

**SCHOOL DEVELOPMENT PLAN (2017-2018) 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>Continue to attract, recruit, retain and develop high quality teaching and support staff</p> <p>Continue to build further leadership capacity among middle leaders and future senior leaders</p> <p>Continue to build on TMT PD files and CPD opportunities for all</p> <p>Review staff absence and leave of absence policy</p> <p>Continue to develop Governor role in school</p> <p>Maintain budget responsibility and aim to reduce budget deficit within 5 years.</p> <p>Work with LA on expansion to 6 forms of entry from 2018 – building programme</p> <p>Work closely with family of Deanery Catholic School to establish Deanery Catholic MAT</p> <p>Continue to embed changes at KS3, KS4 &amp; 5 and look to develop literacy and numeracy skills, behaviour for learning and employability/vocational skills</p> <p>Introduce a unified assessment system throughout KS3 and 4</p> <p>Work in partnership with feeder primary schools to establish a</p>	<p>Each subject area creating clear curriculum plans which have planned / standardised assessment with clear success criteria.</p> <p>Introduce a more consistent approach to the structure of formative feedback.</p> <p>Further develop the quality, and impact, of pupils' response to feedback.</p> <p>Introduce D.I.R.T. training for students during form time.</p> <p>CPD training to continue to focus on provision for most able and disadvantaged.</p> <p>Provide clear models of how to present evidence of reflection/impact in PDP folders.</p> <p>Provide teachers with mid-year total of number of twilight hours completed.</p> <p>Develop a consistent standard of folder/book across the school with a focus on 6<sup>th</sup> form</p>	<p>A closer monitoring of individual groups level of absence.</p> <p>Review and plan staff training for September with regard behaviour for learning</p> <p>Review and plan Form Tutor training</p> <p>To continue to monitor FTE's for disadvantaged students (vulnerable groups)</p> <p>To review strategies for inclusion of students with SEN</p> <p>Review Bullying Log</p> <p>Continue to review safeguarding procedures, particularly in light of recent incidents, under the PREVENT agenda</p> <p>Review present E-Safety education including workshops and guest speakers.</p> <p>Review the role of the Prefects, their duties and implement a Peer Mentor rota</p>	<p>To continue to work hard to <b>close the gaps</b> where progress is not in line or well above the National averages and continue to <b>face the many challenges</b> in education at the moment.</p> <p>Our focus must continue within <b>English and Maths</b> to ensure all pupils make good and outstanding progress.</p> <p><b>Literacy</b> across the school. It is not just the English department's job to teach literacy.</p> <p><b>Subjects performing below National</b> must identify the areas for improvements and ensure robust action plans are in place allowing further progress to be made.</p> <p><b>Our disadvantaged students</b> are not making enough progress compared to others. This must continue to be addressed by all departments across</p>	<p>Continue to improve the working ethos in the study room, rota of staff to manage. DS to be increased for students not progressing and optional home study for students showing independence.</p> <p>Continue to use VESPA as a skill development tool, school policies and strategies (DIRT / Assessments / Form Tutors)</p> <p>More evidence of challenge from Head of 6<sup>th</sup> Form rather than LM meetings. RAP needs to be developed for 6<sup>th</sup> form</p> <p>School House Captains/Leaders attend Induction Day to further engage students.</p> <p>Enrichment Plan further developed to work on students study skills / POST 18 options / pastoral issues / cooking / WEX / Volunteering opportunity and Sports.</p> <p>To encourage students introduce praise and achievements celebrated during assembly slots in line with schools procedure.</p>	<p>Ensuring that the appointment of a full time Chaplaincy Co-ordinator has significant impact upon the Catholic Life of the School and wider community</p> <p>Building upon the strengths of the House system to enable all student leaders to meet their potential and to become accountable within the model of Christ led Servant Leadership</p> <p>The strengthening of the Form Time programme through further training and monitoring of Form Teachers</p> <p>The development of an integrated curriculum for "Learning to Love"</p> <p>The spiritual formation of staff throughout the school year culminating with a retreat experience for all</p>

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<p>shared system for making valid and reliable judgments about pupils' performance at KS2 &amp; 3</p> <p>Establish consistent and disciplined learning behaviours in pupils and staff</p> <p>Review PSHCE curriculum and enhance delivery of RSE.</p> <p>Extended the Open mornings and invite parents / carers already part of the school community</p> <p>Further extend Chaplaincy provision across the school to enable all stakeholders to explore and develop their faith</p>			<p>the school as we all have a big role to play in this.</p> <p><b>Our Most able students</b> are not making enough progress. They must be stretched and challenged not least because of the context of this current yr 11 and 10 (a greater proportion of Most Able students).</p> <p><b>Our SEN support students</b> have not made enough progress. These students do not have a statement. They are the teacher's responsibility.</p>	<p>Implement Yr11 transition programme earlier on to continue to improve retention especially of our most able that often will move to the grammar schools.</p> <p>Change curriculum to remove AS/A2 splits. Students would instead take up a 2 A level programme plus WEX/AS and GCSE re-sit lessons if appropriate. Allowing students to make progress when they are ready to do so, without limiting their POST18 options.</p> <p>Training on data dashboard to HODs, SLT, Governors</p>	
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