

Three-Year Overview

<u>Objective</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>
<p>Spiritual Life</p> <p>To expand induction process for new and existing staff</p> <p>Further develop role of chaplain and develop better facilities for worship and reflection</p> <p>Develop a range of chaplaincy opportunities for staff and students</p> <p>Improve the system of monitoring for daily acts of worship</p>	<p>Improve induction material</p> <p>Further develop chaplaincy activities</p> <p>To review and amend year 7 induction day programme</p> <p>Development of a prayer pack for staff Implementation of monitoring for daily act of worship</p>	<p>Create further opportunities for INSED for whole staff on working in a Catholic school</p> <p>Develop facilities for prayer and chaplaincy activities</p> <p>To introduce a full programme of chaplaincy activities to engage students</p> <p>To create a resource base for staff with materials to support daily prayer and assemblies</p>	<p>To develop a rolling programme of guest speakers on SMSC</p> <p>To have a refurbished chapel central to the school</p> <p>To develop and expand the retreat programme for sixth form students</p> <p>To create further opportunities for reflection and prayer for staff and sixth form students</p>
<p>Teaching and Learning</p> <p>Improve the quality of teaching and learning</p>	<p>Review whole-school teaching & learning policy</p> <p>Improve lesson planning</p> <p>Ensure consistency of judgements across departments</p> <p>Improve Key Stage transition</p> <p>Review curriculum</p>	<p>Launch 'one point' access across departments</p> <p>Include foundation subjects in KS2-KS3 transition links</p> <p>Trial VLEs or equivalent As appropriate</p> <p>Introduce course for all pupils in learning to learn</p>	<p>'one point' access available to all departments</p> <p>Evaluate the use of new technologies and effect on educational standards</p> <p>Evaluate curriculum model and make further amendments where necessary</p> <p>Research current thinking on Teaching and Learning</p>
<p>Embed Assessment for learning into everyday practice</p>	<p>Improve sharing of objectives, outcomes, targets and standards expected. Pupil peer and self-assessment in place</p>	<p>Improve classroom climate through effective feedback mechanisms and good questioning techniques</p>	<p>Full integration of Assessment for Learning with both teachers and pupils reflecting on assessment data</p>

St. Wilfrid's Catholic High School and Sixth Form College
Whole School Development Plan: September 2006-August 2009

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Develop vocational curriculum	Pilot vocational Advantage (Edexcel) Register in LA for 'Gateway process'	Trial Creative & Media at KS4 through 'Gateway Process' and pilot functional skills	Teach the specialised diploma lines
Improve pupil tracking systems to raise attainment	All teachers confident in tracking pupil progress, identifying underachievement and rewarding good progress. Resources for rewards	Intervention Strategies identified and in use for underachieving pupils	Selected Pupil data shared with Parents electronically Evaluate impact of new support systems.
Pastoral / Pupil Services			
Develop Pupil Services in line with Every Child Matters	Work with outside agencies	Joint multi-agency training	Extended school services
Develop consistent Behaviour policies	Review Behaviour Policy / rewards & sanctions	Monitor / evaluate impact	Cycle of review continued
Review and reorganise pastoral system	Improved personalised learning	Web based learning resources	Involve external education providers
Improved learning skills	Learning skills training via restructured tutor time	Independent learning projects / Thinking skills training	Research and development / web based learning : see Aim 3, Yr 2
Improve communication with parents and the community	Reviewed rewards system	Continued development / evaluation	Community projects

Staff development			
To enhance professional development leading to improved teaching and learning.	Review curricular and management training for all staff. Audit of potential staff.	Implement programme for all levels of staff.	All staff trained to fulfil requirements of their posts.
Training to develop vocational diploma lines.	Develop structured learning programmes for groups of staff e.g. Middle leaders.	Management Training Programme	Start programmes for other postholders
Review staff structures to provide better career opportunities & improve teaching and learning	Review teaching structure, considering Excellent and A.S.T Teachers scheme	Start to implement A.S.T. and / or Excellent Teachers	Continue implementation. Review impact of changes to date (2 days)

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Facilities	Review admin./support structures	Continue implementation of new support staff structures	Review impact of changes. Continue structural changes.
	Start to implement some changes	Consider appointment of senior 'bursar' style post	
Repair & replace decaying structures	Renew rotten windows in Ampleforth and lower elevations to changing rooms, both boys and girls.	To replace high elevation windows on Bruynseels, swimming pool and gymnasium. Roof to lower part of Bruynseels, swimming pool and gymnasium	To replace window elevations to 'U' and 'B' Blocks. Roof to 'L' Block
Improve teaching and learning spaces	Update performing arts areas Submit bids for improving science labs Seek LSC funding for vocational centre	Upgrade science labs Plan improvements to B block Plan improvements to classroom spaces in L block	Start improvements to B block Start improvements to L block Start building vocational centre

Improve facilities for pupils	Improve toilet facilities Plan improvements to dining facilities Seek LSC funding for improving 6 th form	Improve dining facilities Continue improvements to toilets Start improvements to 6 th form	Improve recreational/social spaces
To review / refurbish spaces for admin & support staff	Provide single, open-plan office space for admin. team	Develop meeting room & upgrade reception	Provide single office for ICT technicians
Examine sustainability to ensure better use of energy.	To support the 'environment' with re-cycling.	Review use of energy across site	Start planning staff room improvements Examine renewable energy sources.

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Sixth Form			
Improve recruitment & retention	Improve attendance, punctuality & retention figures. Increase numbers of students transferring to sixth form. Review curriculum.	Review strategies employed, introduce new courses to attract students.	Roll courses into second year. Review impact.
Improve attainment	Review teaching & learning strategies in departments. Introduce structured sixth form review system. Raise awareness of learning styles/strategies.	Identify good practice – develop consistency across departments. Embed student induction programme.	Review new programmes. Improve quality of independent learning.
Improve Sixth Form Facilities	Review accommodation needs. Analyse & predict future numbers. Seek LSC support.	Start building / refurbishment programme	Review impact of programme – aim for better integration of Y12 & Y13 better study facilities
Improve additional student care	Develop support for 'whole-student', in line with ECM agenda. Develop student voice through questionnaires etc. New support services	Further develop advisory services available to students. Provide access to new resources for independent research.	Students participate in the planning process – for both guidance & teaching.