## St. Joseph’s Secondary School

## School Improvement Plan 2020-2021

**Wellbeing**

| Targets | Actions | Implementation period | Action Leader:  Implementation Team: | Dates to monitor progress | How / when/with who to check if Target is achieved. |
| --- | --- | --- | --- | --- | --- |
| Promote positive behaviour in school by aiming to increase the number of students who agree that students know the school rules from 50% in 2020 to 70% in 2021 | Management to reinforce school rules at the assemblies for all year groups at the beginning of the year | September 2020 | Management Team, Year Heads | 11th December 2020  21st April 2021 | April 2021  Survey of students & parents from all year groups |
| Reminders of the school rules to be issued by management at any subsequent assembly with a focus on attendance for this year – 3 assemblies per year group throughout the year will have award for students who have perfect attendance (raffle) | September 2020 – June 2021 | Management Team, Year Heads |
| Form tutors to go into detail on these rules with students and ensure the code of behaviour is signed by parents & students | September 2020 – June 2021 | Class Tutors |
| Class teacher to relay rules in relation to respect, homework, behaviour in the classroom | September 2020 – June 2021 | All Class Teachers |
| Posters to be displayed in each room reminding students to be mindful of others | September 2020 | SSE Team |
| Develop a “Belonging Culture” in the school by increasing to 90% the percentage of students who feel they belong in school and reducing the 21% of students who do not feel safe at school | School to provide additional safe spaces and activities at lunch in the school library which will be run in conjunction with the Parents Council & 5th year Cara Mentors | September 2020 – June 2021 | Management in conjunction with the Parents Council & 5th year mentors | 11th December 2020  21st April 2021 | April 2021  Survey of students from all year groups |
| Cara mentoring program to be run with 1st year students throughout the year assisting with needs of 1st year students | September 2020 – June 2021 | Chaplaincy Team with support from 5th year mentors | Focus group with 1st year students, 5th year mentors and Chaplaincy team around the implantation & success of Cara mentoring program |
| Retreat for 1st year students to be organised | November 2020? | Chaplaincy Team | Survey of 1st Year Students |
| Program to be developed for the induction of new students in any year group | September 2020 – June 2021 | AP2 Post holder | Review with Snr Mgmt.  Meeting of SSE leader and AP2 post holder with this responsibility |
| Positive Mental Health Week to be run annually | October 2020? | Wellbeing Team | Focus Group with Wellbeing Team |
| Provide healthier food choices and reduce unhealthy options in the school canteen for students & teachers, to respond to the request from parents, students & teachers & increase the 33% of students who don’t make healthy eating decisions | Introduce health eating choices in the school canteen & reduce portion sizes | September 2020 – June 2021 | Management & School Canteen | 11th December 2020  21st April 2021 | April 2021  Survey of students from all year groups  Survey of Teachers & Parents also |
| Nutrition module to be run with 1st, 2nd and 5th year students to encourage the students to think about their food & to make more informed decisions in choosing their meals | September 2020 – June 2021 | Nutrition Module Teachers |
| Posters promoting healthy eating to be displayed across the school, mainly in school canteen | September 2020 – June 2021 | Nutrition Module Teachers |
| Ongoing development of the Wellbeing Programme – Review & updated | On-going review of the Wellbeing Programme which is outlined in detail in the Wellbeing Policy | September 2020 – June 2021 | Wellbeing Team, SSE Coordinator | 11th December 2020  21st April 2021 | April 2021  Focus group with Wellbeing Team & Management |

**Assessment for Learning (AfL)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Targets | Actions | Implementation period | Action Leader:  Implementation Team: | Dates to monitor progress | How / when/with who to check if Target is achieved. |
| SHARING OF LEARNING INTENTIONS | Teachers to share Learning Intentions with all year groups 2020/2021 | September 2019 – May 2021 | Class Teachers | 11th December 2020  21st April 2021 | Survey with Staff & Students |
| Teachers are to continue to use whiteboards to share Learning Intentions | September 2019 – May 2021 | Class Teachers | 11th December 2020  21st April 2021 | Survey with Staff & Students |
| Further CPD for all teachers on the use of Learning Intentions | September 2019 – May 2021 | JC Coordinator, Teaching & Learning Team & SSE Coordinator | 11th December 2020  21st April 2021 | Observation |
| FORMATIVE ASSESSMENT | Wide range of formative assessment strategies to be used by teachers including traffic lights, think pair share, exit pass etc. – resources to be shared by the Teaching & Learning Team | September 2019 – May 2021 | Teaching & Learning Team & Class teachers | 11th December 2020  21st April 2021 | Focus Group with Teaching & learning Team using teacher checklists & student survey |
| Assemblies for all year groups throughout the 2020/2021 school year on use of formative assessment – drawing students attention to the resources in the back of their journals | September 2020 – May 2021 | Management team, Year Heads &  Teaching & Learning Team | 11th December 2020  21st April 2021 | Survey of Students |
| CPD for teachers on formative assessment by the Teaching & Learning Team explaining how to use different techniques & drawing attention to resources already available in student journal | September 2020 – May 2021 | Teaching & Learning Team | 11th December 2020  21st April 2021 | Observation |
| Development of a common learning language poster to be displayed in all classrooms and in the student journal | September 2020 – May 2021 | Teaching & Learning Team | 11th December 2020  21st April 2021 | Observation & Survey of Students and Staff |
| Support of Formative Assessment/Feedback through the school’s assessment Policy. | September 2020 – May 2021 | Management Team & Assessment and Reporting post holder | 11th December 2020  21st April 2021 | Observation – Review of Assessment and Reporting Policy |
| Formative assessment to be discussed at subject department meetings & reflected in the subject plan | September 2020 – May 2021 | Subject Departments | 11th December 2020  21st April 2021 | Use of teacher checklists as part of subject planning/Observation of development of subject planning/units of learning |
| SUCCESS CRITERIA | Staff to attend CPD on the use of Success Criteria in the 20/21 school year | September 2019 – May 2021 | JC Coordinator, Teaching & Learning Team & SSE Coordinator | 11th December 2020  21st April 2021 | Observation |
| Teaching & Learning team to observe AFL in the classroom with a focus on the use of success criteria and formative feedback and assessment and document strategies to feed into the whole staff | September 2019 – May 2021 | Teaching & Learning Team | 11th December 2020  21st April 2021 | Observation, use of teacher checklists & Minutes of Meetings |
| Emphasis on sharing success criteria in subject departments will be a focus in the 20/21 teaching year | September 2019 – May 2021 | Subject Departments heads & Class teachers | 11th December 2020  21st April 2021 | Survey of Students |

**Literacy**

| Targets | Actions | Implementation period | Action Leader:  Implementation Team: | Dates to monitor progress | How / when/with who to check if Target is achieved. |
| --- | --- | --- | --- | --- | --- |
| To increase the focus on Literacy within St. Joseph’s Secondary School ensuring all students are aware of its importance and provided with strategies to improve their own literacy | Measure success of targets in the areas of Key Words and Presentation Skills (Listening, Learning and Questions) | September 2020 – May 2021 | SSE Team  Literacy Coordinator | 11th December 2020  21st April 2021 | April 2021  Survey of students & teachers from all year groups |
| Ensure the uptake at higher level in JC English is in line with national norms by monitoring the numbers each year | September 2020 – May 2021 | English Department  Literacy Coordinator  Management | 11th December 2020  21st April 2021 | Review data of students taking HL JC English |
| Introduction of ‘A Reading for Pleasure’ Initiative through Wellbeing | September 2020 – May 2021 | Literacy Coordinator | 11th December 2020  21st April 202 | Focus group with Literacy Coordinator |
| Embed literacy strategies as a common approach in all subjects through the development of a Literacy Pack and a Literacy Policy | September 2020 | Literacy Coordinator  Management  SSE Team  Subject Departments | 11th December 2020  21st April 202 | Focus group with Literacy Coordinator |
| Promote Literacy at whole school level through Literacy Week, an Easter Revision Course for LC English and involvement in the PDST National ‘Wellread’ Initiative | September 2020 – May 2021 | English Department  Literacy Coordinator  Management | 11th December 2020  21st April 202 | Focus group with Literacy Coordinator |

**Numeracy**

| Targets | Actions | Implementation period | Action Leader:  Implementation Team: | Dates to monitor progress | How / when/with who to check if Target is achieved. |
| --- | --- | --- | --- | --- | --- |
| To increase the focus on Numeracy within St. Joseph’s Secondary School ensuring all students are aware of its importance and provided with strategies to improve their own Numeracy | Create a numeracy rich environment by adopting new actions in subject areas as identified in the Numeracy Pack – focus on use of Numeracy Pack in subject department meetings | September 2020 – May 2021 | Subject Departments  Numeracy Coordinator  SSE Team | 11th December 2020  21st April 2021 | April 2021  Survey of students & teachers from all year groups |
| Increase the number of students taking Junior Certificate/Cycle Higher Level Maths to be in line with the national average | September 2020 – May 2021 | Maths Department  Numeracy Coordinator  Management | 11th December 2020  21st April 2021 | Review data of students taking HL JC Maths |
| Support Numeracy as a common approach in all subjects through the appointment of a Numeracy coordinator, the further development of a Literacy sub-committee | September 2020 – May 2021 | Numeracy Coordinator  Management | 11th December 2020  21st April 202 | Focus group with Numeracy Coordinator |
| Embed numeracy strategies as a common approach in all subjects through the development of a Literacy Policy | September 2020 | Numeracy Coordinator  Management | 11th December 2020  21st April 202 | Focus group with Numeracy Coordinator |
| Continue to promote Numeracy at whole school level through Numeracy Week, Easter Revision Course in LC Maths, Science Club and the ‘Build a Bank’ Competition | September 2020 – May 2021 | Subject Department  Numeracy Coordinator  Management | 11th December 2020  21st April 202 | Focus group with Numeracy Coordinator |