

ST. JOSEPH'S SECONDARY SCHOOL

SCHOOL IMPROVEMENT PLAN 2020-2022



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 ensure that all students know and understand the schools code of behaviour	Management to reinforce school rules at the assemblies for all year groups at the beginning of the year	September 2020	Management Team, Year Heads	December 2020 to April 2021	<i>Covid restrictions meant the use of google platform assembly space</i> Survey of students - SSE Co-ordinator Form Tutors/Class teachers
	Reminders of the school rules to be issued by management at any subsequent assembly with a focus on attendance for this year	September 2020 – June 2021	Management Team, Year Heads	December 2020 to April 2021	
	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	SPHE teachers/Form tutors	Sept 2020 – Dec 2020	
	Class teacher to reinforce rules in relation to respect, homework, behaviour in the classroom	September 2020 – June 2021	All Class Teachers	Sept 2020 – Dec 2020	

	Posters to be displayed in each room reminding students to be mindful of others	September 2020	SSE Team – <i>Covid restrictions impacted on this</i>	December 2020 – April 2021 <i>(Covid restrictions impacted)</i>	SSE Team/Year heads
	Survey of all teachers on code of positive behaviour	January 2022	Senior management	Jan – April 2022	Policy Post holder/Review team/management
	Survey of all staff on psychology work safety	January 2022	Senior management	Jan – April 2022	Senior mgmnt/Health & Safety co-ordinator
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 a designated space to include the establishment of a games club for identified students	September 2020 – June 2022	Deputy Principals	11 th December 2020 21 st April 2021	April 2021 Survey of students from all year groups Focus group on student well being Wellbeing co-ordinator
	Cara mentoring program to be run with 1 st year students throughout the year assisting with needs of 1 st year students	September 2020 – June 2022	Mentoring subcommittee Team with support from 5 th year mentors	Sept 2020 – June 2022	Focus group with 1 st year students, Cara mentors and mentoring subcommittee around the implementation & success of Cara mentoring program

Develop a “Belonging Culture” in the school cntd....	Trip for 1 st year students to be organised	<i>Covid restrictions will determine dates</i>	Mentoring sub committee		Survey of 1 st Year Students after trip to evaluate and assist in planning for future events
	Programme to be developed for the induction of new students in any year group	September 2020 – June 2021	Deputy Principal Post holder	April 2020 -May 2022	Review with Snr Mgmt. And SSE post holder
	Annual wellbeing day for students and staff commencing May 2022	May 2022	Wellbeing co-ordinator	April 2020 – May 2022	Wellbeing co-ordinator and team of teachers
	Establishment of a staff wellbeing/social committee to promote wellbeing activities among staff	Sept 2021 – May 2022	Team of teachers/Management	Sept 2021 – May 2022	Team of teachers/Management
	Creation of a visual wellbeing display area in the school community	Sept 2020 – May 2022	Wellbeing co-ordinator/Teachers	Sept 2020 – May 2022	Well being Co-ordinator/Team
Participation in national wellbeing initiatives such as Walk in my Shoes campaign & Stand Up Week	Sept 2021 – May 2022	Wellbeing Co-ordinator/Teachers	Sept 2020 – May 2022	Wellbeing Co-ordinator/ Team	

Provide healthier food choices in the school canteen for students & teachers to respond to the request from parents, students & teachers to increase the numbers of students who make healthy eating choices	Introduce healthy eating choices in the school canteen & reduce portion sizes	September 2020 – June 2021	Management & School Canteen Manager	December 2020 April 2021	Survey of students from all year groups Survey of Teachers & Parents
	Nutrition/Healthy eating module to be run with 1 st , 2 nd year classes to encourage the students to think about their food & to make more informed decisions in choosing their meals	September 2020 – June 2021	Wellbeing Team	Sept 2020 – May 2022	Wellbeing team/ Student Focus Group
	Posters promoting healthy eating to be displayed across the school, mainly in school canteen	September 2020 – June 2021	Nutrition Module Teachers – <i>Covid restrictions impacted here</i>	Sept 2021 – May 2022	Wellbeing Co-ordinator & Wellbeing Team
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, Senior management	11 th December 2020 21 st April 2022 Staff well being survey -	April 2022 Focus group with Wellbeing Co-ordinator, SSE co-ordinator & 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	December 2020 April 2021	Survey with Staff /SSE Co-ordinator
	Teachers are to continue to use whiteboards to share Learning Intentions	September 2019 – May 2021	Class Teachers	December 2020 April 2021	Survey with Staff /SSE Co-ordinator
	Further CPD for all teachers on the use of Learning Intentions	September 2019 – May 2021	JC Coordinator, SSE subcommittee & SSE Coordinator JCT day – all staff In school CPD	December 2020 April 2021	In class observation – School management
FORMATIVE ASSESSMENT/ FORMATIVE FEEDBACK	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	SSE Subcommittee/Class teachers	December 2020 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	December 2020 April 2021	<i>Covid restrictions meant this was implemented through google classroom platform with the establishment of a google assembly space for each year group.</i>
CPD for teachers on formative assessment & feedback by the SSE Subcommittee demonstrating how to use different techniques & drawing attention to resources already available in student journal and on relevant websites	September 2020 – May 2021	SSE Sub committee	December 2020 April 2021	In class observation – senior management
Development of a common learning language to be displayed in all classrooms	September 2020 – May 2021	SSE Sub committee	December 2022	Observation & Survey of Students and Staff/SSE Subcommittee team
Support of Formative Assessment/Feedback through the school's assessment Policy.	September 2020 – May 2021	Management Team & Assessment and Reporting post holder	December 2020 April 2021	Observation – Review of Assessment and Reporting Policy/Policy Co-ordinator
Formative assessment/feedback to be discussed at subject department meetings & reflected in the subject plan	September 2020 – May 2021	Subject Departments	December 2020 April 2021	Use of teacher checklists as part of subject planning/Observation of development of subject planning/units of learning Minutes of subject department meetings

SUCCESS CRITERIA	Staff to attend CPD on the use of Success Criteria in the 20/21 school year	September 2019 – May 2021	JC Coordinator, SSE Co-ordinator & SSE Team, In school staff CPD & JCT training	11 th December 2020 21 st April 2021	In class observation – senior management
	SSE team to share strategies around success criteria with all staff	September 2019 – May 2021	JC Coordinator, SSE Co-ordinator & SSE Team, In school staff CPD & JCT training	11 th December 2020 21 st April 2021	Observation & Focus group with staff
	Emphasis on sharing success criteria in subject departments will be a focus in the 20/21 teaching year	September 2019 – May 2021	Subject Departments Co-ordinators & Class teachers	11 th December 2020 21 st April 2021	Focus group with students
	Establishment of teacher sub – committees in areas of literacy, numeracy, SSE, Digital Strategy, Creativity & inclusion, STEM, mentoring, Health & Safety & TY Development	September 2021 – May 2022	Senior management	May 2022	Focus Group/Staff survey/ Senior Management
	Survey of teaching staff on ICT & Teaching & Learning	January 2022	ICT post holder with ICT Subcommittee /Management	May 2022	ICT Post Holder/Management

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 Sub committee	11 th December 2020 21 st April 2021	April 2021 Survey of students & teachers from all year groups
	Reading and Literacy development class for all first years where they will follow the accelerated reader programme	Sept 2020 onwards	Accelerated reader teachers	May 2021	Student survey/Accelerated reader teacher/Deputy Principal
	Introduction of 'A Reading for Pleasure' Initiative through Wellbeing for 1 – 5 th years	September 2020 – May 2021	Wellbeing co-ordinator /Literacy sub committee	11 th December 2020 21 st April 202	Focus group with Literacy sub committee
	Embed literacy strategies as a common approach in all subjects through the development of a Literacy Pack and a Literacy Policy	September 2020	Literacy Sub committee Management SSE Team Subject Departments	11 th December 2020 21 st April 2022	Focus group with Literacy Sub committee
	Promote Literacy at whole school level through participation in World Book Day, annual literacy week, an Easter Revision Course for LC , Reading for pleasure at lunchtime in the library	September 2020 – May 2021	English Department Literacy Coordinator Management	11 th December 2020 21 st April 202	Focus group with literacy sub committee

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 Sub committee	11 th December 2020 21 st April 2021	April 2021 Survey of students & teachers from all year groups
	Annual STEM Week to promote related activities among the students and staff	March 2022	STEM sub committee	May 2022	STEM sub- committee/ /management
	Support Numeracy as a common approach in all subjects through the appointment of a Numeracy coordinator, the further development of a sub-committee	September 2020 – May 2021	Numeracy Coordinator/Sub committee Management	11 th December 2020 21 st April 202	Focus group with Numeracy sub committee
	Embed numeracy strategies as a common approach in all subjects through the development of a Numeracy Policy	September 2020	Numeracy Sub committee	11 th December 2020 21 st April 2021	Focus group with Numeracy Coordinator & Management
	Creation of a numeracy space on the school website with resources and ideas	September 2020	Numeracy sub committee	May 2022	Numeracy sub committee

	Development of a wellbeing Fun Maths module for 1 st , 2 ^{ns} , 3 rd & 5 th years	Sept 2021	Wellbeing teachers/Numeracy sub committee	May 2022	Wellbeing module teacher/Wellbeing co-ordinator
Development of links between numeracy and other areas of the curriculum	Continue to promote Numeracy at whole school level through annual 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	11 th December 2020 21 st April 202	Focus group with Numeracy Coordinator