

**SCHOOL DEVELOPMENT PLAN (2021-2022) to maintain our strengths and achieve our improvement priorities**

<b>Quality of Education</b>	<b>Behaviour &amp; Attitudes</b>	<b>Personal Development</b>	<b>Leadership and Management</b>	<b>Sixth-form provision</b>	<b>Catholic Life of the School</b>
<ul style="list-style-type: none"> <li>Each department has a coherently planned and sequenced curriculum that is ambitious and designed to give all learners, particularly the most disadvantaged and those with SEND or high needs, cumulatively sufficient knowledge, skills and cultural capital for future learning and employment to succeed in life.</li> <li>Teachers have good knowledge of the subject(s) and courses they teach.</li> <li>Teachers present subject matter clearly, promoting appropriate discussion about the subject matter they are teaching.</li> <li>Teachers check learners' understanding systematically, identify misconceptions accurately and provide clear, direct feedback.</li> <li>Teachers respond and adapt their teaching as necessary, without unnecessarily elaborate or differentiated approaches</li> <li>Teaching is designed to help learners to remember in the long term the content they have been taught and to integrate new knowledge into larger concepts</li> <li>Teachers and leaders use assessment well, for example to help learners embed and use knowledge fluently or to check understanding and inform teaching.</li> <li>Staff continue to improve their use of data to track and action plan to respond to vulnerable groups of students (e.g. PPG, SEND, MABLE, Eng / Ma) to ensure progress in being made</li> <li>To improve progress across the school.</li> <li>To improve independent learning and parental engagement</li> <li>To increase the progress rates of SEND pupils, Most able pupils &amp; Disadvantaged pupils</li> </ul>	<ul style="list-style-type: none"> <li>Maintain the school's high expectations for pupils' behaviour and conduct</li> <li>Maintain high levels of attendance and punctuality</li> <li>Promote the innate dignity of the human person, equality and diversity to ensure all members of STM community are valued</li> <li>To improve the attitude for learning (A4L) in all classes allowing exceptional progress to be made and ensuring the use of VESPA supports students with maintaining and improving their attitude for learning.</li> </ul>	<ul style="list-style-type: none"> <li>To reintroduce an extra-curricular offer at STM to enable more enrichment especially for vulnerable students</li> <li>To improve students' personal development through improved curriculum offer in RSE</li> <li>To promote British values (values of democracy, the rule of law, individual liberty, tolerance and respect) through curriculum; assemblies; visits; discussions; super curriculum opportunities and literature</li> <li>To promote the innate dignity of the human person, equality and diversity to ensure all members of STM community are valued and feel safe</li> <li>To improve preparation of pupils for future success in education, employment, or training by embedded use of VESPA language and activities</li> <li>To meet all Gatsby Benchmarks to develop and improve careers provision</li> <li>To improve the range and diversity of good quality, meaningful opportunities for pupils to encounter the world of work</li> </ul>	<ul style="list-style-type: none"> <li>To ensure a high-quality education for all pupils especially those from disadvantaged backgrounds</li> <li>To improve teachers' subject and pedagogical knowledge</li> <li>To continue to improve staff well-being</li> <li>To maintain the culture of keeping children safe and safeguarding</li> <li>Continue to develop Governor's role in school</li> <li>Aim to reduce budget deficit within 3 years.</li> <li>Continue with refurbishment programme</li> <li>Continue to attract, recruit, retain and develop high quality teaching and support staff with a longer-term succession plan</li> </ul>	<p><b>In addition to Quality of Education</b></p> <ul style="list-style-type: none"> <li>To allow students to cope with demanding curriculum &amp; develop skills for future learning &amp; destinations</li> <li>Each department has a coherently planned curriculum</li> <li>To ensure students develop and hold positive attitudes and a firm commitment to their education and show respect for themselves and others.</li> <li>Promote learners' personal development</li> </ul>	<ul style="list-style-type: none"> <li>Explore creative ways to provide opportunities for Acts of Collective Worship which engage all pupils' interest and inspire in them deep thought and heartfelt response</li> <li>Pupils enthusiastically take a leading role in activities which promote the school's Catholic Life and mission both within school and in the wider community.</li> <li>Maintain staff participation in prayers, liturgies, retreats, charity fund-raising, faith in action / discipleship / service initiatives, CPD on Catholic life</li> <li>Pupils are confident in expressing pride in their own religious and cultural identity and beliefs</li> <li>Continue to develop the school environment to reflect its mission and identity through concrete and effective signs of the school's Catholic character</li> <li>To develop the spiritual formation of staff, students and parents throughout the school year</li> </ul>