|  |
| --- |
| **Overview: School Strategic Improvement Plan** “*Those who hope in the Lord will renew their strength; they will walk and not be faint, they will run and not grow weary, they will soar on wings like eagles” Isaiah* ***30:41.*** |
| **This plan is designed to provide a strategic overview of the direction for school improvement. Our Rapid Action Plan will be the working document used to focus staff on the specific actions to bring about urgent change to improve the progress of learners and monitor and drive the improvements needed using the next steps indicated in the last Ofsted report. In the full plan we have the detail of ‘the how, the when and the who.’ This was coloured coded based on progress in March 2020. Progress since then will be limited due to the coronavirus outbreak.**  |
| **Ambition Statement** *“Within three years St Joseph’s will have become an outstanding school for our young people. It will be a place where, due to a strong sense of belonging young people achieve beyond their own imaginations. Progress outcomes for all students but especially for the most able, disadvantaged and those with SEND will be above national. There will be stability in staffing with vacancies arising as people are promoted to more senior positions. St Joseph’s will be a desirable place to work and learn as Learning and Teaching will be characterized by practitioners who are hungry to grow, learning from each other developing practice to have more profound impact on the lives of young people. The school environment will be increasingly inspiring and will be oversubscribed as parents see the life changing opportunities available to every young person through the curriculum, the bucket list and extracurricular activities such as trips and other experiences. St Joseph’s will promote academic excellence and will be an experience that enables the young person to grow into an adult who can have a positive impact on the world. Being part of our community will be a life changing adventure.”* |
| **Section 1: Mission and Ethos** | Review 5W provision: Mission to move from the wall into the lives of all our community | Expand the role of GIFT team and Caritas Ambassadors/SVP by having a team approach to chaplaincy.  | All staff contribute to Sacred Space with coaching/training to get a consistently good worshipful start to the day.  | Develop parish links so that the faith in school is sustained through the wider church. |  |
| **Section 2: The quality of education** | Improve progress outcomes in line with target setting document with focus on diminishing the difference for the Most able, SEND and disadvantaged.  | Review and develop the full curriculum offer for our students. Curriculum is broad, coherent, balanced, progressive and prepares students for life. FBV, SMSC, CIAG are all mapped out and implemented in an impactful way. | Learning and Teaching ensures that the curriculum is implemented well with high levels of stretch and challenge via consistently high expectations of all. Bespoke CPD | Establish high quality assessment practices inform quality L&T and support curriculum planning. | Robust school wide monitoring systems are implemented. |
| **Section 3: Behaviour and attitudes** | Simplify and develop the Behaviour policy with clearly defined student expectations  | Empower staff at all levels to improve behaviour by equipping them with the analysis tools.  | Re-define roles and responsibilities in the Pastoral support team to provide focused staffing for inclusion, attendance, counselling and nurture.  | Improve punctuality (between lessons) attendance and tackle persistent absenteeism. Esp for (FSM/PP/SEND) | Reduce exclusions  |
| **Section 4: Personal development** | SMSC & FBV &GV pupil voice | Metacognition and independent learning, Culture, Character Confidence and resilience | Gatsby standards – See Gatsby development plan.  | Physical and Mental Health |  |
| **Section 5:** **Leadership and management** | Strengthen leadership at all levels  | More closely monitoring impact  | Workload – Collaborate on the efficiency of systems meet the needs of learners.  | Community voice – listening and responding. | Strengthen governance by implementing the RoG plan.  |
| **Section 6: Premises and ICT**  | VLE and website development/Marketing. | Focused Learning environment standard across the school.  | Site improvement – redecoration and refurbish plan. | Site safety – zoning for easier supervision | Develop and improve Dining Experience.  |