



CATHOLIC
EDUCATION
WESTERN AUSTRALIA

Catholic Education Leadership Programs



2024

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Leadership Programs

Dear colleagues

I am pleased to present the *2024 Catholic Education Western Australia (CEWA) Leadership Program*.

The Leadership Program suite is designed in line with CEWA's vision for Christ-centred leadership, as set out in the *Everyone Leads* framework. We are committed to providing all staff within Catholic education with a Gospel-led platform from which to develop their knowledge and expertise. We value our staff and are committed to offering a learning program that promotes contemporary leadership while reflecting the Gospel values that underpin the mission of Catholic schools.



This year's program suite, developed with input from staff across the System, offers you the opportunity to grow your professional capacity in alignment with the Quality Catholic Education framework, and especially QCE 4.1 Staff. The programs provide opportunities for extensive personal and professional development, whether you are starting on your leadership journey or are well established in your leadership role.

The content of the programs is informed by the latest leadership research thinking and expertise from global educational, religious, and leadership experts. I am confident that you will be challenged and equipped with the knowledge and skills to become the flexible, adaptable, and agile leaders needed to thrive in a modern workplace in a Christian context.

As you continue on your leadership journey, I encourage you to consider this message from the Vatican document *The Identity of the Catholic School for a Culture of Dialogue*:

“ School leaders are more than just managers of an organisation. They are true educational leaders when they are the first to take on this responsibility, which is also an ecclesial and pastoral mission rooted in a relationship with the Church's pastors. ”

I am privileged to commend this Leadership Program suite to you, in the knowledge that it will support you in bringing witness to the mission of making our System a Christ-centred, child-focused community of engaged learning environments.

Dr Debra Sayce
Executive Director
Catholic Education Western Australia

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. The leadership programs and networks outlined in this booklet are fundamentally underpinned by the QCE Elements.



QCE Conceptual Framework

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

1.1 Catholic Identity is the lived expression of our Vision and Mission

We commit to:

- a the Catholic Church's objectives for Catholic schools;
- b the integration of faith, life and culture;
- c our Catholic education principles permeating all elements of QCE;
- d providing abundant and meaningful opportunities for catechesis through the Word, worship, prayer, retreats, service and community;
- e recognising, celebrating and leveraging the contributions of the laity and religious orders and their charisms in witnessing to the mission of Catholic Education and its faith story; and
- f displaying meaningful and distinctly Catholic icons and symbols which are visible in both internal and external environments.

1.2 Decision-making and Collaboration

We ensure that:

- a language, discourse and relationships reflect the Catholic social teaching principles of subsidiarity, co-responsibility, common good, participation and equity; and
- b our decisions are Christ-centred, transparent, evidence-based and place the child as the focus.



2. EDUCATION

2.1 Curriculum Inspired by the Principles of Catholic Education

We seek to ensure that the curriculum, delivered through all learning areas, practises effective, contemporary pedagogy and inspires students to become committed to service of the common good and contribute as Christians to society today.

2.2 Religious Education

We commit to provide every student with high quality Religious Education. This requires active promotion and appropriate resourcing of Religious Education as the first learning area in every Catholic school, implementing the program promulgated by the Diocesan Bishop.

2.3 Catholic Vision for Learning

In seeking to develop the whole Christian person, we commit to implementing a Catholic vision for learning, ensuring that along with learning academic skills, young people will be able to collaborate, innovate, create, appreciate, and think critically in order to positively influence as Christians the rapidly changing world.

Our schools are educational communities of excellence in which the culture, pedagogies and practices:

- a foster Christ-like healthy and respectful relationships between students and staff members, enabling all to learn and grow in the image of God;
- b encourage and facilitate student engagement;
- c empower each student to achieve his/her God-given potential through the provision of quality learning experiences;
- d utilise a wide instructional range that reflects contemporary pedagogies that engage, challenge and progress student learning; and
- e ensure all aspects of the learning environment scaffold and accelerate each student's learning.



3. COMMUNITY

3.1 Catholic Pastoral Communities

We commit to Christ-like relationships that accompany students with their development within our school communities including through the following:

- a **Dignity of the Human Person:** through our inclusive practices, we welcome and celebrate the uniqueness and diversity of each person formed in the image of God.
- b **Child-Safety:** we ensure the safety of students is our highest priority and that the voice of each child is heard in all of our undertakings.
- c **Pastoral Care:** we take proactive steps to provide for the pastoral needs of our students and staff. With Christ as our foundation, holistically we place the spiritual, physical and mental wellbeing of each person as a priority.
- d **Transforming Lives:** we recognise Aboriginal people as the custodians of the land and as a priority, commit to providing educational opportunities to Aboriginal children to enable them to reach their full potential with a strong sense of identity and agency. We demonstrate respect for Aboriginal culture and traditions.
- e **Code of Conduct:** we require all members of our school and office communities, staff, religious, clergy, students, parents, caregivers and volunteers to adhere to the CEWA Code of Conduct.

3.2 Parents and Caregivers

We partner with and support parents and caregivers as the first educators of their children.

3.3 Partnerships and Engagement

- a We partner with parishes and their Christian faith communities especially with regard to the celebration of the sacraments.
- b We engage and partner with other Church and community organisations, including other educational providers.



4. STEWARDSHIP

We commit to stewardship as a fundamental dimension of Christianity that implements the social teaching of the Catholic Church.

4.1 Staff

We acknowledge that our staff are our most important and valued resource. We:

- a wherever possible, seek to recruit and appoint practising Catholics to employment positions;
- b provide staff with opportunities to witness their faith, and engage with faith formation, professional learning and development;
- c care for our staff through the provision of quality human resource practices which reflect Catholic social teaching; and
- d advocate for and promote contemporary leadership that reflects Christian service following the principles of participation and subsidiarity.

4.2 Natural Environment

We commit to fulfilling and promoting Christian responsibility for care of the Earth as our common home.

4.3 Finance, Infrastructure and Compliance

We ensure that all Catholic schools and offices:

- a are appropriately resourced, financially sustainable, accessible and affordable, especially for the marginalised and disadvantaged;
- b are constructed and maintained in a manner which gives witness to and reflects genuine Christian simplicity and the spirit of Gospel poverty;
- c operate in a future-focused and strategic manner that embraces good governance and full compliance with regulatory requirements; and
- d commit to procurement practices which reflect Catholic social teaching.

REVIEW AND IMPROVEMENT

We use data-rich and evidence-based processes to ensure improvement across our four pillars with the aim of achieving CECWA's Vision and the delivery of its Strategic Directions.

OUR VISION

OUR VISION



CECWA Strategic Directions

Responding to God's call to serve our diverse communities

CATHOLIC IDENTITY

1

Inspiring Christ-centred Leaders

- a Contemporary models of Gospel leadership that are inclusive, flexible and responsive to the increasing requirements of church, governments and society.
- b Shared leadership and governance practices that embrace Catholic Social Teaching principles emphasising common good, participation, subsidiarity and co-responsibility.
- c Inclusive leadership formation and development reflecting the commitment and diverse talents of staff, students, parents and community members.

EDUCATION

2

Catholic Schools of Excellence

- a Effective communities developing students as whole Christian persons.
- b Catholic schools witnessing effective, contemporary pedagogy and mission-inspired practice and outreach.
- c Shared understanding and commitment to a Catholic *Vision for Learning* across all schools.
- d Commitment to providing high quality Religious Education.

COMMUNITY

3

Catholic Pastoral Communities

- a Inclusive communities welcoming and supporting students with diverse learning and social needs.
- b Shared understanding and commitment to the *Transforming Lives: Strategy 2025*.
- c Open processes for conversation and engagement with all members of CEWA communities and their local church.
- d Services to enhance the safety and wellbeing of students and staff across all contexts.

STEWARDSHIP

4

Accessible, Affordable and Sustainable System of Schools

- a Initiatives ensuring the accessibility, affordability, sustainability and growth of schools.
- b Transparent and inclusive processes for distributing resources that build equity and co-responsibility across all schools.
- c Responsiveness to the diverse needs of students.

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

Leadership Programs Context

Catholic Education Western Australia (CEWA) has a rich history of leadership development which is underpinned by Church documents, system priorities and professional research. Building on this rich heritage, the resources that inform the 2024 leadership programs include:

- The Mandate of the Catholic Education Commission of Western Australia 2009–2015
- Quality Catholic Education (QCE) Framework
- The Catholic Education Commission of Western Australia (CECWA) Initiatives 2024
- A Framework for the Formation of Mission in Catholic Education (NCEC, 2017)
- CEWA Leadership Framework (2021)
- The National Themes for Discernment - Plenary Council (2020)
- The Catholic School Principal Duties and Responsibilities (2021)
- The Australian Professional Standards for Principals and the Leadership Profiles (2014)
- The Australian Professional Standards for Teachers (2011)

These resources set out the necessary knowledge, skills and dispositions to effectively lead Catholic communities. They coherently align with the four pillars of QCE of which leadership is a key element for good governance and iterative improvement that delivers upon the Vision of Catholic Education in Western Australia: “A Christ-centred and child-focused community of engaged learning environments, inspiring all to actively live the Gospel”. Consequently, the four pillars of QCE form the foundation of all leadership programs. These pillars are:

1. **Catholic Identity**
2. **Education**
3. **Community**
4. **Stewardship**

These four leadership pillars are outlined in more detail in the Leadership Framework (2021). They provide a pragmatic and holistic framework for developing contemporary Catholic leaders. The pillars ensure each program has a common focus and assist leadership program partners – universities, institutes, course designers, facilitators, and administrators – to build content and experiences relevant to our strategic intent.

Leadership Programs Overview

The CECWA, in its *Strategic Directions 2019–2023*, calls on those who lead in Catholic education to respond to God's call to serve our diverse educational communities. The first of these Strategic Directions is "Inspiring Christ-centred Leaders", and the programs outlined in this booklet support the delivery of this foundation of our system.



The Accreditation for Leadership and Accreditation for Leadership of a Catholic School Community programs are the cornerstone of leadership professional learning and remain pre-requisites for senior leadership roles such as Assistant Principal, Deputy Principal and Principal.

CEWA's career stage leadership programs are our core offering for leaders from early career teachers, emerging leaders, middle leaders, office consultants to experienced Principals. They prepare leaders to focus on the holistic development of children, the teams they lead, and inspire all to actively live the Gospel.

There are also opportunities for further study and training available with external providers such as The University of Notre Dame Australia (UNDA) and the Catholic Institute of Western Australia. More specific information on these offerings will be advertised through various mediums such as PRIME, Microsoft Teams, the PL Portal <http://bit.ly/CEWAPLPORTAL> and SharePoint <https://bit.ly/CEWALeadership>

Teaching and Learning
SharePoint

Accreditation
SharePoint

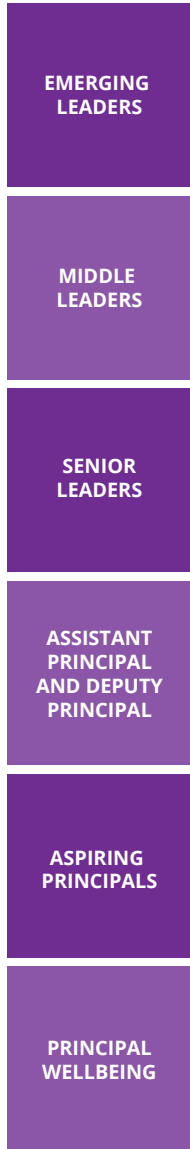
School Improvement
SharePoint



Photos: Our Lady of Mount Carmel School (Hilton), St Michael's School (Bassendean), Seton Catholic College (Samson), St Patrick's Primary School (Fremantle), Emmanuel Catholic College (Success), Hammond Park Catholic Primary School (Hammond Park), Mater Christi Catholic Primary School (Yangebup) and Emmaus Catholic Primary School (Dayton)

Leadership Programs Structure

Career Stage Leadership Programs



Accreditation for Leadership Programs



Other Leadership Programs



Networks



Accreditation for Middle Leaders (in-service)

Overview	This Accreditation supports the formation of leaders in their understanding of the religious dimension of Catholic Education.
Target Audience	Coordinators and Middle Leaders in schools who are in leadership positions and not eligible to complete the Accreditation for Leadership Course.
Learning Goal	<ul style="list-style-type: none">• Deepen knowledge of the Vision and Mission of Catholic Education.• Gain an understanding of role in leading the Catholic Identity of the school.
Prerequisites	Accreditation to Teach in a Catholic School
Duration	Two days
Course dates	13 and 14 May 2024 31 October and 1 November 2024
Cost	\$100 for the two days
Registration	TBA
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Faith Formation Team
Coordinator	Diana.Alteri@cewa.edu.au
Administrator	Mara.Caramanico@cewa.edu.au (08) 9380 1976

Accreditation for Leadership (in-service)

Overview	This Accreditation supports the formation of senior leaders in their understanding of the religious dimension of Catholic Schools.
Target Audience	Senior leaders in Catholic Schools e.g. Principal, Assistant Principal, Vice Principal, Deputy Principal, Head of Primary, Middle or Secondary school, the Religious Education Coordinator and any other senior leadership role of members of the executive of school leadership teams
Learning Goal	<ul style="list-style-type: none"> Gain an understanding of the role in leading the Catholic Identity of the school.
Prerequisites	<p>Accreditation to Teach Religious Education, six tertiary units approved by Catholic Education Western Australian for Accreditation with at least two of these units completed at Masters or post-graduate level</p> <p>These can include the three approved tertiary courses completed for Accreditation to Teach Religious Education</p>
Duration	Two days
Course dates	<p>23 and 24 January 2024</p> <p>20 and 21 May 2024</p> <p>8 and 9 July 2024</p> <p>25 and 26 November 2024</p>
Cost	\$100 for the two days
Registration	TBA
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Faith Formation Team
Coordinator	Diana.Alteri@cewa.edu.au
Administrator	Mara.Caramanico@cewa.edu.au (08) 9380 1976

Early Career Teacher Program

Overview	The CEWA Early Career Teacher Program is a five-day capacity building and resilience program for early career teachers in their first two years of teaching practice. It provides early career teachers with a Christ-centred and child focused program of system induction across the four pillars of QCE, with an emphasis on building teacher capacity and resilience, in light of the Church's purpose for education based on the Gospel of Jesus Christ.
Target Audience	Early Career Teachers
Learning Goals	<ul style="list-style-type: none"> • Develop a comprehensive understanding of Christ-centred and child-focused educators in Catholic schools. • Explore teacher identity and Catholic identity in the context of their role in Catholic Education. • Explore the concepts of engagement with students, staff, parents and the wider community to develop and sustain personal and professional relationships. • Examine the concepts of reflection and feedback and how these are used to facilitate best practice. • Explore the process of moving forward via professional growth plans and goal setting. • Develop an understanding of the importance of wellbeing and how this will assist them to manage the personal demands of a role.
Prerequisites	Be a CEWA teacher and obtain Principal's endorsement.
Duration	Year 1 - 3 days (Terms 1, 2 and 3); Year 2 – 2 days (Terms 1 and 3)
Course dates	Refer to Registration for course dates
Cost	\$220 for the five days
Registration	To register for the PD days go to https://bit.ly/CEWALEARNINGPORTAL Registrations for each session close two weeks prior to the date of the session
Venue	Newman Siena Centre, Doubleview and CEWA Regional Offices
Facilitator(s)	Loretta Hutcheson and Art Lombardi
Coordinator	Loretta.Hutcheson@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au

Emerging Leaders Program

Overview	The Emerging Leaders Program is aimed at leaders with some leadership experience who are curious about the knowledge, skills and dispositions required to become a faith-filled Catholic leader. The program explores the four pillars of QCE with particular focus on developing a Christ-centred, child focused leadership identity, understanding personality and its effects on leadership, managing change, leading classroom practice, working with parents and the school community to develop children as whole Christian persons.
Target Audience	Teachers with limited leadership experience aspiring to a leadership role
Learning Goals	<ul style="list-style-type: none"> • Explore authentic Christian witness as a basis for Christ-centred leadership in Catholic schools. • Model pedagogical leadership consistent with Christian leadership. • Promote the role of families and strong school parish relationships in working with the school to enhance the holistic education of children.
Prerequisites	All staff employed in a CEWA school or office with Principal or Team Leader endorsement
Duration	Six days
Course dates	<p>Cohort 1: 27 February, 23 April, 23 July, 22 August, 17 October, 14 November</p> <p>Cohort 2: 26 February, 22 April, 22 July, 23 August, 18 October, 15 November</p>
Cost	\$1,070 for the six days
Application	To apply, go to https://bit.ly/EmergingLeadersProgram2024 Application closing date: Friday, 17 November 2023
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Loretta Hutcheson and Art Lombardi
Coordinator	loretta.hutcheson@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au

Middle Leaders Program

Overview	The objective of the Middle Leaders Program is to form and support middle leaders to better understand and apply contemporary models of Gospel leadership through a missionary lens within the frame of QCE. The program aims to strengthen middle leader capacity to understand themselves, lead and grow the talents of others, initiate holistic change, lead a Catholic Vision for Learning, build relational trust and engage in challenging conversations that privilege the dignity of the human person.
Target Audience	Middle leaders and middle managers (leaders of subject areas), CEOWA office personnel
Learning Goals	<ul style="list-style-type: none"> • Develop a comprehensive understanding of Christ-centred leadership with special regard for the dignity of the human person. • Develop effective, contemporary pedagogy and mission inspired practice and outreach, including authentic engagement with parents as partners. • Lead teams in an inclusive manner recognising the benefits of shared leadership and the giftedness of team members.
Prerequisites	Accreditation to Teach or Accreditation to Teach RE and endorsement from Principal (school) or Team Leader (office)
Duration	Seven days
Course dates	<p>Cohort 1: 26 February, 29 April, 23 May, 25 July, 28 August, 14 October, 11 November</p> <p>Cohort 2: 27 February, 30 April, 24 May, 26 July, 29 August, 15 October, 12 November</p>
Cost	\$1,230 for the seven days
Application	To apply, go to https://bit.ly/MiddleLeadersProgram2024 Application closing date: Friday, 17 November 2023
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Daniel Groenewald and Loretta Hutcheson
Coordinator	Daniel.Groenewald@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au
Masters credit	Yes (conditions apply)

Senior Leaders Program

Overview	The purpose of this program is to support senior leaders to deepen their faith as Catholic leaders and develop the professional knowledge and skills required to confidently lead a child-focused and Christ-centred Quality Catholic Education (QCE). The program includes a spiritual retreat, a leadership psychometric assessment, ongoing leadership coaching, tours of schools and organisations promoting excellence, and opportunities to develop public speaking skills. The program is aligned with the Leadership Framework Senior leadership profile (2021).
Target Audience	Current Senior Leaders
Learning Goals	<ul style="list-style-type: none"> • Deepen a personal relationship with God. • Deepen understanding of personal strengths and challenges as a Catholic leader. • Develop a deep understanding of QCE and its implementation. • Learn and apply leadership lessons from high-performing contexts.
Prerequisites	Currently in a senior leadership role in Catholic Education and holding Accreditation to Lead
Duration	Eight days
Course dates	23 February, 19 April, 22 May, 13 June (Tour 1), 14 June (Tour 2), 29 July, 17 & 18 October (Retreat)
Cost	\$2,030 for the eight days (includes cost of LSI Psychometric, and Residential Retreat) (Senior Leader's Renewal Leave can be accessed)
Application	To apply, go to https://bit.ly/SeniorLeadersProgram2024 For course information: https://bit.ly/CEWALeadership Application closing date: Friday, 17 November 2023
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Daniel Groenewald, Kelly Smith and Dr Pina Ford
Coordinator	Daniel.Groenewald@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au

Assistant Principal and Deputy Principal Program

Overview	Assistant Principals (AP) and Deputy Principals (DP) hold important senior leadership positions in CEWA schools. The purpose of this program is to provide professional learning to APs and DPs in the first five years in the role. The program explores a range of leadership capabilities including Catholic leadership, navigating professional relationships, school finance and governance, human resource management, managing workloads and personal wellbeing. The program also aims to develop a network of supportive peers.
Target Audience	Assistant Principals and Deputy Principals (or equivalent title) in their first five years in the role.
Learning Goals	<ul style="list-style-type: none"> • Explore and develop Christ-centred leadership • Develop role-specific leadership skills relevant to APs and DPs • Form a network of supportive peers
Prerequisites	Accreditation for Leadership of a Catholic school, Principal approval and no more than 5 years of experience as an AP or DP by the end of 2024.
Duration	Nine days
Course dates	9 February, 27 March, 7 May, 5 June, 19 July, 6 September, 30 October, 21 and 22 November (Retreat)
Cost	\$1,200 for the nine days
Application	To apply, go to https://bit.ly/AssistantandDeputyPrincipal2024 Application closing date: Friday, 17 November 2023
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Lisa Gallin and Loretta Hutcheson
Coordinator	Loretta.Hutcheson@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au
Tertiary Credit	No

Aspiring Principals Program

Overview	The Aspiring Principals' Program invites senior leaders to deepen their knowledge of the Catholic school Principalship through targeted professional learning. In promoting the evangelising mission of the Church, the Aspiring Principals Program (APP) aims to support aspirational leaders to develop the knowledge, skills, and dispositions to become confident Christ-centred and child focused Principals. The program consists of eight face-to-face workshops, including an overnight retreat, professional conversations, along with opportunities to engage in the operational, relational, strategic and systematic contexts of the principal role.
Target Audience	Assistant, Deputy and Vice Principals and/or leaders from the Catholic Education Office of Western Australia (CEOWA)
Learning Goals	<ul style="list-style-type: none"> • Explore models of effective Christ-centred leadership. • Understand the unique nature of Catholic schools as schools of excellence. • Develop strategies to develop strong pastoral Catholic communities that connect parents, parish and community. • Explore ways to develop their understanding of stewardship by providing accessible, affordable and sustainable schools.
Prerequisites	All candidates must have their Accreditation for Leadership. Aspirant Principals willing to work in the regions are strongly encouraged to apply for this program.
Duration	Nine days
Course dates	19 February, 14–15 March (Retreat), 16 May, 10 June, 26 July, 15 August, 16 September, 24 October
Cost	\$600 for the nine days
Application	<p>To apply:</p> <p>Part A - https://bit.ly/APP2024CandidateApplication-PartA</p> <p>Part B - https://bit.ly/APP2024PrincipalEndorsement-PartB</p> <p>Part C - https://bit.ly/APP2024PriestAffirmation-PartC</p> <p>Applications for this program close Thursday, 12 October 2023</p>
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Art Lombardi and Joe Bartucciotto
Coordinator	Art.Lombardi@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au
Masters Credit	No

Principal Wellbeing Program

Overview	The objective of the Principal Wellbeing Program is to support Principals to reflect on and deepen their faith as well as their spiritual, physical, mental, emotional, and social wellbeing. The program assists Principals to proactively address their wellbeing through a multi-dimensional approach from sleep and exercise to spiritual and mental health. The program includes a full executive health and wellbeing assessment, follow-up coaching, and a plan to enhance wellbeing. A spiritual retreat is also provided as part of the course, the details of which are to be confirmed. The course will also assist Principals to reflect on the Catholic Leadership required for the complexities of 21 st century schooling.
Target Audience	Principals
Learning Goals	<ul style="list-style-type: none"> • Understand the relationship between faith, spiritual, physical, emotional, mental and social wellbeing and that of the community they lead. • Develop a plan to optimise the wellbeing of leaders within a school community.
Prerequisites	Current Principalship
Duration	Seven days (includes two day retreat)
Course dates	1 March, 10 May, 17 June, 9 August, 1 November, 10–11 October (Retreat)
Cost	\$2,790 for the seven days
Expressions of interest	https://bit.ly/PWellbeing2024 Expressions of interest closing date: Friday, 17 November 2023
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Dr Mike Newton and Dr Steve Kiely
Coordinator	Art.Lombardi@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au

Leading Pedagogy

Overview	The Leading Pedagogy program aims to support leaders to positively influence Christ-centred, child focused pedagogy in schools. Participants have the opportunity to engage in a process of inquiry to deepen knowledge of research-informed pedagogy and leadership as relevant to context. They will be supported to create and enhance a culture of learning and improvement as pedagogical leaders.
Target Audience	Assistant Principals, Deputy Principals, Middle leaders who have or aspire to a role in improving pedagogy and enhance the learning culture of their school. Schools are strongly encouraged to send pairs or teams of suitable leaders.
Learning Goals	<ul style="list-style-type: none"> • Explore authentic Christian witness as the foundation of leading pedagogy in Catholic schools. • Engage with evidence to develop a comprehensive understanding of pedagogy that champions student learning. • Understand leadership dispositions to enhance a learning and improvement culture. • Apply an inquiry process to effectively analyse contextual data and research evidence to identify focus areas for improving pedagogy. • Build confidence and effectiveness to lead pedagogy in a collective and impactful way.
Prerequisites	<ul style="list-style-type: none"> • Teacher or Leader in a CEWA school • Principal endorsement
Duration	Four days over the year, plus three one-hour Coaching Conversations, negotiated individually (at school or online)
Course dates	<p>Perth: 23 February, 13 May, 21 August, 15 November</p> <p>Geraldton: 5 and 6 March, 9 August (half day online), 15 November</p> <p>Bunbury: 26 and 27 February, 9 August (half day online), 15 November</p>
Cost	\$500 per person or \$1,000 for 3 or more from the one school, for the four days
Application	Applications and more information can be found here Applications closing date: 31 January 2024
Venues	Newman Siena Centre, Doubleview, Bunbury Parish Hall, and Geraldton
Facilitator(s)	Teaching and Learning Directorate staff
Coordinator	nick.smith@cewa.edu.au
Administrator	anesu.jakopo@cewa.edu.au

Numeracy Leadership Program

Overview	The Numeracy Leadership Program reflects our Catholic education principles permeating the elements of Quality Catholic Education (QCE). It has been established to support Catholic Leaders to implement sustainable and effective strategies to improve numeracy results across all year levels. The program has a direct link to the importance of curriculum delivery through effective practices and contemporary pedagogy. It is predicted on the recognition that improvement in Mathematics outcomes for students relies on equipping teachers with the most effective and contemporary knowledge, pedagogy, planning (classroom and whole school) and evaluation skills. This will be facilitated through effective leadership, developing sound processes within the schools to ensure contemporary learning communities' flourish. It recognises the central role that the school leadership plays in enhancing educator capacity and school performance.
Target Audience	School Principals, Assistant Principals, Heads of Learning Area – Mathematics (Secondary)
Learning Goals	<ul style="list-style-type: none"> • Explore authentic Christian witness as the foundation of pedagogical leadership in Catholic schools. • Deepen participants understanding of sustainable and effective numeracy strategies. • Develop a whole school approach to Numeracy. • Develop research informed best practice whole school numeracy approach in the context of the individual participant's school.
Prerequisites	<ul style="list-style-type: none"> • School team attendance, inclusive of School Principal • A commitment to attend all sessions
Duration	Four full-day modules, one module per term
Course dates	TBC - additional to the module days participants will be required to complete 'between sessions' tasks and professional reading.
Cost	\$600 per person or \$1,500 for 3 or more from the one school (max. 4 participants per school), for the four days
Registration	To register please complete this form by 8 December 2023
Venue	Mineral Resources Park, 34 Goddard Street, Lathlain WA 6100
Facilitator(s)	Numeracy Team, Members of the Teaching and Learning Directorate and external presenters.
Coordinator	Karmela.Messineo@cewa.edu.au
Administrator	Jill.Clarke@cewa.edu.au (08) 6228 6673

Leading in Multicultural and Multilingual School Contexts

Overview	The Leading in Multicultural and Multilingual School Contexts Program is specifically designed for school leadership teams operating within Catholic Schools that serve a significant population of multicultural and multilingual students and families, or those experiencing a shifting demographic. This program aims to enhance the capacity of school leaders to identify and understand the evolving needs of these students by employing culturally and linguistically-responsive approaches that are applicable to this unique context while considering the essential elements of Quality Catholic Education (QCE).
Target Audience	School Principals, Deputy Principals, Assistant Principals, Heads of Learning areas and EAL/D Leaders and Coordinators
Learning Goals	<ul style="list-style-type: none"> • Understand how Christ-centred leadership supports the holistic development of multicultural and multilingual students. • Develop understandings of contemporary practice in multicultural and multilingual education guided by key theory. • Explore concepts of equity, bias, discrimination and privilege within multicultural and multilingual contexts. • Analyse whole-school approaches to support English Language Learners.
Prerequisites	<ul style="list-style-type: none"> • School team attendance, inclusive of School Principal. • A commitment to attend all sessions.
Duration	Four days, one per term
Course dates	TBC - Participants will be required to complete “between sessions” small tasks and/or professional readings
Cost	\$600 per person or \$1,500 for 3 or more from the one school (max. 4 participants per school), for the four days
Registration	To register please complete this form by 8 December 2023.
Venue	Mineral Resources Park, 34 Goddard Street, Lathlain WA 6100
Facilitator(s)	EAL/D Team, Members of the Teaching and Learning Directorate and external presenters
Coordinator	Karmela.Messineo@cewa.edu.au
Administrator	Jill.Clarke@cewa.edu.au (08) 6228 6673

Leadership in the Early Years

Overview	This program has been established to support Catholic School leaders to deepen their understanding of Early Years learning and development. It aims to promote quality pedagogical approaches based on research, the Early Years Learning Framework, National Quality Standard and the principles of learning and development underpinned by the elements of the QCE. Participants who complete this program may be eligible to apply for University of Notre Dame, Australia Course Credits.
Target Audience	School Principals, Assistant Principals and Early Years Teacher Coordinators
Learning Goals	<ul style="list-style-type: none"> • Understand Christ-centred leadership within Catholic schools. • Develop holistic understandings of how to lead in the early years guided by critical theories, practices, research, and accountabilities. • Explore understandings within Early Years learning and analyse pedagogies that promote appropriate practice in the Early Years. • Deepen knowledge of the Early Years Learning Framework and National Quality Standards by exploring these through the year's thematic lenses, connecting our learning and development as educators and leaders, with an evolving Early Years philosophy.
Prerequisites	<ul style="list-style-type: none"> • A commitment to attend all face-to-face sessions and online TEAMS focus groups • School team attendance - Assistant Principal and/or Early Years Teacher Coordinator need to be accompanying their School Principal • Separate Microsoft Forms application for each participant (applications close 8 December 2023 - participants accepted into the program will be notified via email January 2024) • Maximum participants of 30 persons
Duration	<ul style="list-style-type: none"> • Three days of participation at the 2024 ECE Conference (7–9 March) • Four full-day PL Sessions (two in Term 2 and two in Term 3) • Seven x one hour Microsoft TEAMS Online Focus Group Forums - February, April, July, August, September October, November
Course dates	TBA
Cost	\$600 per person or \$1,500 for 3 or more from the one school
Registration	To register please complete this form
Venue	TBA
Facilitator(s)	Early Years Learning Group in conjunction with Notre Dame University
Coordinator	Karmela.Messineo@cewa.edu.au
Administrator	April.Cookson@cewa.edu.au (08) 6228 6624

Empowered by Evidence: Enhancing Student Learning through Academic Inquiry

Overview	Empowered by Evidence program aims to support educators to positively influence Christ-centred, child focused learning in schools through data analysis and academic inquiry. Participants will engage in an action learning inquiry with a strong emphasis on data analysis. The program will assist participants in making informed decisions about evidence-based practices to support student growth and positive outcomes in their classroom and/or school. They will be guided to create and enhance a culture of learning and improvement as data-informed educators.
Target Audience	Middle Leaders and Classroom Teachers who are aiming to implement data-informed practice and improve evidenced based pedagogy. Schools are strongly encouraged to send pairs or teams of participants.
Learning Goals	<ul style="list-style-type: none"> • Explore authentic Christian witness as the foundation of leading pedagogy in Catholic schools. • Apply knowledge and skills to collect, analyse and implement data. • Apply an Action Learning inquiry process to effectively analyse contextual data to identify focus areas for improvement. • Engage with evidence to develop a comprehensive understanding of high impact teaching strategies that positively influence student learning. • Build confidence and effectiveness to lead data-informed professional learning communities and discussions in a collective and impactful way.
Prerequisites	<ul style="list-style-type: none"> • Teacher or Middle Leader in a CEWA school • Principal endorsement
Duration	Four days over the year
Course dates	23 February, 24 April, 21 August, 31 October
Cost	\$300 per person for the four days
Application	To apply please complete this form Applications closing date: Wednesday, 31 January 2023
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	School Support Team, Members of the Teaching and Learning Directorate, Dr Selena Fisk
Coordinator	Kate.Johnston@cewa.edu.au
Administrator	Anesu.Jakopo@cewa.edu.au

Aboriginal School Leaders Network

Overview	The Aboriginal School Leaders Network is aimed at Aboriginal teachers who are keen to acquire the knowledge, skills and dispositions to engage as Christ-centred, child focused leaders. The network is a part of the Emerging Leaders Program , which explores the four pillars of QCE. It focuses on developing a Christ-centred leadership identity, understanding personality and its effects on leadership, managing change, leading classroom practice, and working with parents and the school community to develop children as whole Christian persons. Aboriginality in the leadership context is also explored.
Target Audience	Aboriginal teachers with limited leadership experience
Learning Goals	<ul style="list-style-type: none"> • Explore authentic Christian witness as the ground of leadership in Catholic schools. • Model pedagogical relationships consistent with Christ’s leadership, particularly his regard for the dignity of the human person. • Promote the role of families and strong school parish relationships in working with the school to enhance the holistic education of children. • Reflect on the matters that may need consideration by an Aboriginal leader and explore responses to those matters.
Prerequisites	Principal endorsement
Duration	Seven days
Course dates	26 and 27 February, 22 April, 22 July, 23 August, 18 October, 15 November
Cost	Not applicable
Application	To apply, go to https://bit.ly/EmergingLeadersProgram2024 Application closing date: Friday, 17 November 2023
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Norman Brahim
Coordinator	Norman.Brahim@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au

Women in Leadership - Embracing Authentic Catholic Leadership

Overview	The Women in Leadership Program “ <i>Embracing Authentic Catholic Leadership</i> ” is a dynamic and thought-provoking program designed to elevate the competence of women currently in leadership positions, as well as those with aspirations to assume leadership roles. Participants will acquire invaluable insights, skills, and perspectives essential for thriving within their leadership roles while remaining deeply aligned with the guiding values of Catholic Identity, Education, Community, and Stewardship. The program addresses a diverse array of subjects including positive psychology, distinctive leadership styles, and holistic wellbeing principles.
Target Audience	Applicable to women in emerging leadership positions as well as those with leadership experience.
Learning Goals	<ul style="list-style-type: none"> • Understand the purpose and impact of Christ-centred, child focused leadership in Catholic schools. • Explore opportunities for women in leadership roles to recognise the unique qualities women can bring to a collaborative team environment. • Gain a deeper understanding of the importance of reflecting on their personal and spiritual identity and its relationship to their leadership roles within Catholic Education. • Establish habits focused on personal wellbeing and effective self-management. • Establish habits focused on personal wellbeing and effective self-management, foster a proactive approach to maintaining wellbeing. • Align personal values and professional purpose with the mission and values of Catholic Education.
Prerequisites	Principal or line manager endorsement
Duration	Five days
Course dates	25–26 July (Retreat), 18 September, 25 October, 20 November
Cost	\$500 for the five days
Application	To apply for this PD go to: https://bit.ly/CEWALEARNINGPORTAL Application closing date: Friday, 24 May 2024
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Loretta Hutcheson
Coordinator	Loretta.Hutcheson@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au

Leading Professional Conversations

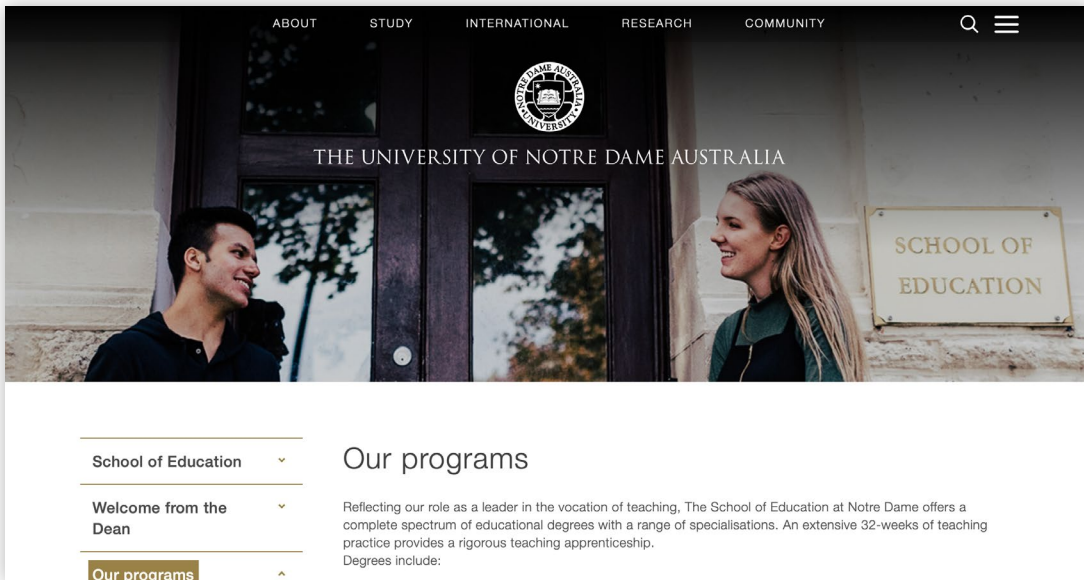
Overview	The strength of CEWA as an organisation resides in the quality of the conversations leaders are prepared to have. The capacity to develop people through accompaniment and conversation is considered a key leadership skill. Quality conversations occur through coaching, mentoring or delivering effective feedback. The purpose of this leadership program is to develop leadership skills in coaching, mentoring, challenging conversations and speaking with impact. The program will be based on speaking skills defined in the CEWA Leadership Framework and it will focus on the CEWA-specific iGROW approach to coaching.
Target Audience	Leaders responsible for the growth, development and review of staff
Learning Goals	<ul style="list-style-type: none"> • Contextualise professional conversations in the rich Catholic tradition of dialogue and accompaniment. • Develop professional conversational skills that enhance the growth and development of CEWA staff. • Utilise CEWA's Leadership Framework as a tool to support the faith formation, growth and development of colleagues. • Form a network of supportive peers.
Prerequisites	Principal approval
Duration	Two days
Course dates	27 and 28 May or 21 and 22 October
Cost	\$100 for the two days
Expressions of interest	https://bit.ly/LeadingProfessionalConversations2024
Venue	TBA
Facilitator(s)	Dan Wood, Daniel Groenewald and Norman Brahim
Coordinator	daniel.groenewald@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au
Tertiary Credit	No

Leading Wellbeing in Education

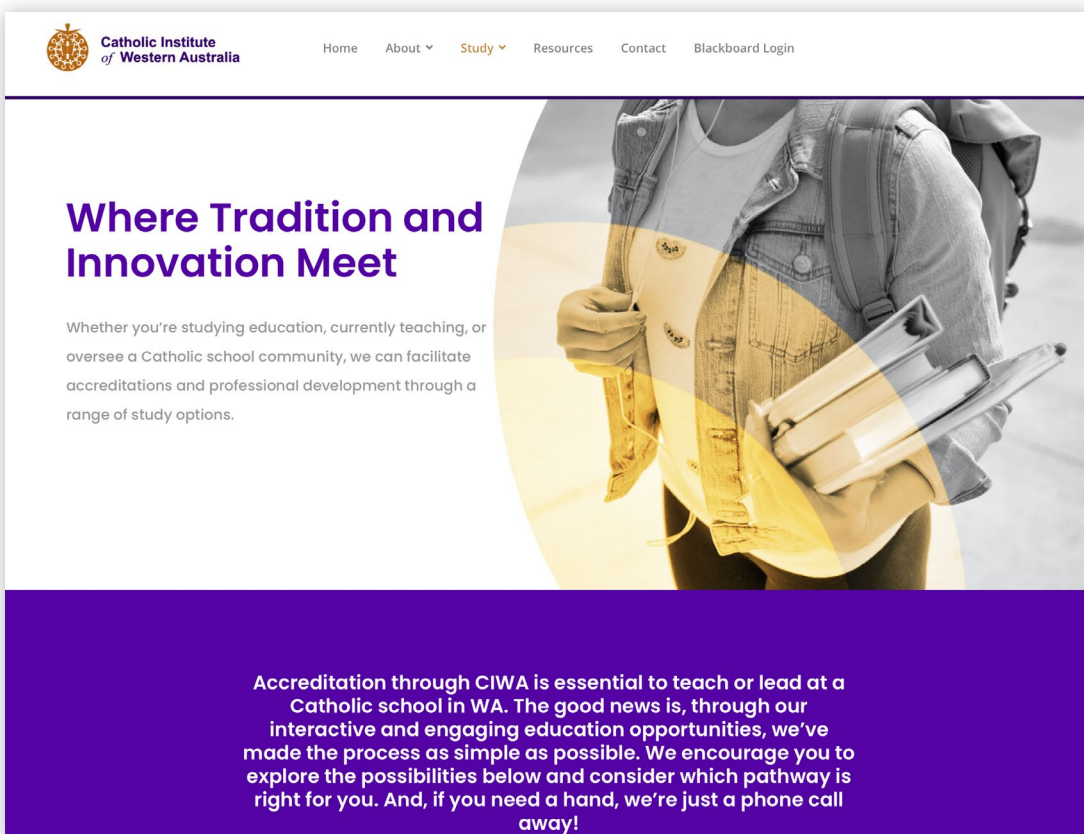
Overview	The promotion of wellbeing optimises learning and mental health for both staff and students supporting our Catholic communities to live life to the full. The objective of this program is to support leaders to take an evidence-based and high-impact approach to leading wellbeing. Participants will learn about the rationale for wellbeing within a Catholic context, wellbeing theories and approaches, how to adopt a data informed approach to wellbeing and how to lead wellbeing change. Within this course participants will strategically plan on how to enhance wellbeing in their setting.
Target Audience	Leaders of wellbeing in a school or office context
Learning Goals	<ul style="list-style-type: none"> • Develop pastoral Catholic communities that promote staff and student safety and wellbeing • Understand wellbeing theories and evidence-based practices in education • Understand and apply wellbeing informed leadership and change approaches • Foster critical thinking skills • Create and implement wellbeing strategic goals that impact
Prerequisites	Principal or equivalent endorsement / Notre Dame University entrance requirements if studying for Professional Certificate of Wellbeing in Education qualification.
Duration	Approximately 80 hours including lectures, class preparation and tutorials.
Course dates	Semester 1
Cost	<p>If for university certification - university fees are incurred minus scholarship support</p> <p>If participation certificate only - \$500 for the entire program</p>
Expressions of Interest	<p>Marie Kelly marie.kelly@cewa.edu.au</p> <p>Deadline to submit your expression of interest is 15 December 2023</p>
Venue	Online
Facilitator(s)	Dr Laura Allison and guest facilitators
Coordinator	Laura.Allison@cewa.edu.au
Administrator	marie.kelly@cewa.edu.au (08) 9380 1871
Tertiary Credit	Yes

Additional Leadership Opportunities

The University of Notre Dame (UNDA) offers several post-graduate courses in school leadership including the Master of Religious Education, Master of Education (Religious Education), Master of Education (Leadership and Management) and the Graduate Certificate in Catholic Leadership. More information on the UNDA program offerings can be found here: <http://bit.ly/NotreDamePrograms>



The Catholic Institute of Western Australia (CIWA) provides professional and theological education and spiritual and faith formation for educators. More information on the CIWA program offerings can be found here: <https://catholicinstitute.wa.edu.au/>



Further information

Please note the following:

- It is expected that participants attend all dates of the programs.
- Access to all professional learning locations must be made through reception at professional learning venues. If participants have access or mobility requirements, they are asked to contact the relevant administrative assistant for assistance.
- Payment for courses will occur by invoice to the school or the Catholic Education Office.



Conditions of attendance:

- Participants must advise the administrative assistant and course coordinator if they will be late for any course.
- Participants who need to leave prior to the end of a course must advise the course presenter upon arrival.
- Neat professional dress is required at all professional learning courses organised by CEWA.



Enrolment cancellation and non-attendance:

- For one-off PD modules, CEWA will accept cancellations without charge for up to one week prior to the event. Otherwise, cancellation of enrolment will result in the usual invoicing. All other programs and events enrolled in will be invoiced for.
- For all other programs, at least one week's notice must be given for non-attendance. Schools will be invoiced for staff members who do not attend workshops and who have not provided notice as required.

Photos: St Mary Star of the Sea College (Carnarvon), St Luke's College (Karratha), Our Lady of Mount Carmel School (Hilton), Aranmore Catholic College (Leederville) and St Luke's Catholic Primary School (Woodvale)



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