

Teaching and Learning Improvement Plan 2017/18



Actions <i>What will be the specific actions taken to achieve the objective?</i>	Success Criteria <i>What the success will look like?</i>	Timeframe <i>When will the actions be completed?</i>	Responsibility <i>By whom the actions will be completed</i>	Monitoring <i>How will improvement be monitored?</i>
Objective 1: To ensure quality of T&L remains 90% of lesson observations at good or better.				
1. Share good practice across the school in various T&L areas such as: autism provision, EHCP outcomes, assessment for learning, engagement, challenge, etc. so the teachers and support staff are well prepared to meet the needs of the students	<ul style="list-style-type: none"> • Teachers and TAs draw on expertise of excellent practitioners so their own practice is improved in areas where required • Teaching and support staff aspire to deliver outstanding lessons 	<ul style="list-style-type: none"> • CPD sessions on Wednesday and Fridays • Calendared peer observations 	<ul style="list-style-type: none"> • Selected teaching staff 	<ul style="list-style-type: none"> • Attendance registers • Video clips of good practice • Peer observations feedback
2. Review and amend St. Joseph's lesson observation pro-forma as appropriate to clarify T&L expectations for staff	<ul style="list-style-type: none"> • Teachers delivering on non-negotiables. 	<ul style="list-style-type: none"> • By the end of half-term 	<ul style="list-style-type: none"> • SJ, MH and Pathway Leaders 	<ul style="list-style-type: none"> • Lesson observations • Learning Walks
3. Leadership and Management Training for teachers so they are competent and confident leaders able to utilise support staff effectively	<ul style="list-style-type: none"> • Teachers will be able to lead and manage the support staff in order to optimise students' progress 	<ul style="list-style-type: none"> • Autumn Term 	<ul style="list-style-type: none"> • DP, SJ, MH 	<ul style="list-style-type: none"> • Attendance registers • Teaching and Support Staff questionnaires

Teaching and Learning Improvement Plan 2017/18



Actions <i>What will be the specific actions taken to achieve the objective?</i>	Success Criteria <i>What the success will look like?</i>	Timeframe <i>When will the actions be completed?</i>	Responsibility <i>By whom the actions will be completed</i>	Monitoring <i>How will improvement be monitored?</i>
Objective 2: To maintain and develop the effectiveness of Leadership and Management amongst the Middle Leaders.				
1. Continue to develop the role of Pathway Leaders so they can become more active in monitoring Teaching and Learning	<ul style="list-style-type: none"> Key Stage Leaders conducting regular Learning Walks within their key stages and identifying strengths and weaknesses of their teams 	<ul style="list-style-type: none"> Every fortnight 	<ul style="list-style-type: none"> DaP, FA, MD 	<ul style="list-style-type: none"> Progress meetings with the Head Teacher and Deputy Head
2. Direct Middle Leaders onto professional development courses so the Pathway Leaders have training that is tailored to their needs	<ul style="list-style-type: none"> Key Stage Leaders will feel empowered and can become more proactive and less reactive 	<ul style="list-style-type: none"> Autumn Term 1 	<ul style="list-style-type: none"> SJ, MH, DP 	<ul style="list-style-type: none"> Performance Management
3. Develop the Pathway Leaders Reports to be more data focused so the progress and attainment of students can be regularly monitored and supported as appropriate	<ul style="list-style-type: none"> Pathway Leaders will feel more responsible for the outcomes of students in their respective key stages Appropriate students will be targeted for interventions 	<ul style="list-style-type: none"> Every term 	<ul style="list-style-type: none"> DaP, FA, MD 	<ul style="list-style-type: none"> Pathway Leaders' Reports Scrutiny and interrogation of data
4. Coach the Middle Leaders on how to identify progress and to enable them to analyse data effectively	<ul style="list-style-type: none"> Middle Leaders confident and proficient in analysing data and identifying trends and patterns Key Stage Leaders enabled to put successful interventions in place Accurate judgments of the progress The academic needs of students are met 	<ul style="list-style-type: none"> Autumn Term 1 	<ul style="list-style-type: none"> DaP, FA, MD SJ, MH 	<ul style="list-style-type: none"> Key Stage Leaders' Reports Scrutiny and interrogation of data Paired lesson observations Paired Learning walks Review and moderation of data
5. Send aspiring Middle leaders on the Inspire Leadership Course to nurture the current talent at St. Joseph's and enable them to progress within the organisation.	<ul style="list-style-type: none"> We will have teachers qualified for middle leadership Successful follow through recruitment 	<ul style="list-style-type: none"> This academic year 	<ul style="list-style-type: none"> MG, LH, MR 	<ul style="list-style-type: none"> Performance management Dissemination of training

Teaching and Learning Improvement Plan 2017/18



Actions <i>What will be the specific actions taken to achieve the objective?</i>	Success Criteria <i>What the success will look like?</i>	Timeframe <i>When will the actions be completed?</i>	Responsibility <i>By whom the actions will be completed</i>	Monitoring <i>How will improvement be monitored?</i>
Objective 3: To streamline and improve Standard Operating Procedures within the Education Department.				
1. Continue to support and monitor and how staff set SMART targets so that delivered curriculum is well matched to students needs and aims to support progression	<ul style="list-style-type: none"> • All groups of students are making good progress and beyond • Targets are set in a robust and accurate manner • Targeted intervention takes place and supports attainment where there may be underachievement 	<ul style="list-style-type: none"> • First two weeks in September followed up by the half-termly review. 	<ul style="list-style-type: none"> • SJ, MH, DaP, Key Stage Leaders 	<ul style="list-style-type: none"> • Moderation of targets • Work scrutiny • Data analysis
2. Continue to monitor the Teacher Deadlines Schedule so it is fully effective in supporting efficiently the Education Department	<ul style="list-style-type: none"> • All education staff will meet the deadlines at all times 	<ul style="list-style-type: none"> • Throughout the whole academic year 	<ul style="list-style-type: none"> • SJ, MH, Key Pathway Leaders 	<ul style="list-style-type: none"> • LM meetings with the Pathway Leaders • Checking if deadlines are met and reports or documentations are submitted on time