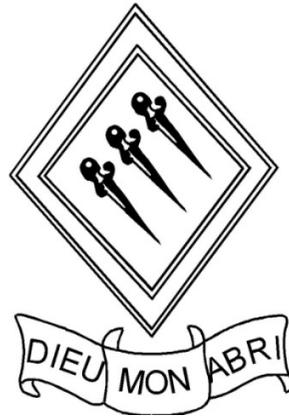


ST BERNARD'S HIGH SCHOOL



2022-23

SCHOOL IMPROVEMENT PLAN

1. Catholic Ethos/Christian Action

Action	Responsibility	Deadline	Resources/ Training	Success Criteria	Monitoring of Progress and Evaluation	Notes
<p>Successful introduction of The Year of Service and revamped house symbols and affiliations as part of strengthening the pastoral system and links to history of the school</p>	<p>SLT, RE dept, heads of year, form tutors</p>	<p>From Sept 2022</p>	<p>Assembly time, form time, PSHE and liturgies</p>	<p>All staff and students are introduced to the new house symbols. House symbols shared and recognised by students and staff.</p> <p>School community supports the theme through prayer and practical steps (e.g. celebration of race, culture, individual talents).</p> <p>High levels of student preparation, leadership and participation. Student feedback shows students feel included in reflection and prayer.</p> <p>Tutor Group and House Assemblies show high level of engagement with the liturgical theme by all groups of students in the group. <u>Online assemblies delivered by students continued to demonstrate this.</u></p> <p>Key Data: a) all form times observed by HoY/SLT include a prayer; b) HoYs and SLT can evidence a minimum of 1 assembly each on this theme (cumulatively 6 – an average of one per half term)</p>	<p>SLT, Governors' Ethos Committee</p> <p>Heads of Year and form tutors monitor; HEB reports to pastoral meetings and Governors Ethos Committee</p>	

SCHOOL DEVELOPMENT PLAN 2021/22

School prayer introduced and embedded – to be said at the beginning of every lesson	All	By the end of the autumn term 2022	Staff school prayer cards, school prayer in planner, reminders to staff including supply staff that all lessons start with a prayer	Hoy and HoD checks as well as observations and SLT learning walks	SLT, Governors through Ethos	
Successful induction of new RE staff and chaplaincy provision embedded	TAB	Autumn term 2022 Throughout the year	Mgmt time (financial implications: covered in TLR allowance for subject leader)	New staff welcome and effective as teachers in the RE department. Dynamic teaching engages students, leading to strong progress, evidenced through regular assessment. Key Data: all RE staff have positive progress throughout the year and against targets in outcomes at the end of the year	TAB, HEB, AMD	Appraisal observations and learning walk records are evidence of consistently outstanding teaching and results in RE support this.

2. Quality of Education

Action	Responsibility	Deadline	Resources/ Training	Success Criteria	Monitoring of Progress and Evaluation	Notes
Recreating alignment for teaching and learning across the school including reading and literacy	Director of Teaching and Learning	From Sept 2022	CPD Directed time, ML meetings,	All stakeholders are clear as to how the progression of the curriculum identifies and explicitly teaches key skills and	COB, HT, SLT line managers, HoDs	

SCHOOL DEVELOPMENT PLAN 2021/22

<p>Embed new teaching and learning policy and establish its key principles</p> <p>Ensure marking and feedback are in line with school policy across all subjects in all key stages.</p> <p>Ensure sixth form teaching, progress and outcomes in focus subjects improves and is in line with or above national expectations</p>	<p>Heads of Department All teaching staff SLT department line managers</p>		<p>dept time, observations and QA processes Coaching processes</p>	<p>knowledge through which students demonstrate progress to achieve excellent outcomes.</p>	<p>Governors' T&L Committee</p>	
<p>Outcomes in science across all 3 disciplines are at least in line with if not above national outcomes whilst committing to our inclusive offer</p>	<p>HoD science, Line manager, HT</p>	<p>Tracking data and results in August 2023</p>	<p>Mgmt time (Financial implications: covered in TLR allowances for subject leaders)</p>	<p>All students achieve outcomes in line with national outcomes and progress reflects our inclusive offer</p>	<p>HoD science, Line manager, HT, Governors T&L Committee</p>	
<p>Data tracking system ensures continued aspiration and ambition for students recognising starting points.</p>	<p>BJO, MAL, HT</p>	<p>August 2022</p>	<p>CPD for new data manager Continued staff CPD</p>	<p>Data Manager supports implementation of consistent tracking system that allows staff to track effectively and ask pertinent questions to support classroom practice and timely intervention</p> <p>Go4schools tracking shows good progress towards targets throughout the year</p>	<p>MAL, AMD</p>	
<p>Assessment, examination and outcomes review to ensure excellent outcomes whilst committing to our inclusive offer for progression (focus</p>	<p>HT, MAL, Line managers</p>	<p>Ongoing and in results 2023</p>	<p>CPD for key subjects and review</p>	<p>Assessment and examination schedule supports reporting and</p>	<p>MAL, AMD</p>	

SCHOOL DEVELOPMENT PLAN 2021/22

on those subjects achieving negative progress to targets)			in dept time	intervention. This is in turn supports outcomes.		
Ensure CPD programme is responsive to the additional needs coming into the school for students with SEND in order to provide staff with training and strategies to meet the needs of students.	LAW, HEB, SMJ	From Sept 2022	INSET days, Directed time SENCO has reduced teaching time to facilitate this	All staff have access to the information that they need to inform planning, delivery and evaluation of progress for students with SEND	HEB, Governors' T&L Committee	

SCHOOL DEVELOPMENT PLAN 2021/22

3. Behaviour, Attitudes and Personal Development & Wellbeing,

Action	Responsibility	Deadline	Resources/ Training	Success Criteria	Monitoring of Progress and Evaluation	Notes
Remodelled behaviour ladder in place, understood by all and effectively used	HEB	From Sept 2022	New behaviour ladder shared with staff	Positive behaviour for learning continues to be a strength of the school	Feedback from staff and Focus groups evidences good behaviour	
Ensure new PSHE programme not only meets statutory and CES frameworks but is also responsive to the evaluation feedback information received from students	BJM, AEV, HEB, Heads of Year and Form tutors	From Sept 2022	Speakers, materials PSHE budget	Student feedback identifies positively the changes made and differences welcomed	HEB, SLT, Governors' T&L and Ethos Committee	
Ensure KS5 punctuality meets school expectations across the board	SMJ and Sixth Form Tutors	From September 2022 and half termly	Tutor time	In comparison with 2022, half termly data shows positive improvements	SMJ and SLT	

4. Leadership & management

Action	Responsibility	Deadline	Resources/ Training	Success Criteria	Monitoring of Progress and Evaluation	Notes
Successful induction of new SLT members	MAL, HEB, AMD	From Easter 2022		New SLT members empowered to do their role and feel supported. Effective in their roles.	Line management Head Teacher Governors	

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HT to work with SBM to ensure budget allows school improvement to continue despite external factors	Headteacher, Governors, SBM	From Sept 2022	Mgmt time for SLT	Key Data: 2022/23 outturn figures to show a surplus.	Governors' Finance Committee	Tight control of expenditure further needs to be maintained throughout 2022/23 given summer pay rises without funding.
Ensure all middle leaders and postholders have sufficient support and challenge where there are discrepancies in student achievement	Line Managers	From Sept 2022	Mgmt time for SLT and HoDs;	Line management meetings target and tailor support so that improvement is substantial and sustained	SLT, Governors' Staffing Committee	
Continue to support staff workload pressures and institute staff voice group	Staff group	From Sept 2022	Time for staff voice group	Positive staff relationships and improvements are evidenced	Staff voice group, SLT, Governors	<u>Mental health lead to be appointed following departure of current postholder</u>
Ensure smooth management of CIF project and office moves	MJE, AMD	Sept 2022	Premises time to support, school timetable to re-room	Office moves facilitate joint up working and efficiency Doors are in place.	AMD Governors	Working with external contractor and manager.