

SCHOOL DEVELOPMENT PLAN (2016-2017) TEACHERS AND LSAs
an action plan to maintain our strengths and achieve our improvement priorities

1. Effectiveness of Leadership and Management	2. Quality of teaching, learning and assessment	3. Personal development, behaviour and welfare	4. Outcomes for pupils	5. Effectiveness of 16-19 study programmes	6. Catholic life of the school
<p>To improve the outcomes for all pupils including sixth form, but especially for disadvantaged pupils, including in English and mathematics. To further develop monitoring of pupil progress. SEF 2016</p>	<p>TMT teaching and learning policy is embedded as a core school policy. SEF 2016</p>	<p>To achieve outstanding standards of behaviour for learning. SEF 2016</p>	<p>To ensure that all areas named make good progress from starting points compared to national and there is no gaps between groups or at least closing rapidly. FOCUS GROUPS ★ MOST ABLE ★ DIS-ADVANTAGED ★ SEN/D ★ LITERACY AND NUMERACY ★ MFL- OTHER UNDER ACHIEVING SUBJECTS ★ ENGLISH and MATHS SEF 2016</p>	<p>Continue to improve the 6th form (school) tracking and action planning for monitoring student's progress to ensure the right students are targeted. Continue to monitor vulnerable groups of students e.g. bursary, PPG, SEN, girls, Grammar's, re-sit class to ensure progressing. SEF 2016</p>	<p>Continue to promote the school's Mission Statement as central to everything that we do at St Thomas More. SEF 2016</p>
<p>Continue to monitor the impact of interventions across the school. SEF 2016, RAISE Online 2015</p>	<p>Teachers reflect on their practice regularly and maintain effective PDPs. Within this teachers understand their contribution to the SDP priorities. Learning walks engender helpful discussions on learning and clearly identify areas for development SEF 2016.</p>	<p>Maintain outstanding standards of behaviour and safety including safeguarding SEF 2016</p>	<p>To ensure assessment and reporting is pupil focussed. (See 2.3 & 2.4) SEF 2016</p>	<p>Continue to review study programmes and seek student feedback to improve the service. SEF 2016</p>	<p>To offer opportunities for faith development and enquiry through an enhanced retreat programme and RE Study Days. SEF 2016</p>
<p>Attract, recruit, retain and develop high quality teaching and support staff. SEF 2016</p>	<p>Departments create assessment practices which follow new specifications - reliable, motivating, engaging, challenging activities with assessment supporting learning SEF 2016</p>	<p>To embed the new form time structure. SEF 2016</p>		<p>Continue to develop the careers advice and preparation for POST18. SEF 2016</p>	<p>To continue the development of the House system. SEF 2016</p>

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<p>Build further leadership capacity among middle leaders and future senior leaders. Carried over from SDP 2015-16</p>	<p>Teachers are fully involved in a range of moderation activities including planning learning (SoW), teaching and assessment, sampling students' work. SEF 2016</p>	<p>To embed the role of the Form Tutors and the use of AFT's. SEF 2016</p>		<p>Improve attendance across the 6th form. SEF 2016</p>	<p>To resource and develop Chaplaincy Provision. SEF 2016</p>
<p>Continue to embed changes at KS4 & 5 and look to provide a relevant, expansive and attractive curriculum allowing progress to be made by our students and to develop literacy and numeracy skills, behaviours for learning and employability skills. SEF 2016</p>		<p>To review safeguarding and child protection procedures and training. SEF 2016</p>		<p>Continue to improve retention and rigorous tracking of student movement so continued EET data is passed on to relevant parties. SEF 2016</p>	<p>To mark the Diocesan Centenary. Diocese of Brentwood</p>
<p>Work in logical partnerships with feeder primary schools to establish a shared system for making valid and reliable judgments about pupils' performance at KS2 & 3. SEECH / Diocesan Partnership Plan</p>					
<p>To develop Chaplaincy provision at STM. Links to 6.4 SEF 2016</p>					
<p>To improve staff's vigilance, confidence and competence to challenge pupil's views on matters of extremism and radicalisation. Sept 2015 Ofsted Framework</p>					