



## Broughton Hall Catholic High School: School Development Plan Summary, 2018/19.

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.	On-going support and guidance for parents and students on 1-9 grading
5.	Setting of challenging subject targets
6.	Development of in-house 'Results Plus' culture 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
11.	Sharing of good practice via Middle Leaders meetings
12.	Peer to peer coaching
13.	Appraisal target setting – focus on PP progress, teaching & learning, pupil progress
14.	360 departmental evaluation, planning and monitoring
15.	On-going 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 – departmental, safe guarding, new exams, teaching and learning
18.	LEAP training for 5 teachers
19.	Certificated training - SEN Award, Teaching leaders x 2, NPQML x 1, NPQSL x 3, Catholic Leadership 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 funding and links EEF
26.	Further improving attendance and punctuality
27.	Improved links between DoS and Progress Managers/DoL
28.	Rewards system acknowledges attendance, progress as well as attainment

<p>We will develop a culture of outstanding <b>teaching and learning</b> within our school, through:</p>	1.	Departmental self-review calendar	
	2.	Lesson observation programme – MLs, head teacher	
	3.	SLT/DoS quality assurance cyclical reviews inc. LA led	
	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.	Rigorous performance management process inc. through Performance related Pay	
	9.	On-going focus of the role of UPS staff	
	10.	T&L personalised target for all staff via the Appraisal process	
	11.	Monitoring of homework	
	13.	Use of Personal Improvement Plans as appropriate	
	14.	Data tracking for impact	
	15.	New staff and NQT induction programme	
	17.	Parent and Pupil Voices promoted	
	18.	Targeted use of outside consultants/LA support	
	<p>We will develop <b>outstanding leadership</b> within our school, through:</p>	1.	Annual SLT/Middle leaders' training
2.		Use of integrated online monitoring and Performance Management	
3.		Governors' challenge	
4.		SDP/DDP/Appraisal /professional development focus aligned	
5.		Monitoring – pastoral and academic	
6.		Review of Directed Time budget to facilitate reducing teacher workload	
7.		Investment in middle leaders	
8.		Open access to Sisra	
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 and standardisation via Directed Time budget	

We will develop a culture of rigorous <b>self-evaluation</b> within our school, through:	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
We will develop a culture of <b>outstanding pupil behaviour and safety</b> within our school, through:	1.	Developing the role of the form tutor
	2.	The delivery of high quality PSHE and careers education
	3.	Rewards and Sanctions policy
	4.	Review of behaviour Management Policy and updating
	5.	By responding positively to the views of pupils, parents and staff
	6.	The active promotion of good school attendance and punctuality
	7.	Acting on school data in a swift and decisive manner
	8.	Via the Catholic life of the school and the promotion of Gospel/core British values
	9.	Introduction of the new school day 2018-19

