



School Development Plan

July 2023 Summary - see page 2

Whole School Priorities 2022-2025 - green for main 2022/3 priorities



<p>1a) Improve teaching effectiveness and learning outcomes through the setting and monitoring of targets based on refined use of data</p> <p>1b) Ensure each individual becomes ambitious, enterprising, ethical and healthy through the development of QA and active learning at KS3</p> <p>1c) Improve learning outcomes using effective self-evaluation systems and targeted professional learning</p>	<p>2a) Track effectively students' wellbeing and progress through enhanced pastoral support and provision</p> <p>2b) Embrace WAG targets for Welsh language use through the embedding of bilingualism</p> <p>2c) Maximise workforce potential through the recognition of the great necessity for, and impact of, staff wellbeing</p> <p>2d) Better equip students with fundamental skills through the implementation of a new delivery model for WBQ at National Level</p>	<p>3a) Develop capable, creative, informed and confident students through enhanced pedagogical practices and oracy development</p> <p>3b) Provide effective interventions and quality feedback through the further development of assessment practice</p> <p>3c) Produce employable, literate, numerate and digitally competent learners by developing students' skills across the curriculum through effective collaboration</p>	<p>4a) Fully implement the ALN Reform through the effective support of groups of learners</p> <p>4b) Enhance transition practice through effective collaboration</p> <p>4c) Ensure all students are safe and an inclusive environment is further cultivated</p>	<p>5a) Ensure organisational accountability and success amidst significant staffing changes</p> <p>5b) Respond proactively to local, national and ESTYN requirements by further developing the role of school governors</p> <p>5c) Provide all students with effective conditions for learning through the enhancement of our learning environment</p> <p>5d) Refine and develop Support Team to underpin evolving practices effectively</p> <p>5e) Develop greater staff ownership of PLD to promote development, health and wellbeing throughout school</p>
--	--	---	---	---

1) Learning

- All leaders trained to use data analysis tools through training programme. In house inconsistencies greatly reduced.
- Meeting cycle re-written to ensure that necessary time is made available to staff in all areas of school – SLT to meet all LAMs during school day once per fortnight in new year
- New self-evaluation model for Sept 2022 established and becoming being embedded. Consultative, self-critical culture sought. Parental and staff feedback using ESTYN questionnaire provide actioned feedback and latest survey indicates improved home - school communications but with further progress possible. Regular, scheduled self-evaluation updates to all Area Development Plans being conducted in link meetings. Improved used of evaluative methodology / language – further progress possible with more quantitative data. Concept of specific, measureable, trackable targets planned for Sept 2023, to accompany 18 existing whole school targets.

2) Wellbeing and Attitudes to Learning

- Pastoral Hub, reports and other interventions having positive impact on behaviour and intervention. Pastoral monitoring systems and new self-evaluation model have allowed a more evaluative culture to emerge, with progress to be more clearly identified. Progress clear but more necessary on improving attendance. Inclusion Room planned for September 2023 to assist with students who are not yet ready to return to standard curriculum. Student voice opportunities improving now but still need more systematic planning
- SHRN report - feedback actioned. However, impact not sufficient. Hard line taken on vaping - impact evident but still some cases of substance abuse
- Thorough programme of school assemblies target specific themes and dates. Thought for the Day now embedded in morning pastoral sessions
- Bilingualism apparent in headlines of all documentation and nearly all meetings. Heralded as sector-leading across Flintshire. However, Use of 'intentional / deliberate Welsh around school still to be further developed.
- Many staff wellbeing initiatives implemented successfully but this area will need constant attention and development, as indicated in staff feedback
- WBQ (Skills) delivery model at KS4 revised and monitoring grades suggest more C grades and above than ever before (verified in August 2023 upon results publication). Still insufficient higher grades – probably due to current delivery model being used (with parental backing)

3) Teaching and Learning Experiences

- Effective planning for New Curriculum ongoing – in line with, or ahead of, local / national expectations. Standardisation of assessment and baseline (Yr 7 entry) package to support progression under consideration. New Asst Head appointed to develop this area.
- Exam results were very strong and in-line with or slightly better than expectations. Compared very strongly against national and regional figures across all levels (ratified August 2023). Free School Meals attainment – area of concern
- Tracking skills and measuring progress thereof *across curriculum* needs further consideration - advice being sought - other schools / advisory bodies seem to have no feasible solution at present. Numerous Oracy initiatives being undertaken- positive impact observed in many lesson observations and student voice interviews. Literacy skills focus has been successful, especially at Key Stage 3 – verified through work reviews
- Effective use of Reflect and Improve assessment stamp to drive improvement by many staff and students. New assessment regime being considered (Sept 2023)

4) Care, Support and Guidance

- ALN reform - effective training sessions for all staff. Enhanced provision by ALN team. Insufficient staffing resource evident at times One-Page Profiles written and in-line with national roll-out - use becoming embedded. Data-secure (GDPR) easy access of individual student need info for all staff planned on intranet
- Strong progress on new 3 Year Transition Plan - early signs are very positive but not yet reviewed. New SDM Yr 7 Transition Coordinator appointed
- Focus on key messages re Safeguarding best practice remain strong. CPOMs roll-out to all staff and improving key communications. Fencing and new gates erected at Easter

5) Leadership and Management

- All new staff report successful induction. Some concerns over capacity to recruit – but better than local and national picture. Support Team remodelled and re-training taking place. Numerous voluntary redundancy cases across staff team. Impact to be monitored Sept 2023
- Focus on key priorities to meetings only has brought further clarity in direction of travel.
- Link Governors programme implemented from Easter 2023. Challenge and support provided by governors - robust
- Support Team Professional Review not yet re-established but team attendance and appreciation of whole school gatherings / meetings - strong
- Planned enhancements to the learning environment hampered greatly by supply and new budget cut constraints

