



CATHOLIC
EDUCATION
WESTERN AUSTRALIA

Leadership Formation and Development Programs



2025

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Leadership Programs

Dear colleagues

I am pleased to present the *2025 Catholic Education Western Australia (CEWA) Leadership Programs*.

The Leadership Programs, developed with input from staff across our system, offer you the chance to develop your knowledge and expertise in line with the *Everyone Leads* framework. Informed by the latest leadership thinking, they deliver on our commitment to offer all staff learning programs which promote contemporary leadership and reflect the Gospel values that underpin the mission of Catholic schools.

Through this year's programs you will grow your professional capacity in alignment with CECWA's Strategic Initiatives and the Quality Catholic Education Framework. I am confident that this year's offerings will equip you with the knowledge and skills to become the flexible, adaptable, and agile Christ-centred leaders needed to thrive in a modern educational context.

Whether you are beginning your leadership journey or are well established in your leadership role, the courses you will find in this program provide extensive development. So, I am privileged to endorse it and to witness our leaders continue in their mission of building a quality Catholic education system.

Wayne Bull

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 2025 leadership programs include:

- The Mandate of the Catholic Education Commission of Western Australia
- 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)
- 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
- The Australian Professional Standards for Teachers

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, the PL Portal and SharePoint.

Leadership Formation and
Development SharePoint

Teaching and Learning
SharePoint



Photos: Aranmore Catholic Primary School (Leederville), Our Lady of Mercy College (Australind), St Anne's School (Harvey), St Brigid's School (Collie), Leschenault Catholic Primary School (Australind), St Joseph's School (Boulder), St Mary's School (Donnybrook), St Cecilia's Catholic Primary School (Port Hedland)

Leadership Programs Structure

Career Stage Leadership Programs

EMERGING LEADERS

MIDDLE LEADERS

SENIOR LEADERS

ASSISTANT PRINCIPAL
AND DEPUTY PRINCIPAL

ASPIRING PRINCIPALS

PRINCIPAL WELLBEING

Other Leadership Programs

EARLY CAREER TEACHERS

LEADING PEDAGOGY: VISION FOR LEARNING

EMPOWERED BY EVIDENCE:
ENHANCING STUDENT LEARNING
THROUGH ACADEMIC INQUIRY

CEWA CERTIFICATE: SCHOOL LITERACY LEADERS

NUMERACY LEADERSHIP PROGRAM

LEADING EARLY CHILDHOOD EDUCATION

Supporting Leadership Programs

ABORIGINAL SCHOOL LEADERS NETWORK

WOMEN IN LEADERSHIP

'LIFE TO THE FULL' - FORMATION OF
CATHOLIC LEADERS

Accreditation For Leadership Programs

ACCREDITATION FOR MIDDLE LEADERS
(IN-SERVICE)

ACCREDITATION FOR LEADERSHIP
(IN-SERVICE)



St Patrick's Primary School, Fremantle



St Mary Star of the Sea College, Carnarvon

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 Goals	<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	27 and 28 May 2025
Cost	\$110 for the two days
Registration	To register for this in-service go to https://bit.ly/CEWALEARNINGPORTAL
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Formation for Mission 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	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>21 and 22 January 2025</p> <p>22 and 23 May 2025</p> <p>9 and 10 July 2025</p> <p>26 and 27 November 2025</p>
Cost	\$110 for the two days
Registration	To register for this in-service go to https://bit.ly/CEWALEARNINGPORTAL
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Formation for Mission Team
Coordinator	Diana.Alteri@cewa.edu.au
Administrator	Mara.Caramanico@cewa.edu.au (08) 9380 1976

Early Career Teacher Program

Overview	<p>The CEWA Early Career Teacher Program is a five-day capacity building 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.</p> <p>The program is delivered in Perth and regional areas: Bunbury, Kalgoorlie, Geraldton and Broome.</p>
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 for each region
Cost	\$230 for the five days
Registration	<p>To register for the PD days go to https://bit.ly/CEWALEARNINGPORTAL</p> <p>Registration is required for each day of the program. Registrations for each session close two weeks prior to the date of the session.</p>
Venue	Newman Siena Centre, Doubleview and CEWA Regional Offices
Facilitator(s)	Karen Jones and Loretta Hutcheson
Coordinator	Karen.Jones1@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au

Emerging Leaders Program

Overview	The Emerging Leaders Program is aimed at Experienced Teachers and Office Staff 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, leading improvement, leading teaching and learning practice, and supporting faith-filled communities that enable each person to live life to the full.
Target Audience	Experienced Teachers and Office Staff 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 Education. • Develop understanding of self, disposition and its impact on others. • Develop the capacity to lead improvement in diverse Catholic communities. • Enhance Christ-centred, child-focused pedagogy.
Prerequisites	All staff employed in a CEWA school or office with Principal or Team Leader endorsement
Duration	Six days
Course dates	<p>Cohort 1: 24 February, 3 April, 13 May, 4 August, 23 September, 23 October</p> <p>Cohort 2: 25 February, 4 April, 12 May, 4 August, 22 September, 24 October</p>
Cost	\$1,115 for the six days
Application	To apply, go to https://forms.office.com/r/RzuJdgea0s Application closing date: Thursday, 7 November 2024
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Karen Jones and Art Lombardi
Coordinator	Karen.Jones1@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
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	Six days
Course dates	<p>Cohort 1: 20 February, 29 April, 26 June, 5 August, 8 September, 20 October</p> <p>Cohort 2: 21 February, 30 April, 27 June, 5 August, 9 September, 21 October</p>
Cost	\$1,280 for the six days
Application	<p>To apply, go to https://forms.office.com/r/NvhM9M9TC8</p> <p>Application closing date: Thursday, 7 November 2024</p>
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Loretta Hutcheson and Art Lombardi
Coordinator	Loretta.Hutcheson@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	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	6 and 7 March (overnight Retreat), 7 April, 21 May, 12 June (Tour 1), 13 June (Tour 2), 28 July, 11 September
Cost	\$2,115 for the eight days (includes cost of LSI Psychometric, and Residential Retreat) (Senior Leader's Renewal Leave can be accessed)
Application	<p>To apply, go to https://forms.office.com/r/CbRUQ55Kux</p> <p>For course information: https://bit.ly/CEWALeadership</p> <p>Application closing date: Thursday, 7 November 2024</p>
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Art Lombardi and Karen Jones
Coordinator	Art.Lombardi@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 2025.
Duration	Eight days
Course dates	17 February, 31 March, 5 May, 5 June, 29 July, 5 September, 20 and 21 November (overnight Retreat)
Cost	\$1,250 for the nine days
Application	To apply, go to https://forms.office.com/r/Svki0J4juK Application closing date: Thursday, 7 November 2024
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Loretta Hutcheson and Art Lombardi
Coordinator	Lisa.Gallin@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 sixteen 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 or Vice Principals, Head of Primary, Head of Secondary 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. • Understanding the unique nature of Catholic schools as schools of excellence. • To develop an understanding of Catholic leadership through exploration of theology and appropriate Church documents. • Understanding the mission of the Catholic Church and its influence on leadership. • 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	Sixteen days over two years (2025–2026)
Course dates	27 and 28 February (overnight Retreat), 24 March, 7 May, 10 June, 6 August, 16 September, 27 October
Cost	\$800 per year
Application	<p>To apply:</p> <p>Part A - Candidate Application https://forms.office.com/r/EFvtkcPnt4</p> <p>Part B - Principal Endorsement https://forms.office.com/r/0925e2cC6a</p> <p>Part C - Parish Priest Affirmation https://forms.office.com/r/J3J9L9XXyc</p> <p>Applications for this program close Friday, 11 October 2024</p>
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Art Lombardi and Loretta Hutcheson
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	Eight days (includes two day retreat)
Course dates	21 February, 12 May, 27 June, 8 August, 19 September, 30 and 31 October (overnight Retreat), plus one day of spiritual wellbeing TBA
Cost	\$2,905 for the seven days
Expressions of interest	https://bit.ly/PrincipalWellbeingProgram2025 Expressions of interest closing date: Thursday, 7 November 2024
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: Vision for Learning

Overview	<p>The Leading Pedagogy: Vision for Learning program supports Senior and Middle School leaders to develop and enhance Christ-centred, child focused pedagogy in their schools.</p> <p>School Leaders will be supported to engage with and analyse contextual data, current research and evidence in pedagogical practice, Vision for Learning: Quality Catholic Teaching and Learning, and Capabilities for Learning.</p> <p>Participants will be supported to lead the development of a strong learning culture and an impactful school – wide pedagogical framework in their own school.</p>
Target Audience	Principals, Assistant and Deputy Principals and/or Middle leaders. Innovative, motivated School Leaders who have role in sustained teaching and learning improvement. Leaders are encouraged to attend as a pair or team (may include including an aspiring school leader).
Learning Goals	<ul style="list-style-type: none"> • Explore authentic Christian witness as the foundation of leading pedagogy in Catholic schools. • Engage with contemporary evidence to deepen understanding of pedagogy and impactful pedagogical practice. • 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. • Lead the development of an aligned whole-school pedagogical framework for sustained teaching and learning improvements.
Prerequisites	<ul style="list-style-type: none"> • A school leader (or a teacher attending with leadership team) intending to develop/enhance school-wide pedagogical practice • Principal endorsement
Duration	Four days over the year, plus three one-hour Coaching Conversations, negotiated individually (at school or online)
Course dates	<p>Perth: 25 February, 18 March, 14 May, 3 November (please note dates may change slightly when 2025 calendars are published)</p> <p>Regional: Dates to be advised, similar to Metropolitan program. All cohorts will be invited to Perth for final workshop, 3 November.</p>
Cost	\$500 per person or \$1,000 for 3 or more from the one school.
Application	<p>Applications and more information can be found here</p> <p>Applications closing date: 31 January 2025</p>
Venues	Newman Siena Centre, Doubleview, Bunbury Parish Hall, and Geraldton
Facilitator(s)	Teaching and Learning Directorate staff
Coordinator	Jette.Oksis@cewa.edu.au
Administrator	Anesu.Jakopo@cewa.edu.au

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	24 February, 5 May, 11 August, 24 October (please note dates may change slightly when 2025 calendars are published) You only need to enrol once. Enrolments close 31 January 2025.
Cost	\$300 per person for the four days
Application	To apply please complete this form Applications closing date: Wednesday, 31 January 2025
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	School Support Team, Members of the Teaching and Learning Directorate
Coordinator	Kate.Johnston@cewa.edu.au
Administrator	Anesu.Jakopo@cewa.edu.au

CEWA Certificate: School Literacy Leaders

Overview	The CEWA Certificate: School Literacy Leaders (CC:SLL) provides professional learning for teachers who are recognised as literacy leaders in their school. This program reflects our Catholic education principles permeating the elements of Quality Catholic Education (QCE). Research emphasises the importance of professional learning in changing teacher and school leader behaviour in order to increase student learning outcomes and build the collective efficacy of a school. This program aligns with CECWA's strategic focus on developing Catholic Schools of Excellence and, more specifically, the learning, development and capacity building of students and teachers.
Target Audience	Teachers leading literacy
Learning Goals	<ul style="list-style-type: none"> • Explore authentic Christian witness as the foundation of pedagogical leadership in Catholic schools. • Deepen participants' knowledge of literacy theory, literacy development and best-practice pedagogies, with emphasis given to differentiating learning for reading and writing. • Focus on working with students who have English as an additional language or who speak Aboriginal English. • Work collaboratively to design professional learning for one's school, drawing on the AITSL standards.
Prerequisites	<ul style="list-style-type: none"> • Teacher in a CEWA school • Principal endorsement
Duration	Five days
Course dates	12 March, 13 March, 7 May, 30 July, 15 October
Cost	\$350 per participant
Application	Access applications from: https://forms.office.com/r/2vgAucj3jp Limited to 20 participants. Closing Date: 7 February 2025.
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Liz Harper, Rod McAllister, Kerry Brown, Annemarie Hoyne and Marisa Schiavi
Coordinator	Bernadette.Higgins@cewa.edu.au
Administrator	Jill.Clarke@cewa.edu.au (08) 6228 6673
Masters Credit	Successful participants receive recognition of prior learning at ECU for a 20-credit point unit in the Master of Education.

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 predicated 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 schools to ensure contemporary learning communities flourish. It recognises the central role that school leadership plays in enhancing educator capacity and school performance.
Target Audience	School Principals, Assistant Principals, Head 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 a 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 • Principal endorsement
Duration	Four full-day modules, one module per term
Course dates	24 March, 9 June, 15 September, 27 October 2025
Cost	\$350 per person
Registration	To register please complete this form by 20 February 2025.
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Numeracy Team
Coordinator	Mistelle.Moore@cewa.edu.au
Administrator	Jill.Clarke@cewa.edu.au

Leading Early Childhood Education

Overview	This program has been established to support Catholic School leaders to deepen their understanding of Early Childhood learning and development. It aims to inspire leaders to cultivate high-quality pedagogical approaches and practices within Early Childhood classrooms, grounded by the Early Years Learning Framework, National Quality Standard and the principles of learning and development underpinned by the elements of the QCE. <i>Participants who complete this program may be eligible to apply for University Course Credits.</i>
Target Audience	School Principals, Assistant Principals, and Early Childhood Teacher Coordinators
Learning Goals	<ul style="list-style-type: none"> • Understand Christ-Centered leadership within the Early Childhood context at Catholic Schools. • Develop holistic understandings of how to lead with an Early Childhood lens, guided by key theories, practices, research, and accountabilities. • Explore pedagogies that promote appropriate practice within Early Childhood Classrooms. • Deepen educator and leaders' knowledge of the Early Years Learning Framework and National Quality Standard, by exploring and connecting learning and developing an evolving Early Childhood 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 Childhood Teacher Coordinator need to be accompanying their School Principal. • Separate Microsoft Forms application for each participant (applications close 9 December 2024 - participants accepted into the program will be notified via email January 2025). • Maximum participants of 25 persons.
Duration	Four full-day PL Sessions (2 x Term 2, 2 x Term 3) 4 x 1 hour Microsoft Teams Online Focus Group Forums
Course dates	TBA
Cost	\$600 per person or \$1500 for 3 or more from the one school
Registration	To register please complete this form
Venue	TBA
Facilitator(s)	The Early Childhood Education and Care Team
Coordinator	Wendy.Manners@cewa.edu.au
Administrator	April.Cookson@cewa.edu.au (08) 6228 6624

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

- 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

24 February, 25 February, 4 April, 12 May, 4 August, 22 September, 24 October

Cost

Not applicable

Application

To apply, go to <https://forms.office.com/r/RzuJdgea0s>

Application closing date: Thursday, 7 November 2024

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 such as: exploring the skills required for confident leadership conversations; and goal setting in everyday situations.
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 effective self-management. • 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	24 and 25 July (overnight Retreat), 18 September, 19 September, 31 October
Cost	\$650 for the five days
Application	<p>To apply for this PD go to: https://forms.office.com/r/VEfM82d5e3 “Women in Leadership Program 2025”</p> <p>Application closing date: Friday, 30 May 2025</p>
Venue	Newman Siena Centre, Doubleview
Facilitator(s)	Loretta Hutcheson and Karen Jones
Coordinator	Loretta.Hutcheson@cewa.edu.au
Administrator	Myrian.Deward@cewa.edu.au

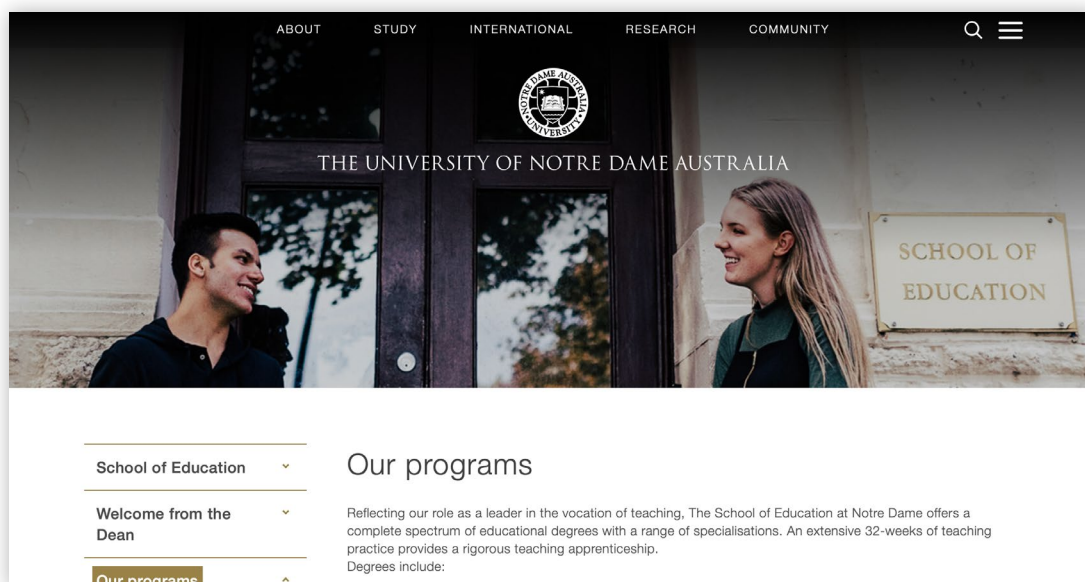
‘Life to the Full’ - Formation of Catholic Leaders

Overview	<p>This is a unique opportunity to participate in an innovative Catholic leadership formation program. The purpose of the program is to form the hearts and minds of Catholic leaders in the context of the Gospel, the teachings of the Tradition and the requirements of the rapidly changing cultural contexts of our times.</p> <p>This two-year program aims to support the vocation of Catholic leaders by assisting them to access for themselves the promise of Jesus to ‘have life and have it to the full’ (John 10.10). It will guide them to recognise the rich potential of the gift of leadership to help their communities also grow towards life in all its fullness.</p> <p>The program will consist of the following 3 components:</p> <ul style="list-style-type: none"> • A spiritual retreat (Year 1) • An exploration of the Beatitudes (Year 1) • A study of Pope Francis’ major writings (Year 2)
Target Audience	Catholic leaders in education
Learning Goals	<p>Formation for Catholic leadership aims that participants will be:</p> <ul style="list-style-type: none"> • Inspired by Scripture and Tradition (Theological) • Encouraged in a personal relationship with Jesus and centred upon him (Christological) • Discerning of the presence and action of the Spirit (Pneumatological) • Attentive to the need to participate in mission to a graced world (Missional) • Supported in their understandings of and belonging to the Church (Ecclesial) • Encouraged to actively participate in the worship life of the Church (Sacramental) • Enabled to collaborate with other people of faith (Ecumenical/Interfaith) <p>(Goals based on The National Catholic Education Commission’s <i>A Framework for Formation for Mission in Catholic Education</i>, 22 March 2017)</p>
Prerequisites	Currently in a leadership role in Catholic Education
Duration	<p>Year 1: 2.5 days (Spiritual retreat); 3 days (Beatitudes)</p> <p>Year 2: 6 days (Writings of Pope Francis)</p>
Course dates	<p>Year 1 – for new cohort: Retreat: 21–23 May; Beatitudes: 27 June, 1 August, 1 September</p> <p>Year 2 - for those who commenced in 2024: 28 March, 17 June, 29 July, 15 August, 18 (evening) & 19 September</p>
Cost	Year 1: \$800 Year 2: \$800
Registration	Please contact: Rae.Webb@cewa.edu.au
Venue	Salvatorian Spirituality Centre
Facilitator(s)	Dr Pina Ford and TBC
Coordinator	Pina.Ford@cewa.edu.au
Administrator	Rae.Webb@cewa.edu.au

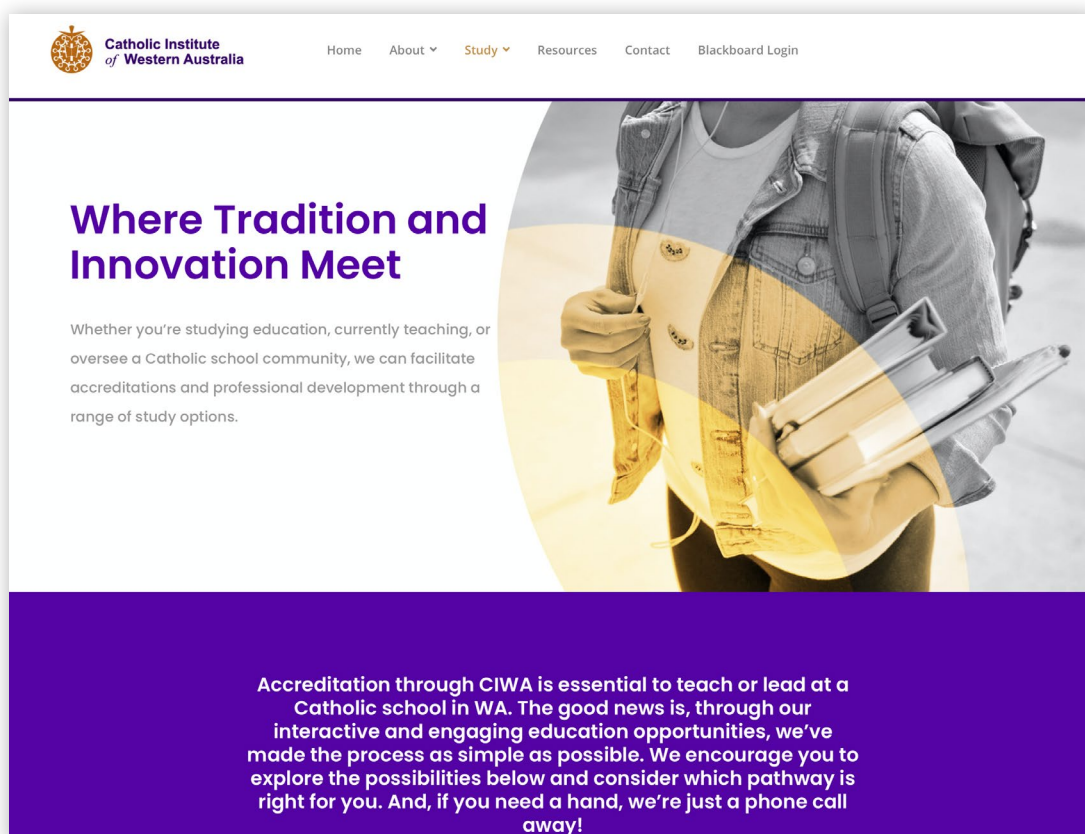


Additional Leadership Opportunities

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's College (Broome), St Paul's Primary School (Karratha), St Helena's Catholic Primary School (Ellenbrook), St Luke's College (Karratha), Christ the King Catholic School (Djarindjin Lombadina)



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