Teaching and Learning Improvement Plan 2026/27

Actions *What will be the specific actions taken to achieve the objective?*	**Success Criteria** *What the success will look like?*	**Timeframe** *When will the actions be completed?*	**Responsibility** *By whom the actions will be completed*	**Monitoring** *How will improvement be monitored?*
Objective 1: To ensure quality of T&L remains 90% of lesson observations at good or better.				
1. Continue to 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 qualified to meet the needs of the students	• 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	• Ongoing standard • CPD sessions on two days per week. • Weekly pathway planning meetings • Calendared peer observations	• SJ, MR • Assistant Heads • Selected teaching staff	• Attendance registers • Peer observations feedback • Learning walks • Attending Pathway Planning Meetings
2. Leadership and Management Training for teachers so they are competent and confident leaders able to utilise support staff effectively	• Teachers will be able to lead and manage the support staff in order to optimise students' progress	• ongoing	• SJ, MR • Line Managers	• Performance reviews • Coaching and target setting • Capability support plans

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3. Continue to develop evidence based lesson delivery	• Teachers use identified evidence-based research to inform their lesson delivery • Teachers evaluate the impact of evidence-based research	• 2026-2027	• Subject Leaders • Class Teachers	• Planning scrutiny • Lesson observations • Work scrutiny • Student outcomes
4. Continue to Develop and improve evidenced base curriculum	• Teachers to use identified evidence based cognitive science research to inform planning. • Evidence of interweaving and spacing used to structure subject planning and develop learning opportunities.	• 2026-2027	• SJ, MR • Assistant Heads • Subject Leaders • Class teachers	• Curriculum scrutiny • Lesson observations • Student outcomes • Tracking and evaluating pupil progress
5. Develop and Refresh Subject leader knowledge and practice where required.	• Focus on NAS re-accreditation building on the Teacch training and implementation. • Improve the use of concrete resourcing in the Explorer Pathway	• 2026-2027	• SJ, MR • Assistant Heads	• Feedback on impact on planning and practice. • Feedback on accreditation visit. • Continue to drive improved standards.
6. To develop the Maths Mastery programme	• 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.	• 2023-2027	• MG • KdS, JB	• Subject monitoring of delivery and outcome procedures to be followed.

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Objective 2: To maintain and develop the effectiveness of Leadership and Management amongst the Middle Leaders.				
1. Continue to develop the role of Assistant Heads in monitoring Teaching and Learning	• Assistant Heads conducting regular Learning Walks • Carry out effective work scrutiny	Every half-term	KdS, MG and JB with Therapy Leads FG, PP, NH	• Weekly line management meetings with the Head Teacher •
2. Direct Leaders onto professional development courses so the Assistant Heads have training that is tailored to their needs	• Assistant Heads will feel empowered and can become more proactive and less reactive • To feedback on courses and implement strategies	ongoing	SJ, MR	• Weekly line management meetings. • Performance Management • Complete QAR training with Challenge Partners
4. Continue to coach the Leaders on how to articulate their curriculum	• Leaders are confident and proficient articulating their curriculum in terms of intent, implementation and impact	Termly	SJ, MR KdS, MG, MR	• Assistant Heads' Reports • Scrutiny and interrogation of data • Paired lesson observations • Paired Learning walks • Review and moderation. • Individual coaching meetings • Present their pathway curriculum.

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4. Continue to coach the subject leaders on how to articulate their curriculum	• Subject leaders are confident and proficient articulating their curriculum in terms of intent, implementation and impact	Termly	SJ, MR	• Subject leader files • Subject Leaders' Reports • Individual coaching meetings • Learning walks and book scrutiny • Subject leaders present their subject planning.
5. Send aspiring Middle leaders on a Leadership Course to nurture the current talent at St. Joseph's and enable them to progress within the organisation.	• Succession planning	• Annual; when suitable candidates are identified • Currently suspended during covid outbreak	SJ	• Performance management • Dissemination of training

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Objective 3: To streamline and improve Standard Operating Procedures within the Education Department.				
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.	• 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 under achievement	• First two weeks in September followed up by the termly review.	• SJ, MR • Assistant Heads	• Moderation of targets • Work scrutiny • Data analysis
2. Continue to embed Sport with OT	• Students allocated to sports which support OT needs • Continue to broaden sports opportunities for students	• 2026-2027	• JB GH-M	• To be reviewed termly