders to implement emergency management procedures and respond to emergency management issues. Improved statutory annual financial reporting and the saving of time involved in reporting compliance. Greater consistency and improved compliance with the legislative and regulatory environment for the treasury functions of Diocesan Schools Offices in NSW. Diocesan school offices develop greater efficiencies and enhanced capacity in achieving the annual statutory compliance and reporting requirements. 	 Law Symposium is highly regarded as a forum for enhancing governance in the Catholic sector with an attendance target of 200 school leaders. Successfully deliver high-quality online emergency management training that is well received by Catholic schools. Streamlined and improved financial reporting, including the initial automation of the preparation of the annual Financial Questionnaire. Development of policies, strategies and processes to enable improved treasury performance and enhanced funds management capacity. Improved decision making, timely and accurate reporting and reduction in professional fees associated with statutory compliance and reporting requirements.

- Development and implementation of new training modules for teachers on transgender issues in a school environment, complaints handling and managing unreasonable complainants.
- Risk Strategy and Cybersecurity initiative.
- NSW Catholic Schools System Recurrent Funding Distribution Model.
- Sports governance initiative
- Redevelopment of the CSNSW Personalised Planning Tool for students with disability (PPSD Tool)
- Redevelopment of NETiD (identity management and application delivery platform).

- enhanced capacity of the sector to respond to emerging risks and cybersecurity issues.
- Improved capacity of systems and schools to meet governance and compliance requirements on transgender issues and complaints handling.
- Creation of the next iteration of a funding distribution model that ensures continuity of compliance with the requirements of the Australian Education Act (AEA) and supports the Needs-Based Funding requirements of the AEA.
- Enhanced governance in representative secondary sport.
- Provision of an updated PPSD Tool with improved user and user management experience.
- NETID is more user friendly, easier to administer, and more secure.

- Greater consistency in financial compliance including obligations pursuant to the legislative and regulatory requirements around related party transactions and reasonable market value.
- Risk management strategies and cybersecurity measures successfully implemented.
- Successfully deliver highquality training modules with positive feedback from users.
- Next iteration of the funding distribution model developed with extensive stakeholder engagement consistent with AEA requirements.
- Positive feedback from key stakeholders on improved sports governance.

			 PPSD Tool is widely utilised by the sector to document personalised planning for students with disability, with positive feedback from stakeholders. NETID offers a simplified process for collaboration, including the ability to share documents securely with OneDrive and automation of account creation.
--	--	--	--

Project title	Project description and activities	Indicative budget	Expected outcomes/ Overall achievements	Indicators of success
7. Continued Support for implementation of NAPLAN Online National reform direction: Implementation of online delivery of the National Assessment Programs. State Bilateral Initiative: Streamline the administrative demands on schools, principals and teachers to increase amount of time to focus on high-quality teaching and learning. CSNSW Business Plan Related Activity: 1. Promote the integrity of NSW Catholic Schools via delivery of governance best practices; 5. Support NSW Catholic School Agencies through high quality and targeted service offerings.	This project will continue to provide expert advice, professional learning and coordination, strengthening NAPLAN online, including through bringing the test window forward to term 1 in 2023 and offering schools the opportunity to opt-in to assessment of students' ability in Science, Digital Literacy and Civics and Citizenship from 2024.	Reform support funding: \$18,713 Other funding: \$1,790,000 (includes Catholic School Agency coordinators) FTE: 2.85	 Ongoing confidence of school leaders and NAPLAN coordinators to continue NAPLAN Online. Catholic schools successfully engage with the new test window and students are adequately prepared for engagement and success with the assessment platform. Catholic schools are successfully supported through professional learning, coordination and expert advice. 	 All NSW Catholic schools deliver NAPLAN online in 2023 and 2024. All NSW Catholic schools pivot to the new test window. Catholic schools respond positively to professional learning, coordination and expert advice.

Project title	Project description and activities	Indicative budget	Expected outcomes/ Overall achievements	Indicators of success
 8. Nationally Consistent Collection of Data on Students with Disability National reform direction: quality assurance, moderation and support for the continued improvement of the Nationally Consistent Collection of Data on School Students with Disability. State Bilateral Initiative: Meet the needs of students at risk of educational disadvantage through evidence-based pedagogy, quality teaching and innovation. Streamline the administrative demands on schools, principals and teachers to increase amount of time to focus on high-quality teaching and learning. CSNSW Business Plan Related Activity: 2. Maximise student outcomes and the efficiency and effectiveness of the NSW Catholic school system); Support NSW Catholic School Agencies through high quality and targeted service offerings. 	This project will continue to support Catholic schools to consistently classify and support students with disability. The final phase of the project entails: The NCCD Quality Assurance Initiative The development of NESA priority PD through Instructional Strategies Short Courses. Respectful Relationships teaching resources for supporting students with Intellectual Disability and Autism. Disability Standards for Education modules High-impact teaching strategy animations.	Reform support funding: \$256,999 Other funding: \$1,650,000 (Catholic School Agency coordinators) FTE: 3.87	 Continued NCCD Quality Assurance through moderation and assurance activities, including forums and resource development. Improved understanding of evidence-based instructional strategies for students with disability. Creation of high- quality Respectful Relationships resources for students with disability. Improved compliance with the Disability Standards for Education. Enhanced ability to effectively implement and sustain evidence- based approaches to support students with diverse learning needs. 	 School and diocesan staff apply NCCD Guidelines consistently when establishing the NCCD classifications for their students. Catholic school staff participate in high-quality, blended online professional learning. Data analysis and desktop audits reveal more consistent application of NCCD. Resources are well received and support effective practices for specific student cohorts. Positive feedback on high-quality modules. Successful delivery of five high-impact teaching strategy animations for school leaders who respond with positive feedback.