



Broughton Hall Catholic High School: School Development Plan Summary, 2016/17.

We will develop outstanding **progress and attainment** for all our pupils, through:

1.	Rigorous monitoring of pupil progress
2.	Use of Sisra software and subject matrices to track groups and individual classes
3.	Analysis of outcomes v. predictions
4.	Improved reporting to parents including guidance on 1-9 grading
5.	Setting of challenging subject targets
6.	Development of in-house 'Results Plus' to inform next steps
7.	Targeted intervention at all key stages
8.	Role of KS3 and 4 leads in English, mathematics and Science
9.	Allocation of extra staffing within the core
10.	Consolidation of specialist staffing in target depts
11.	Sharing of good practice via Middle Leaders meetings
12.	Peer to peer coaching
13.	Appraisal target setting – focus on departmental areas for development
14.	360 departmental evaluation, planning and monitoring
15.	Focus on the role of the tutor and tutorial time
16.	SLT/DoS quality assurance reviews/RAG of departmental support
17.	Staff training and inset – new exams, 6 th form teaching, teaching and learning including Princes' Trust
18.	LEAP training for 20 teachers
19.	Certificated training - SEN Award, Teaching leaders x 3, NPQML x 3, Catholic Leadership x 1, MA x 2, M.Sc x 1
20.	Focus on the most able
21.	Investment in new teaching materials and textbooks for new examinations
22.	Link Governors
23.	Governors' Challenge Board
24.	Literacy and numeracy promoted including Reading Fridays and Numeracy Challenges
25.	Pupil premium bid fund
26.	Further improving attendance and punctuality
27.	Improved links between DoS and Progress Managers/DoL
28.	Rewards system acknowledges progress as well as attainment
29.	Book monitoring fortnightly

<p>We will develop a culture of outstanding teaching and learning within our school, through:</p>	1.	Departmental self-review calendar
	2.	Lesson observation programme
	3.	SLT/DoS quality assurance bi annual reviews
	4.	Training including 1-9 grading and changes at KS2
	5.	Leap training
	6.	Coaching
	7.	Monitoring of the quality of marking and feedback
	8.	Through Performance related Pay
	9.	On-going review of the role of UPS staff
	10.	T&L target for all staff via the Appraisal process
	11.	Monitoring of homework
	13.	Use of Personal Improvement Plans
	14.	Data tracking for impact
	15.	New staff and NQT induction programme
	16.	Improvement of parental involvement
	17.	By listening to Parent and Pupil Voices
	18.	Targeted use of outside consultants/LA support
<p>We will develop outstanding leadership within our school, through:</p>	1.	SLT/Middle leaders training
	2.	Role of middle leaders in the Appraisal process and the use of Teacher/Threshold standards strengthened
	3.	Governors challenge
	4.	SDP/DDP/Appraisal /professional development focus aligned
	5.	Rigorous monitoring
	6.	Review of Directed Time budget to facilitate departmental meetings
	7.	Investment in middle leaders
	8.	Open access to Sisra
	9.	Appointments process
	10.	Support for 'at risk' departments
	11.	Sharing of good practice via Middle Leaders meeting
	12.	Curriculum review
	13.	Review of public examinations
	14.	Progress and training reviews for non-teaching staff
	15.	Increasing the time allocated for dept meetings via Directed Time budget

<p>We will develop a culture of rigorous self-evaluation within our school, through:</p>	1.	Quality assurance of Performance Related Pay/UPS application process
	2.	Via middle leaders and staff working groups
	3.	New departmental 360 process
	4.	Quality assurance via Head Teacher and wider SLT
	5.	SLT/DoS review process
	6.	Departmental SEF and DDPs
<p>We will develop a culture of outstanding pupil behaviour and safety within our school, through:</p>	1.	Developing the role of the form tutor
	2.	The delivery of high quality PSHE and careers education
	3.	Rewards and Sanctions policy revisited
	4.	By responding positively to the views of pupils, parents and staff
	5.	The active promotion of good school attendance and punctuality
	6.	Acting on school data in a swift and decisive manner
	7.	Via the Catholic life of the school and the promotion of Gospel/core British values

SCHOOL IMPROVEMENT PLAN TARGETS FOR 2017

Key Stage Five

Average Level 3 grade	C-
Attainment Across Level 3 qualifications	100% in yr 13
Progress of students who did not achieve grade C or better in English and Mathematics	Above the national line for both English and Maths
Performance in relation to post 16 floor standard of -0.05	0.00

Key Stage Four

% gaining 5+ A*-C GCSE (or equivalent) grades including English and Mathematics	68%
% achieving grade C or better in English and Mathematics	68%
% achieving the English Baccalaureate	40%
Performance in relation to the Progress 8 floor standard of -0.5	0.32

End of Key Stage Three

Improve on 2015	Mathematics	English	Other
Overall progress 1 level +	97%	99%	Flightpath in line with
Overall progress 2 levels +	59%	79%	national expectation by the end of yr 11

Attendance

Whole school, including 6 th form	95.8%
Persistent absence	10.5% (at new 10% benchmark)

