



# Seton Catholic College

## CATHOLIC SCHOOL IMPROVEMENT PLAN | 2024

### CEWA'S VISION

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

### SCHOOL'S VISION

To provide a holistic education to students through a Christ centered and student focused approach, where all students are supported in their learning journey. To be achieved through the College Motto of Seek Christ and through all our interactions.

The College motto is Seek Christ and it is through our daily relationships that we bring alive this motto. Every interaction is important as we live the College RISE values. Through, Respect, Inclusion, Service and Excellence we seek to foster the growth and development of each person, young and adult, through a wholistic approach and understanding of curriculum. This is further reinforced through the inclusion of students in the St Josephs' Centre and the pastoral support provided to each member of the community through the vertical pastoral care structure at Seton Catholic College. Our Patron Saint Elizabeth Ann Seton as a wife, convert, mother, educator, religious, founder, widow and saint provides guidance as to how we should act and respond as a community. Her story inspires all to strive for excellence through working and rising above adversity that is experienced through our lives. St Elizabeth Ann Seton provides inspiration as we face our daily challenges through her support of family, others and her devotion to Jesus. As Mother Seton said;

"Live simply, so that all may simply live"

# STRATEGIC INTENTS |

## 2023 – 2026

### CATHOLIC IDENTITY Inspiring Christ-centred Leaders



GOALS	SUCCESS INDICATORS	QCE LINKS
Promotion of House Identity within the College. Providing opportunities for students and staff to further deepen their understanding of the story of our House Patrons and the relevance to our lives.	Increased visibility and understanding of the College House Patrons. Community members can articulate the story of our House Patrons through action and learning	1.1e.
A renewed focus on the College core value, Service, and a demonstrated concern for justice <i>including the promotion of Charity.</i>	Staff have deeper understanding and appreciation of the call to teaching in a Catholic school. Willing to share faith and grow within a committed community.	1.1b.d.
Providing opportunities for staff and students <i>to grow in their faith.</i>	Increased staff and student involvement in Mass, Retreats and Immersions. Increased understanding of the Holy Sacraments.	1.1b



### EDUCATION Catholic Schools of Excellence

GOALS	SUCCESS INDICATORS	QCE LINKS
Improve student and staff awareness of learning progress through improved processes for <i>assessment design</i> , moderation and feedback.	Review of assessments and development of rubrics. Implementation of structures and processes for regular moderation. Feedback processes to students developed and data showing impact of this feedback on students' achievement.	2.1, 2.3
Look at valid ways to engage students for sustained success, with a specific focus on the education and achievement of boys.	Increase in learning programs that cater to knowledge and skills with real world connection and application. Programs both within learning areas and extracurricular to engage students, especially boys.	2.1, 2.3
Ensure the Seton Vision for Learning is lived and experienced by all staff and students.	Student and staff feedback along with visibility of the document across multiple platforms with language embedded within programs and learning experiences. <i>Seton parents included in Vision.</i>	2.1, 2.3



### COMMUNITY Catholic Pastoral Communities

GOALS	SUCCESS INDICATORS	QCE LINKS
Develop proactive responses to the pastoral needs of students in promoting resilience, healthy relationships and positive well-being. <i>Continue to identify and review key communication systems in the Ngalla Maya Wellbeing Centre.</i>	Better mental and physical health outcomes for students from staff professional learning through CEWA Strategic Wellbeing Framework – using the Implementation Guide and Planning Templates.	3.1a. b.
Transforming lives – <i>Acknowledging and respecting Indigenous cultural traditions, and the further development of Indigenous representation in the College, including the Kaartdijin Program and community connections.</i>	Development of a working group to explore a Year 7 and 8 Noongar language and culture course. Development of Year 13 Indigenous Program	3.1d.
<i>Advocate and promote contemporary leadership that's reflects Christian service and College values / standards with all staff, particularly Pastoral Care teachers.</i>	Developing consistency across all Houses in the role of Pastoral Care Teacher Building understanding of common pastoral actions in Tier One for all staff in their daily teaching practices.	3.3 b.



### STEWARDSHIP Accessible, Affordable and Sustainable System of Schools

GOALS	SUCCESS INDICATORS	QCE LINKS
Improve staff wellbeing through targeted and evidence-based programs and via changes to Learning Area systems and structures.	Increase in teaching planning efficiency via Teams for enhanced communication and OneNote for collaboration and sharing of centralized resources within Learning Areas. Increase in available teacher planning time through streamlining and automation of administrative processes within Learning Areas.	4.1 c.
Develop a clear and systematic enrolment process which supports families, follows the CEWA policy and maintains healthy numbers to ensure Seton is financially in a place to appropriately resource the College.	Process of review with stakeholders and CEWA followed by updates to process structure and information provided to families. Feedback sought from families post enrolment process.	4.3 a.
Creation of programs in the College <i>to support its growth along with a sustainable approach to College operations.</i>	Development of Christian Service Learning / Sustainability Coordinator.  Introduction of Year 13 program.	4.2

## Staff Formation Planning 2023-2026

Focus Area	Improvement Goals	Relevant Actions	Timeframe	Resources	Success Indicators	Monitoring and Progress
<b>WITNESS</b> <ul style="list-style-type: none"> <li>Examples of expressing the divine within</li> <li>Raising awareness of the presence of Jesus</li> </ul>	<b>A renewed focus on the College core Value, Service</b> <ul style="list-style-type: none"> <li>Development of a Christian Service-Learning Program with a distinct year group theme from Year 7 – 11</li> <li>Opportunities for Staff to engage in Christian Service-Learning.</li> </ul>	<b>A renewed focus on the College core Value, Service</b> <ul style="list-style-type: none"> <li>Christian Service-Learning Program is intrinsically linked to Religion and Life curriculum and Retreat Programs.</li> <li>Develop Service opportunities for staff and train staff to increase their understanding of Christian Service-Learning.</li> </ul>	1 – 3 years	<b>A renewed focus on the College core Value, Service</b> <ul style="list-style-type: none"> <li>Christian Service-Learning Program.</li> <li>Identifying needs of local community.</li> <li>Service Opportunities.</li> </ul>	<b>A renewed focus on the College core Value, Service</b> <ul style="list-style-type: none"> <li>Feedback gathered from students about Christian Service-Learning Program.</li> <li>Form relationships with community charities and organisations.</li> <li>Increased participation in Service from staff.</li> </ul>	<b>A renewed focus on the College core value, Service</b> <ul style="list-style-type: none"> <li>Students feedback gathered to gauge success of program.</li> <li>Program is constantly reviewed and developed.</li> </ul>
	<b>A Demonstrated Concern for Justice including the Promotion of Charity</b> <ul style="list-style-type: none"> <li>Student Retreats with a focus on Social Justice focus.</li> <li>Christian Service-Learning Program with strong links to Social Justice.</li> <li>Ministry initiatives to promote advocacy, awareness and charity.</li> <li>Student led Social Justice Group.</li> </ul>	<b>A Concern for Justice including the Promotion of Charity</b> <ul style="list-style-type: none"> <li>Develop Retreat Programs with Social Justice focus.</li> <li>Develop Christian Service-Learning program</li> <li>Expand Social Justice Group and further develop the role and responsibilities of the student group.</li> </ul>	1 – 3 years	<b>A Concern for Justice</b> Campus Minster Principal Ministry Group Christian Service-Learning Coordinator	<b>A Concern for Justice</b> <ul style="list-style-type: none"> <li>Feedback gathered from students about new Retreat Programs.</li> <li>Increased participation and awareness of Ministry initiatives.</li> <li>Increased student participation in Social Justice Groups.</li> </ul>	<b>A Concern for Justice</b> <ul style="list-style-type: none"> <li>Increase in staff participation in Ministry initiatives.</li> <li>Staff given training and support to aid engagement.</li> </ul>
<b>CALL TO FAITH</b> <ul style="list-style-type: none"> <li>Themes</li> <li>Beliefs</li> </ul>	<b>Promotion of House identity</b> <ul style="list-style-type: none"> <li>Revitalise House iconography and identity.</li> <li>Provide opportunities for staff and students to learn the history and significance of House Patrons and increase House identity.</li> </ul>	<b>Promotion of House identity</b> <ul style="list-style-type: none"> <li>Creation of resources to promote House Patrons and instill House identity.</li> </ul>	Ongoing	<b>Promotion of House identity</b> House Patron resources	<b>Promotion of House identity</b> <ul style="list-style-type: none"> <li>Increased understanding and visibility of House Patrons.</li> </ul>	<b>Promotion of House identity</b> <ul style="list-style-type: none"> <li>Resources developed on House Patrons to aid staff in understanding.</li> <li>Gather feedback from staff on House identity.</li> </ul>
	<b>Promotion of College Patron</b> <ul style="list-style-type: none"> <li>Continue to build on the progress of promoting the story of the College Patron, Saint Elizabeth Ann Seton.</li> <li>Increased visibility and understanding of Saint Elizabeth Ann Seton around the College.</li> </ul>	<b>Promotion of College Patron</b> <ul style="list-style-type: none"> <li>Continue to build on the progress of promoting the story of the College Patron, Saint Elizabeth Ann Seton through Seton Day Mass, College prayer, Religious Education.</li> <li>Increased visibility of Saint Elizabeth Ann Seton around the College through artworks and iconography.</li> </ul>	Ongoing	<b>Promotion of College Patron</b> - Saint Elizabeth Ann Seton Resources	<b>Promotion of College Patron</b> <ul style="list-style-type: none"> <li>Increased understanding and visibility of College Patron.</li> </ul>	<b>Promotion of College Patron</b> <ul style="list-style-type: none"> <li>Gather feedback from staff and students</li> <li>Resources available for staff on the story of College patron, Saint Elizabeth Ann Seton.</li> </ul>
	<b>Promotion of Core Values, Motto and Vision</b> <ul style="list-style-type: none"> <li>Continue promotion of core Values, Motto and Vision of the College.</li> </ul>	<b>Promotion of Core Values, Motto and Vision</b> <ul style="list-style-type: none"> <li>Continued promotion through iconography, publications and College uniform.</li> </ul>	Ongoing	<b>Promotion of Core Values, Motto and Vision</b> <ul style="list-style-type: none"> <li>Resources explain Values, Motto and Vision.</li> </ul>	<b>Promotion of Core Values, Motto and Vision</b> <ul style="list-style-type: none"> <li>Increased understanding of Values, Motto and Vision.</li> </ul>	<b>Promotion of Core Values, Motto and Vision</b> <ul style="list-style-type: none"> <li>Core Values, Motto and Vision incorporated into all aspects of College.</li> </ul>
	<b>Staff Faith Journey</b> <ul style="list-style-type: none"> <li>Provide opportunities for staff to grow in their personal faith</li> </ul>	<b>Staff Faith Journey</b> <ul style="list-style-type: none"> <li>Develop a survey to gage the spiritual needs of staff.</li> </ul>	Ongoing	<b>Staff Faith Journey</b> <ul style="list-style-type: none"> <li>Microsoft Form to gage the Spiritual needs of staff.</li> </ul>	<b>Staff Faith Journey</b> <ul style="list-style-type: none"> <li>Staff Retreat (optional) and other faith formation activities. Use data to build program.</li> </ul>	<b>Staff Faith Journey</b> <ul style="list-style-type: none"> <li>Gather feedback from staff on proposed staff Retreat.</li> <li>Offer staff mentoring and support in their personal faith journey</li> </ul>

		<ul style="list-style-type: none"> <li>- Faith, Story and Witness Program developed with the aim of educating and supporting staff on their faith journey.</li> <li>- Seton Catholic College Training Program available for staff, students and parents to become Extraordinary Ministers of the Holy Communion.</li> </ul>		<ul style="list-style-type: none"> <li>- Faith Story and Witness program and resources.</li> <li>- Extraordinary Ministers of the Holy Communion Training resources.</li> </ul>	<ul style="list-style-type: none"> <li>- Increased staff participation in Faith, Story, Witness Program. Staff will be surveyed about the success of the program.</li> <li>- Develop and facilitate an Annual Training Program and resource with the support of the local Parish and Parish Priest.</li> <li>- Increase in staff and students who have completed Special Minister of the Holy Eucharist Training.</li> </ul>	<ul style="list-style-type: none"> <li>- Communicate inclusivity of College community.</li> <li>- Promote different expressions of personal faith.</li> </ul>
<p><b>CALL TO GROW IN DISCIPLESHIP</b></p> <ul style="list-style-type: none"> <li>• Apostle's Creed</li> <li>• Sacraments</li> <li>• Life in Christ</li> <li>• Christian Prayer</li> </ul>	<p><b>Prayer</b></p> <ul style="list-style-type: none"> <li>- Maintain a prayerful existence where staff and student are familiar with daily prayer at briefing and in the classroom.</li> <li>- Celebrating liturgical feasts with community liturgies and the Eucharistic celebrations.</li> <li>- Develop a Seton Catholic College Prayer and College House Prayers.</li> </ul>	<p><b>Prayer</b></p> <ul style="list-style-type: none"> <li>- Friday shared prayer created by Campus Minister each week and distributed to staff.</li> <li>- Staff and Student Focus Group assembled to write the College and House Prayers</li> </ul>	Ongoing	<p><b>Prayer</b></p> <ul style="list-style-type: none"> <li>Friday shared prayer.</li> <li>House Patron resources.</li> <li>Existing College prayers from Catholic schools.</li> </ul>	<p><b>Prayer</b></p> <ul style="list-style-type: none"> <li>- Increased participation in Friday shared prayer.</li> <li>- Staff to contribute to writing College prayer as part of Ministry Team.</li> <li>- Staff and students contribute to writing House prayers and promote House prayers to build House identity.</li> </ul>	<p><b>Prayer</b></p> <ul style="list-style-type: none"> <li>- Gather information from staff and students on the participation of Friday shared prayer.</li> <li>- Encourage feedback and suggestions to Friday shared prayer.</li> <li>- Provide training to ensure staff are comfortable in leading prayer.</li> </ul>
	<p><b>Mass</b></p> <ul style="list-style-type: none"> <li>- Ministry Department to continue to develop meaningful liturgical experiences.</li> <li>-Maintaining an inclusive and respectful atmosphere where all feel welcome and part of the Seton Catholic College community.</li> </ul>	<p><b>Mass</b></p> <ul style="list-style-type: none"> <li>- Ministry Department to continue to develop meaningful liturgical experiences.</li> <li>-Bringing a focus to liturgical feasts, House events, community events and Church celebrations through the Ministry, Pastoral Care and Religion and Life Departments.</li> </ul>	Ongoing	<p><b>Mass</b></p> <ul style="list-style-type: none"> <li>-Previous Mass resources.</li> <li>-Liturgy resources.</li> </ul>	<p><b>Mass</b></p> <ul style="list-style-type: none"> <li>- Increased participation in House Mass.</li> </ul>	<p><b>Mass</b></p> <ul style="list-style-type: none"> <li>- Provide training to ensure staff and students are comfortable in participating in House Mass.</li> </ul>
	<p><b>Celebration of the Sacraments</b></p> <ul style="list-style-type: none"> <li>- Staff and students provided with opportunities to celebrate Sacraments including Mass and Retreats.</li> </ul>	<p><b>Celebration of the Sacraments</b></p> <ul style="list-style-type: none"> <li>- Continual development of year level Retreats which provide an opportunity for a rich tradition of Catholic faith, practice, reflection and values.</li> <li>-Professional Development offered to staff, students and community to grow in their personal faith and understanding of the Sacraments.</li> <li>-Community Morning Mass offered to staff and students each week.</li> </ul>	Ongoing	<p><b>Celebration of the Sacraments</b></p> <ul style="list-style-type: none"> <li>Parish Priest and local Priests.</li> </ul>	<p><b>Celebration of the Sacraments</b></p> <ul style="list-style-type: none"> <li>- Increased participation in celebration of Sacraments including Eucharist and Reconciliation.</li> </ul>	<p><b>Celebration of the Sacraments</b></p> <ul style="list-style-type: none"> <li>- Provide training to ensure staff and students are comfortable in participating in celebration of Sacraments.</li> </ul>



## **School: Seton Catholic College**

## **Year: 2024**

The Improvement Goals are not intended to capture all the strategic activities of a school but rather prioritise the key areas of focus that will have the highest impact on realising sustained and relevant improvement. Schools are encouraged to limit the number of goals established to maximise depth and impact of strategy. Similarly, this is an iterative document that aligns with the ongoing nature of change that occurs in a school in order to embed processes and practices that lead to a quality Catholic education. Regular monitoring, review and updating of these goals is encouraged and schools may find the addition of notes and/or appendices to capture significant milestones and achievements useful in celebrating success and establishing the next iteration of improvement goals.

There is an expectation that at least one goal for Aboriginal education and Early Years education (if relevant) be included.

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## CATHOLIC IDENTITY

<b>Improvement Goals</b> <i>Performance &amp; development goal to be achieved (stated simply).</i>	<b>Relevant Actions</b> <i>What actions will we take to achieve the goal?</i>	<b>Timeframe</b> <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	<b>Resources</b> <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	<b>Success Indicators</b> <i>How will we know we have been successful (quantitative and measurable)?</i>	<b>Monitoring Process and Progress</b> <i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
A renewed focus on the College core Value, Service with a focus on the concern for justice including the promotion of charity.	Further development to the existing Christian Service-Learning Program.  Ministry initiatives to promote advocacy, awareness and charity.	1 – 3 years	Christian Service-Learning Coordinator. Campus Minister Retreat Program Organisations and charities within the community.	Increased participation from staff and students. Stronger links to local community charities and organisations.	Principal Campus Minister Christian Service-Learning Coordinator
Promotion of College House Patrons and College Patron.	Develop and enhance House identity through examining the House identity and reflecting how this can be further developed. Increase House Patron visibility and awareness.	1 – 3 years	Heads of House House Patron resources	Increased understanding of College House Patrons	Principal Deputy of Wellbeing Campus Minister Heads of House

## EDUCATION

<b>Improvement Goals</b> <i>Performance &amp; development goal to be achieved (stated simply).</i>	<b>Relevant Actions</b> <i>What actions will we take to achieve the goal?</i>	<b>Timeframe</b> <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	<b>Resources</b> <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	<b>Success Indicators</b> <i>How will we know we have been successful (quantitative and measurable)?</i>	<b>Monitoring Process and Progress</b> <i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
Ensure the Seton Vision for Learning is lived and experienced by all staff and students.	HOLAs develop Learning Area improvement goals with their staff which come from Vision for Learning.  Vision For Learning launched with students and parents.  Parent Focus Group invited for a forum plus development of Seton Parent.	2023 – 2026	Seton Vision for Learning document.	Improvement in student achievement related to skills such as communication via standardised testing, WACE and ATAR results.  Student Survey data. Range of ways community able to access document. Staff Survey data.	Deputy Principal (Teaching and Learning), Dean of Pedagogy and HOLAs.
Look at valid ways to engage students for sustained success, with a specific focus on the education and achievement of boys.	Use data from the Pedagogical Leaders Program completed in 2022 to develop programs that engage boys.  Working group to be created to develop an action plan. Group focus is on broad engagement practices (programming, lesson design, electives, extracurricular) and boys specifically.	2023-2026	Pedagogical Leaders Program project data.  Male enrolment statistics.	Improve engagement of boys. Survey data from Years 7 – 11 boys and data from the Year 12 Exit Survey.  Academic performance of boys.  More boys recognised at College Award Ceremonies, at end of each term and via Excellence Commendations.	Principal and Deputy Principal (Teaching and Learning), Dean of Pedagogy and HOLAs.
Improve student and staff awareness of learning progress through improved processes for moderation and feedback	Moderation best practice guide produced which has resources as to processes used across all Learning Areas.  Feedback best practice guide produced which has resources as to processes used across all Learning Areas.  Student comment sought on the ways feedback is given and the impact this has on achievement. This feedback is cross referenced with student achievement data.	2023-2026	Student Survey data.  Student achievement data.	Range of moderation options identified and explained across Learning Areas.  Staff feedback on benefits of these processes.  Structured time set aside for moderation meetings in faculties.  Student data on effectiveness of feedback linked to student achievement data.	Principal and Deputy Principal (Teaching and Learning), Dean of Pedagogy and HOLAs.

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<p>Develop proactive steps to the pastoral needs of students in promoting resilience, healthy relationships and positive well-being.</p>	<p>Develop an efficient and systematic Ngalla Maya Wellbeing Centre.</p>	<p>2023 – 2025</p>	<p>School Climate Survey data.</p> <p>College Wellbeing Survey data (student and staff voice).</p> <p>Access data and indicators around use of Ngalla Maya Wellbeing Centre.</p> <p>Presentations to staff, students and parents.</p> <p>Upskill staff in Mental Health (proactive and reactive) – Gatekeeper, Youth Mental Health.</p>	<p>Clear guidelines visible and understood.</p> <p>Students spending less time in Ngalla Maya Wellbeing Centre and more time in class.</p> <p>Improved results on overall wellbeing in surveys.</p> <p>Finalised Mental Health tile on SEQTA.</p>	<p>Develop proactive steps to the pastoral needs of students in promoting resilience, healthy relationships and positive wellbeing.</p>
<p>Engage and further enhance relations with Our Lady of Fatima, Christ the King, Our Lady of Mount Carmel, St Jerome's, Mater Christi, St Patrick's Catholic Primary School and Hammond Park Catholic Primary schools. Improve numbers to 4 streams from these schools.</p>	<p>Year 4 Experience Day.</p> <p>Deputy Principal (Wellbeing) present workshops to Primary schools.</p> <p>Development of Walyalup Catholic Primary Schools Network.</p> <p>Year 4/5 College Tours.</p> <p>Year 6 Dance and Mathematics Workshops.</p> <p>Primary school visits and support.</p> <p>Provide resources / travelling roadshows.</p>	<p>Ongoing 2023 – 2025 Evaluation</p>	<p>Program / presentation for information sessions.</p> <p>Enrolment numbers / data.</p>	<p>Enrolment numbers strong and are maintained at 120 students or above.</p>	<p>Engage and further enhance relations with Our Lady of Fatima, Christ the King, Our Lady of Mount Carmel, St Jerome's, Mater Christi, St Patrick's Catholic Primary School and Hammond Park Catholic Primary schools. Improve numbers to 4 streams from these schools.</p>



<b>Improvement Goals</b> <i>Performance &amp; development goal to be achieved (stated simply).</i>	<b>Relevant Actions</b> <i>What actions will we take to achieve the goal?</i>	<b>Timeframe</b> <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	<b>Resources</b> <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	<b>Success Indicators</b> <i>How will we know we have been successful (quantitative and measurable)?</i>	<b>Monitoring Process and Progress</b> <i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
<p>Maintain the growth in enrolments to enable the development of a new facility to replace the current Technology / Arts building.</p>	<p>Through College Tours and Year 4 Experience Day provide an opportunity for families and students to experience Seton Catholic College.</p> <p>Establish network with Our Lady of Fatima, Christ the King, Our Lady of Mount Carmel, St Jerome's, Mater Christi, St Patrick's Catholic Primary School and Hammond Park Catholic Primary schools (Walyalup Network).</p> <p>Implement a sibling discount arrangement between Seton and the Walyalup Catholic Schools Network.</p>	<p>Ongoing</p> <p>During 2023 the College commenced a planning process for the new Technology / Arts building. At this time FAM would have concluded and student numbers are strong in lower years as they will move to senior secondary.</p>	<p>Principal</p> <p>Director Finance and Operations</p> <p>Deputy Principal (Wellbeing) and the Community Relations Team</p> <p>CEWA Resources Team</p>	<p>Student enrolments above 200 students and enrolments of 130 or more from the Catholic Feeder Primary Schools.</p>	<p>College Executive</p> <p>Community Relations Team</p>
<p>Staff wellbeing</p>	<p>Reduce and streamline College internal communication through the channel structure in Teams and Staff Bulletin.</p> <p>Learning Areas to use OneNote to build centralised lesson resources for collaboration and sharing, and provision of engaging lesson activities for students.</p> <p>Streamline and automate administrative processes wherever possible, particularly SEQTA processes.</p>	<p>Ongoing</p>	<p>Deputy Principal (Staffing)</p> <p>Deputy Principal (Teaching and Learning)</p> <p>Head of Technology and Innovation</p> <p>Seton Technology Specialists</p> <p>In-school PD provision.</p>	<p>Increase in self-reported staff wellbeing.</p> <p>Teaching staff have more time available for active preparation of engaging and differentiated learning activities and critical administrative tasks.</p> <p>New staff, particularly new graduates, have immediate access to high quality lesson resources.</p>	<p>HOLAs via Learning Area Meetings.</p> <p>Head of Technology and Innovation via feedback from HOLAs.</p> <p>HOHs via House Meetings.</p>