

SCHOOL DEVELOPMENT PLAN (2022-2023) *to maintain our strengths and achieve our improvement priorities*

Quality of Education	Behaviour & Attitudes	Personal Development	Leadership and Management	6 th Form provision	Catholic Life of the School
<p>1.1 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.</p> <ul style="list-style-type: none"> Teachers have good knowledge of the subject(s) and courses they teach. Teachers present subject matter clearly, promoting appropriate discussion about the subject matter they are teaching. <p>1.2 Staff continually use assessment data to track and action plan to respond to vulnerable groups of students (e.g., PPG, SEND, Most Able) to ensure progress in being made</p> <ul style="list-style-type: none"> Teachers check learners' understanding systematically, identify misconceptions accurately and provide clear, direct feedback. Teachers respond and adapt their teaching as necessary, without unnecessarily elaborate or differentiated approaches 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 Teachers and leaders use assessment well, for example to help learners embed and use knowledge fluently or to check understanding and inform teaching. <p>1.3 To improve independent learning and parental engagement</p>	<p>2.1 Maintain the school's high expectations for pupils' behaviour and conduct</p> <p>2.2 To maintain the positive attitude for learning (A4L) in all classes allowing exceptional progress to be made ensuring the use of VESPA, Rewards and Sanctions supports and moulds students behaviour to improve their attitude for learning.</p> <p>2.3 To reduce the number of suspensions in this academic year</p> <p>2.5 To promote the innate dignity of the human person, equality and diversity to ensure all members of STM community are valued and feel safe by achieving the Equalities Award</p> <p>2.6 To Maintain low rates of discriminatory bullying, abuse, harassment and violence</p> <p>2.7 To ensure all staff have the knowledge and skills to support and improve outcomes for pupils who have experienced Adverse Childhood Experiences (ACEs) by training all staff on the 'Trauma Informed approach'.</p>	<p>3.1 To improve students' strength of character through the STM Citizen Programme</p> <p>3.2 To extend the extra-curricular offer at STM to enable more culturally enriching 'moments', especially for our most 'valuable' students.</p> <p>3.3 To improve the health and wellbeing of pupils</p> <p>3.4 To continue 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</p> <p>3.5 To continue to meet all Gatsby Benchmarks to develop and improve careers provision.</p>	<p>4.1 To introduce a new system to develop the quality of T&L across the school – "Departmental Focus"</p> <ul style="list-style-type: none"> Secure improvement of teachers' subject knowledge and pedagogical content knowledge to enhance the teaching of the curriculum and the appropriate use of assessment. Ensuring the practice and subject knowledge of staff, including ECTs, build and improve over time <p>1.5 To introduce departmental literacy strategies and academic library</p> <p>4.2 To share skills and expertise as part of the CPFD Programme to improve teachers' subject and pedagogical knowledge and increase the progress rates of all pupils but most especially SEND pupils, Most able pupils & Disadvantaged pupils</p> <p>4.4 To continue to monitor, improve and support staff positive well-being</p> <p>2.1 To develop a Behaviour Curriculum which centres around the teaching of routines and habits, used to reinforce the behaviours expected of all pupils.</p> <p>2.4 To increase rates of attendance across the school this academic year for all year groups and all key pastoral groups</p>	<p>In addition to All other sections</p> <p>1.7 To develop and support Buddy reading programme</p> <p>5.1 Sixth Form study programmes are planned to give skills needed to succeed in life</p> <ul style="list-style-type: none"> Teachers give sixth-form students work that is demanding, ensuring it builds knowledge, acquires skills, improving and extending what they already know and can do. SEND, vulnerable and disadvantaged students are well supported to study and succeed. 	<p>6.1 To develop pupil's role in taking the lead in planning acts of worship which engage all pupils' interest and inspire in them deep thought and heartfelt response.</p> <p>6.2 To develop pupil's role in leading activities which promote the school's Catholic Life and mission both within school and in the wider community.</p> <p>6.3 To further develop staff leadership in prayers, liturgies, retreats, charity fund-raising, faith in action / discipleship / service initiatives through wider staff formation on Catholic life.</p> <p>6.5 To support Leaders and Governors in their duty to significantly and actively monitor Catholic Life of the school.</p> <p>6.6 To develop pupil's confidence in expressing pride in their own religious and cultural identity and beliefs.</p> <p>6.7 To develop the spiritual formation of parents and the wider community throughout the school year.</p>