



*Shaping our Future - Strategic Plan 2022- 2024*

## MESSAGE FROM THE CPPA PRESIDENT

It is with pleasure that I present *Shaping our Future: Strategic Plan 2021 – 2024*. This document will guide the next stage of the Catholic Primary Principals' Association (CPPA) journey as we seek to bring about our mission of 'supporting and advocating for WA Catholic Primary Principals & their Primary school communities'.

In establishing this plan, the CPPA Executive have taken the opportunity to obtain feedback from members on their experience of the journey to date, how well the organisation is going and what are the emerging trends likely to be faced in the future. I would like to personally thank all those who contributed during a very busy 2020.

Evaluating the feedback has allowed the CPPA Executive to discern what is of lasting value and that which is essential, as we seek to move courageously and enthusiastically into the future. We therefore move ahead into an uncertain future but with optimism, knowing that – it will be what we make it!

The result is this plan which outlines priorities within each of the four (4) CPPA foundational domains – We are **Catholic – Primary – Principals – Association**

It is our hope that that by focussing on actions that will drive an optimistic future, we will enable members to continue to shape the future of primary education and the profession, as well as develop and grow as principals.

At the same time, the CPPA have referenced the Catholic Education Commission of WA *Strategic Directions 2019 – 2023* and the expectations they hold for all Catholic schools. How the CPPA as an association can contribute to advancing the goals within the Strategic Directions document, has been part of our conversation.

I am confident that the actions developed under each of the four (4) domains ensure that Catholic principals have a strong voice and that member principals will be well-connected, supported and served in their daily work.

I look forward to working with CPPA members as we embark on this plan of shaping a strong and optimistic future.

Mr Mark Powell  
President

## OUR FOUNDATIONS



**WE ARE  
CATHOLIC**

Primary schooling is a vital part of the evangelising mission of the Church.

We are committed to our ministry as leaders in Catholic education.



**WE ARE  
PRIMARY**

Primary schooling is the foundation for a love of learning and future education.

We are committed to the pursuit of equity and excellence in primary education.



**WE ARE  
PRINCIPALS**

Highly effective Principals are essential to quality Catholic schools.

We are committed to advancing the expertise and health of Principals.



**WE ARE  
AN ASSOCIATION**

Community and support are essential to the development of Principals.

We are committed to the support of Principals and Catholic education.

## OUR PRIORITIES

### PRIORITY 1: CATHOLIC MINISTRY

**Supporting Catholic primary principals with their ministry as leaders in Catholic education.**

Helga Neidhart and Janeen Lamb outline in their paper, *Australian Catholic Schools Today: School Identity and Leadership Formation (2016)*, that school principals play a vital leadership role in the evangelizing mission of the church. They quote the Vatican document, *The Catholic School on the Threshold of the Third Millennium 1997*, which situates Catholic education firmly within the context of socio-political and cultural change. Principals in Catholic schools appreciate that they can no longer assume school families or staff are connected to a parish and unquestioningly support church teaching. With this in mind, some actions we will take include:

1. Actively promote the importance of the faith and knowledge of CPPA members and future leaders (via CAPA and others) and support CEWA professional learning opportunities.
2. Review succession planning to ensure roles within the CPPA Executive and in national representation, are filled by CPPA members with a strong understanding of Catholic Identity.

### PRIORITY 2: PRIMARY EQUITY & EXCELLENCE

**Presenting the views of Catholic primary principals - ethically and with a keen eye on the future.**

Respected education author Michael Fullan, suggests in his book *The Principal – Three Keys for Maximising Impact (2014)* that principals must “focus on building their own professional capacity and challenging the status quo - through questioning common practices, taking risks and avoiding letting the rules slow down action”. With this in mind, some actions we will take include:

1. Ensure strong two-way communication occurs between all stakeholders.
2. Continue to represent the views of Catholic Primary Principals on key issues, policies and developments being considered by CEWA & national organisations.
3. Ensure appropriate representation on committees and working parties.

### PRIORITY 3: PRINCIPAL EXPERTISE & HEALTH

**Supporting Catholic primary principals to be future focussed, effective and healthy leaders.**

Research from the *Australian Principal Occupational Health, Safety and Well-being Survey (2018)*, indicates that the health and well-being of many school principals is a concern. As an organisation with a focus on the future and serving members to enhance Catholic primary education, maintaining the expertise and well-being of our principals is critical. With this in mind, some actions we will take include:

1. Promote Principal well-being.
2. Actively contribute to the professional capacity of members.
3. Contribute to the professional capacity of the next generation of school principals.
4. Implement a consistent and data-informed review and development framework across primary schools.

### PRIORITY 4: AN ASSOCIATION OF SUPPORT

**Promoting dialogue, exchange of ideas and collegiality within CPPA, with other Principal organisations and within Catholic Education WA .**

The Chief Executive of Reconciliation Australia, Karen Mundine, when interviewed in May 2019 suggested *‘I think most Australians look at things in a very pragmatic way ... all Australians want to have a say in the things that matter to us, and doing that through a representative body sits in our egalitarian, democratic idea of who we are as Australians.’* With this in mind, some actions we will take include:

1. Strengthen collaboration and dialogue with Catholic Education WA, the Catholic Assistant Principals’ Assoc (CAPA), Catholic Secondary Principals’ Assoc (CSPA), other Principal associations and national peak bodies.
2. Explore contemporary and evidence-based models of leadership with CEWA, CSPA and CAPA.
3. Discuss and promote options for stewardship support of CPPA members.
4. Ongoing review of our programmed events to ensure they strengthen unity and collaboration.

# Quality Catholic Education

*A conceptual framework for whole  
CEWA system improvement*



*The Catholic Primary Principals' Association*

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