

# Teaching and Learning Improvement Plan 2024/25



<b>Actions</b> <i>What will be the specific actions taken to achieve the objective?</i>	<b>Success Criteria</b> <i>What the success will look like?</i>	<b>Timeframe</b> <i>When will the actions be completed?</i>	<b>Responsibility</b> <i>By whom the actions will be completed</i>	<b>Monitoring</b> <i>How will improvement be monitored?</i>
<b>Objective 1: To ensure quality of T&amp;L remains 90% of lesson observations at good or better.</b>				
<p>1. Continue to share good practice across the school in various T&amp;L areas such as: autism provision, EHCP outcomes, assessment for learning, engagement, challenge, etc. so the teachers and support staff are well qualified to meet the needs of the students</p>	<ul style="list-style-type: none"> <li>• Teachers and TAs draw on expertise of excellent practitioners so their own practice is improved in areas where required</li> <li>• Teaching and support staff aspire to deliver outstanding lessons</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing standard</li> <li>• CPD sessions on Tuesday and Wednesdays</li> <li>• Weekly pathway planning meetings</li> <li>• Calendared peer observations</li> </ul>	<ul style="list-style-type: none"> <li>• SJ, MR</li> <li>• Assistant Heads</li> <li>• Selected teaching staff</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance registers</li> <li>• Peer observations feedback</li> <li>• Learning walks</li> <li>• Attending Pathway Planning Meetings</li> </ul>
<p>2. Leadership and Management Training for teachers so they are competent and confident leaders able to utilise support staff effectively</p>	<ul style="list-style-type: none"> <li>• Teachers will be able to lead and manage the support staff in order to optimise students' progress</li> </ul>	<p>- ongoing</p>	<ul style="list-style-type: none"> <li>• SJ, MR</li> <li>• Line Managers</li> </ul>	<ul style="list-style-type: none"> <li>• Performance reviews</li> <li>• Coaching and target setting</li> <li>• Capability support plans</li> </ul>

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<p>3. Continue to develop evidence based lesson delivery</p>	<ul style="list-style-type: none"> <li>• Teachers use identified evidence based research to inform their lesson delivery</li> <li>• Teachers begin to evaluate evidence based research</li> </ul>	<ul style="list-style-type: none"> <li>• 2024-2025</li> </ul>	<ul style="list-style-type: none"> <li>• Subject Leaders</li> <li>• Class Teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Planning scrutiny</li> <li>• Lesson observations</li> <li>• Work scrutiny</li> <li>• Student outcomes</li> </ul>
<p>4. Continue to Develop and improve evidenced base curriculum</p>	<ul style="list-style-type: none"> <li>• Teachers to use identified evidence based cognitive science research to inform planning.</li> <li>• Evidence of interweaving and spacing used to structure subject planning and develop learning opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• 2024-2025</li> </ul>	<ul style="list-style-type: none"> <li>• SJ, MR</li> <li>• Assistant Heads</li> <li>• Subject Leaders</li> <li>• Class teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum scrutiny</li> <li>• Lesson observations</li> <li>• Student outcomes</li> <li>• Tracking and evaluating pupil progress</li> </ul>
<p>5. Develop and Refresh Subject leader knowledge and practice where required.</p>	<ul style="list-style-type: none"> <li>• Deliver TEACCH training for teachers HLTA's</li> <li>• Implement TEACCH strategies where appropriate to support practice.</li> <li>• Improve the use of concrete resourcing in the Explorer Pathway</li> </ul>	<ul style="list-style-type: none"> <li>• 2024-2025</li> </ul>	<ul style="list-style-type: none"> <li>• SJ, MR</li> <li>• Assistant Heads</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback on impact on planning and practice.</li> </ul>
<p>6. To develop the Maths Mastery programme</p>	<ul style="list-style-type: none"> <li>• The intended outcome is to enhance teachers' mastery in mathematics, fostering improved teaching methods that lead to deeper mathematical understanding and better student learning outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• 2024-2026</li> </ul>	<ul style="list-style-type: none"> <li>• MG</li> <li>• KdS, JB</li> </ul>	<ul style="list-style-type: none"> <li>• Subject monitoring of delivery and outcome procedures to be followed.</li> </ul>

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<b>Objective 2: To maintain and develop the effectiveness of Leadership and Management amongst the Middle Leaders.</b>				
1. Continue to develop the role of Assistant Heads in monitoring Teaching and Learning	<ul style="list-style-type: none"> <li>• Assistant Heads conducting regular Learning Walks .</li> <li>• Carry out effective work scrutiny</li> </ul>	Every half-term	KdS, MG and JB with Therapy Leads FG, PP, NH	<ul style="list-style-type: none"> <li>• Weekly line management meetings with the Head Teacher</li> </ul>
2. Direct Leaders onto professional development courses so the Assistant Heads have training that is tailored to their needs	<ul style="list-style-type: none"> <li>• Assistant Heads will feel empowered and can become more proactive and less reactive</li> <li>• To feedback on courses and implement strategies</li> </ul>	ongoing	SJ, MR	<ul style="list-style-type: none"> <li>• Weekly line management meetings.</li> <li>• Performance Management</li> </ul>
4. Continue to coach the Leaders on how to articulate their curriculum	<ul style="list-style-type: none"> <li>• Leaders are confident and proficient articulating their curriculum in terms of intent, implementation and impact</li> </ul>	Termly	SJ, MR KdS, MG, MR	<ul style="list-style-type: none"> <li>• Assistant Heads' Reports</li> <li>• Scrutiny and interrogation of data</li> <li>• Paired lesson observations</li> <li>• Paired Learning walks</li> <li>• Review and moderation.</li> <li>• Individual coaching meetings</li> <li>• Present their pathway curriculum.</li> </ul>

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<p>4. Coach the subject leaders on how to articulate their curriculum</p>	<ul style="list-style-type: none"> <li>• Subject leaders are confident and proficient articulating their curriculum in terms of intent, implementation and impact</li> </ul>	<p>Termly</p>	<p>SJ, MR</p>	<ul style="list-style-type: none"> <li>• Subject leader files</li> <li>• Subject Leaders' Reports</li> <li>• Individual coaching meetings</li> <li>• Learning walks and book scrutiny</li> <li>• Subject leaders present their subject planning.</li> </ul>
<p>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.</p>	<ul style="list-style-type: none"> <li>• Succession planning</li> </ul>	<ul style="list-style-type: none"> <li>• Annual; when suitable candidates are identified</li> <li>• Currently suspended during covid outbreak</li> </ul>	<p>SJ</p>	<ul style="list-style-type: none"> <li>• Performance management</li> <li>• Dissemination of training</li> </ul>

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<b>Objective 3: To streamline and improve Standard Operating Procedures within the Education Department.</b>				
1. Continue to support and monitor 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"> <li>• All groups of students are making good progress and beyond.</li> <li>• Targets are set in a robust and accurate manner</li> <li>• Targeted intervention takes place and supports attainment where there may be under achievement</li> </ul>	<ul style="list-style-type: none"> <li>• First two weeks in September followed up by the termly review.</li> </ul>	<ul style="list-style-type: none"> <li>• SJ, MR</li> <li>• Assistant Heads</li> </ul>	<ul style="list-style-type: none"> <li>• Moderation of targets</li> <li>• Work scrutiny</li> <li>• Data analysis</li> </ul>
4. Continue to embed Sport with OT	<ul style="list-style-type: none"> <li>• Aligned sport with OT EHCP requirements</li> <li>• Students allocated to sports which support OT needs</li> <li>• Broadening of sports opportunities for students</li> </ul>	<ul style="list-style-type: none"> <li>• 2024-2025</li> </ul>	<ul style="list-style-type: none"> <li>• JB GH-M</li> </ul>	<ul style="list-style-type: none"> <li>• To be reviewed termly going forward.</li> </ul>