



# **SCHOOL DEVELOPMENT PLAN**

## **CYNLLUN DATBLYGU YSGOL**

**Detailed Priorities for 2023-2024**

**Higher-level and Longer-term Priorities: 2023-2026**

**OCTOBER 2023**

## **CONTENTS**

<b>INTRODUCTION</b>	<b>3</b>
<b>AREAS IDENTIFIED FROM SELF EVALUATION</b>	<b>4</b>
<b>DETAILED PRIORITIES</b>	<b>5</b>
<b>HIGHER-LEVEL AND LONGER-TERM PRIORITIES</b>	<b>12</b>
<b>PROGRESS TRACKER</b>	<b>14</b>
<b>GLOSSARY</b>	<b>15</b>
<b>STAFF ABBREVIATIONS USED WITH RESPONSIBILITIES</b>	<b>16</b>

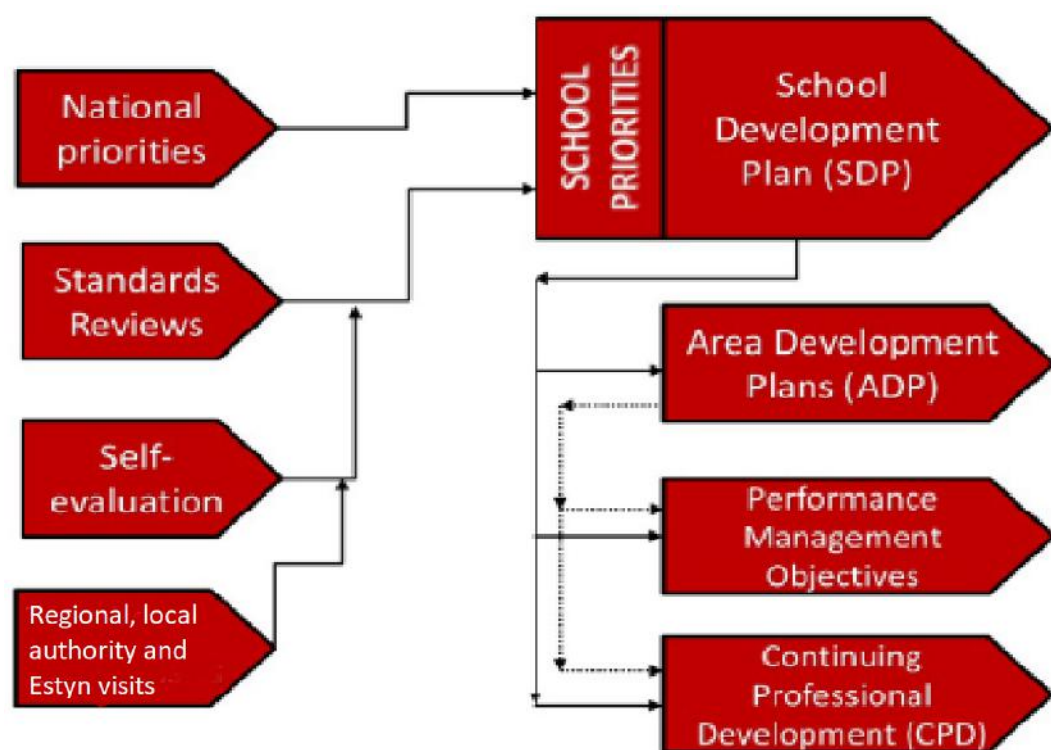
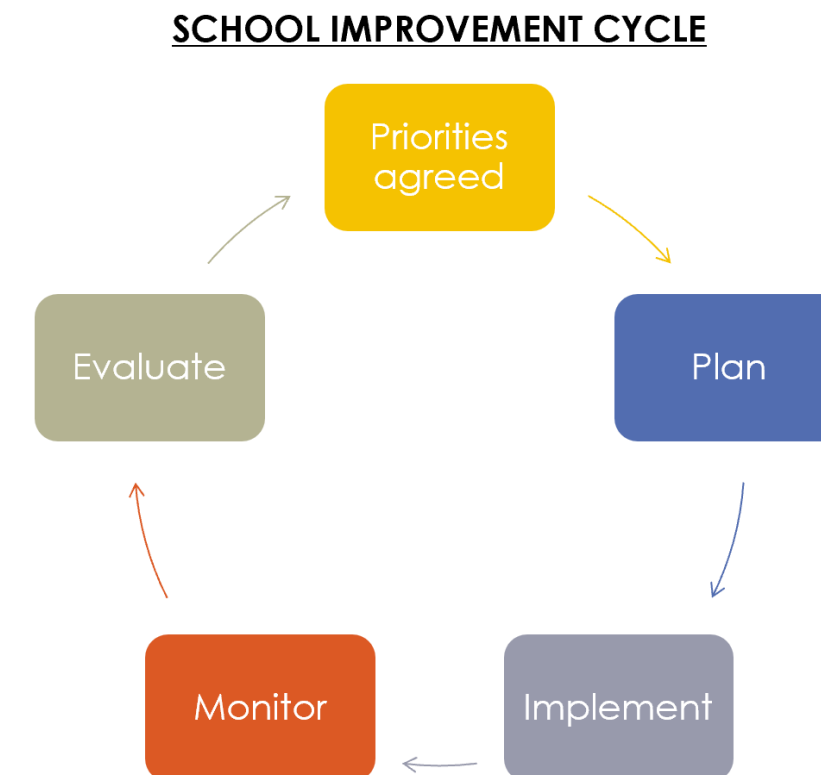
## INTRODUCTION

The school motto of “live to learn... learn to live” is central to all that we believe at Pontarddulais. Our aim is to develop well-rounded pupils who are confident and caring and have a love of learning. Our purpose is to educate our pupils to provide the necessary attributes to contribute positively to their community whilst never losing their love of learning and thirst for knowledge.

To support our aim, the school community has developed into a self-reflective institution where everything we do is focussed on pupils maximizing their potential regardless of background and ability. Also, the school strives to ensure that we have the best teachers delivering the best learning experiences to our pupils where excellent practice throughout the school is not just shared and encouraged but becomes the norm.

For these two key aspects to happen we have developed a well-established self-evaluation cycle (that continues to develop). This self-evaluation cycle involves Governors, pupils and staff and is used to identify strengths and areas for development. The SDP whilst integral to the self-evaluation cycle is also the school’s “working document”. This document is the School’s reference point for the year ahead. It contains the key tasks and development strategies to support the school priorities.

For staff, the SDP identifies CPD opportunities that are linked to their individual Performance Management objectives. The diagram below show considerations that inform school priorities, national priorities can be found in the document Our National Mission.



<b>SDP PRIORITIES 2023-24</b>
<b>A. Pupil Outcomes</b>
<b>B. Pupils’ Skills</b>
<b>C. Teaching, Learning and Assessment</b>
<b>D. Inclusion and ALN</b>
<b>E. Care, Support and Guidance</b>
<b>F. School Community and Resources</b>

## AREAS IDENTIFIED FROM SELF-EVALUATION REPORT

Areas Identified from Self-Evaluation Report Informing Priorities A-F			Emerging Priorities for 2023-24 (added to during the year)		
AREA FOR DEVELOPMENT	INSPECTION AREA	SDP STRATEGY	AREA FOR DEVELOPMENT	INSPECTION AREA	SDP STRATEGY
Reduce the attainment gap between eFSM and non-eFSM pupils in Key Stage 4 outcomes.	1.1	A1			
Review involvement of ALN/eFSM pupils in leadership roles and responsibilities	2.1	A1			
Use the Big Bocs Bwyd project to develop pupils as ethical informed citizens and enterprising and creative contributors.	2.1	F3			
To work with Family Engagement Officer in employing strategies to improve parental engagement and pupil attendance	2.2	A1, E1			
To continue to develop a community focused school	2.2	C3, E1			
Develop BAME curriculum (Resources/ Examples) across all AoLEs within the school.	3.1	E2			
Develop whole school assessment framework for each Area of Learning in order to track and monitor pupil progress in line with progression steps.	3.2	C2			
Review whole school marking policy and frequency of Close the Gap marking across the curriculum.	3.2	C2			
Re-establish whole school St. David's Day celebration/Eisteddfod.	4.1	B4			
Enhance support for pupils with additional social and emotional needs.	4.1	D2, E1			
Devote time for staff to reflect on their own wellbeing and consider supporting strategies and therapies.	5.1	F2			
Develop skills of staff to ensure teaching and learning is inclusive for all groups of learners (ALN strategies training).	5.3	D3			
Further develop a whole school approach to extended writing by providing literacy training for staff.	5.3	B1			
Further develop a whole school approach to creating graphs and analysing data by providing numeracy training for staff.	5.3	B2			

## DETAILED PRIORITIES (2023-24)

PRIORITY	LEAD STAFF	STRATEGIES	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>A. Pupil Outcomes</b>	CM PMc	A1. Enhance additional support for <b>eFSM pupils</b> to reduce the attainment gap.	<ul style="list-style-type: none"> <li>eFSM parental engagement sessions arranged throughout the year.</li> <li>Family Engagement Officer visited family homes of the eFSM pupils with low attendance.</li> <li>eFSM identified for staff more effectively through use of Talaxy.</li> <li>Mentors allocated to all Year 11 eFSM pupils</li> <li>All Year 7 eFSM pupils to complete a Lexonik literacy intervention programme; progress reported based on before and after benchmarks.</li> <li>All Year 7 eFSM pupils to complete a numeracy intervention programme; progress reported based on before and after benchmarks.</li> <li>eFSM pupils prioritised for KS4 maths intervention.</li> <li>Increased practice of eFSM pupils in leadership roles.</li> </ul>	<p>Meeting time</p> <p>Visits to other schools to share best practice</p> <p>Teaching staff training in use of Talaxy.</p>	<p>Family Engagement Officer time.</p> <p>Resources to support parents/pupils e.g. revision packs.</p> <p>Mentors' time.</p>	Sept.2023- May 2024	<p>Attendance of eFSM pupils</p> <p>Parental feedback</p> <p>Progress Check Data</p> <p>GCSE results</p>	<b>STANDARDS</b>
	CM PMc	A2. To increase the <b>attendance of Year 11 girls</b> via a targeted mentoring programme	<ul style="list-style-type: none"> <li>A mentoring programme used to support improving the attendance.</li> <li>Targeted groups attendance to increase.</li> <li>Improvement in attainment of target group.</li> </ul>	<p>Meeting time</p>	<p>Family Engagement Officer time.</p> <p>Mentors' time.</p>	Sept.2023- May 2024	<p>Attendance Data</p> <p>Progress Check Data</p> <p>GCSE results</p>	<b>STANDARDS</b>
	AO DL	A3. Preparing staff for <b>Qualifications Wales 2025.</b>	<ul style="list-style-type: none"> <li>Key staff attended necessary training.</li> <li>Staffing profile and current provision reviewed against qualifications documentation published Spring 2024</li> <li>Key staff reviewed approval criteria for new qualifications.</li> </ul>	<p>4<sup>th</sup> Twilight INSET</p> <p>Staff training</p> <p>Meeting time</p> <p>Planning time</p>	<p>4<sup>th</sup> Twilight INSET</p>	Jan. 2024-July 2024	<p>Record of attendance of training</p>	<b>STANDARDS</b>
	RH AO	A4. Pupil outcomes supported through <b>increased inclusivity of provision.</b>	<ul style="list-style-type: none"> <li>All staff received training on teaching WalkThru strategies to support inclusive best practice for differentiating learning.</li> <li>Teaching WalkThus strategies used by staff to support all groups of learners</li> <li>Teaching strategies evaluated through Whole School Spring Term review (Focus: Inclusive Classroom)</li> </ul>	<p>INSET time – November 6th</p> <p>Staff training</p> <p>Planning time</p>	<p>Teaching Walkthru resources (additional books for new staff - £50 approximately)</p>	Sept.2023-June 2024	<p>SoW</p> <p>Lessons observations</p> <p>Pupil Product</p> <p>Pupil voice</p> <p>Progress check data</p> <p>GCSE results</p>	<b>STANDARDS</b>
	DL IH MN	A5. Outcomes of personalised assessments used to inform changes to <b>LNF provision.</b>	<ul style="list-style-type: none"> <li>Weaknesses identified.</li> <li>Current provision evaluated against identified weaknesses.</li> <li>Summer term used to update provision as necessary.</li> </ul>	<p>Newly appointed literacy and numeracy coordinators receive training from colleagues on how to analyse assessments.</p>	<p>TLR lessons</p> <p>Gain time</p>	Jan.2024-June 2024	<p>Personalised assessment results</p> <p>Pupil product</p> <p>Lesson observations</p>	<b>STANDARDS</b>

## DETAILED PRIORITIES (2023-24)

PRIORITY	LEAD STAFF	STRATEGIES	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>B: Pupils' Skills</b>	DL ER MCE IH	B1. Further develop pupils' <b>literacy skills</b> in extended writing.	<ul style="list-style-type: none"> <li>Staff training provided to support the delivery of extended writing lessons.</li> <li>Increased use of full stops and capital letters in pupils' extended writing work. Whole school strategy on pupils reviewing their use of full stops and capital letters.</li> <li>Refresher training provided to all staff to support the delivery of text types during lessons.</li> <li>Tutorial videos produced to support staff with the delivery of literacy lessons in relation to extended writing.</li> <li>Extended writing evaluated within work scrutiny and reported in SOAPs.</li> </ul>	INSET – September 4th  2nd Twilight carousel session (1h 15 m) during Autumn term (6 <sup>th</sup> November).	Purchase departments set of highlighter pens.  (Approximate costs = £100)	Sept. 2023 – June 2024	Pupil product Lesson observations Staff CPD library LNF evidence locker	<b>CURRICULUM</b>
	DL RR MN	B2. Further develop pupils' <b>numeracy skills</b> in representing and interpreting data.	<ul style="list-style-type: none"> <li>Staff training provided to support the delivery of numeracy lessons that focus on representing and interpreting data.</li> <li>Consistent use of scale, accuracy, label, units, title, and evaluation (SALUTE) when pupils create graphs to represent data.</li> <li>Tutorial videos produced to support staff with the delivery of numeracy lessons.</li> <li>Representing and interpreting data skills evaluated within work scrutiny and reported in SOAPs.</li> </ul>	INSET time in September to introduce strategy. 1st Twilight carousel session (1h 15 m) during Autumn term (25 <sup>th</sup> Sept).	Printing costs of help guides for pupils.	Sept 2023 – June 2024	Pupil product Lesson observations Staff CPD library LNF evidence locker	<b>CURRICULUM</b>
	DL AD	B3. Further develop <b>digital skills</b> across the curriculum.	<ul style="list-style-type: none"> <li>Audit carried out to assess digital skills of staff.</li> <li>Staff training provided to support the successful delivery of DCF lessons.</li> <li>Evidence collected for DCF work across the curriculum and uploaded to evidence locker.</li> <li>Tutorial videos produced for different DCF strands to support staff with the delivery of DCF lessons.</li> </ul>	3rd Twilight session (1h 15 m) during Spring term.	Twilight time – staff access to computer suites (no cost).	Sept. 2023 – June 2024	Pupil product Lesson observations Staff CPD library LNF evidence locker	<b>CURRICULUM</b>
	DL RB	B4. Further develop the use of <b>Welsh language</b> across the curriculum and promote Welsh culture.	<ul style="list-style-type: none"> <li>Schemes of work reviewed for all AoLEs to ensure Welsh culture, 'cynefin', heritage and traditions are promoted across the curriculum.</li> <li>Year 7 Eisteddfod celebrations reintroduced in Spring Term 2024.</li> <li>Each AoLE takes responsibility for developing the use of specific Welsh phrases during lessons, and make this a focus of the whole school review.</li> <li>Coordinator Cymraeg TLR position created with responsibility for promoting Siarter Iaith, and appointment made.</li> </ul>	INSET time – 29 <sup>th</sup> September.  Time for organising Eisteddfod celebrations.	Cost of resources/props needed for Eisteddfod celebrations.	Oct 2023 – July 2024	Lesson observations Schemes of work	<b>CURRICULUM</b>
	AO DJ	B5. Further develop <b>independent revision skills</b> of pupils.	<ul style="list-style-type: none"> <li>Year 8 examinations scheduled in school calendar.</li> <li>Year 8 pupils prepared for examinations through PSE provision in school.</li> <li>Revision pack provided to Year 8 pupils to support independent learning.</li> <li>Year 8 pupils sat examinations in June 2024.</li> <li>Command words for examination questions, such as explain, discuss, state, are displayed around classrooms and part of revision pack.</li> </ul>	Allocate time during Year 8 PSE morning in February to focus on revision strategies prior to the examinations in summer term.	Printing costs of Year 8 examination papers.  Invigilator costs for Year 8 examinations.	Feb. 2024 – June 2024	Displays in classrooms School Calendar Year 8 pupil outcomes PSE revision resources	<b>CURRICULUM</b>

## DETAILED PRIORITIES (2023-24)

PRIORITY	LEAD STAFF	STRATEGIES	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>C: Teaching, Learning and Assessment</b>	DL	C1. To continue to work with all partner primary schools to <b>map progression</b> across the curriculum.	<ul style="list-style-type: none"> <li>Cluster colleagues continued to co-construct a continuum of learning during a joint INSET day, as well as within separately scheduled meetings.</li> <li>Knowledge and skills maps completed and shared across the cluster.</li> </ul>	<p>Joint INSET day – 29<sup>th</sup> September</p> <p>Additional time during INSET days, and separate area meetings, throughout the year.</p>	2 more additional cluster days per AoLE (use grant funding to cover supply costs).	Sept. 2023 – July 2024	Progression mapping documents completed	<b>CURRICULUM</b>
	DL AO	C2. Develop a whole school strategy to support <b>assessment and reporting</b> for CfW.	<ul style="list-style-type: none"> <li>Different methods of assessment and reporting evaluated.</li> <li>Trial reporting based on progression steps within select AoLEs.</li> <li>Feedback gained from staff, pupils, parents &amp; carers on reporting methods.</li> <li>ARR policy updated to reflect frequency of Close the Gap marking.</li> <li>Work scrutiny used to check consistency of whole marking policy.</li> </ul>	<p>Staff meeting time</p> <p>Consultation time with stakeholders</p>	<p>Cover costs for staff to visit other schools</p> <p>3 AoLE leads x2 days cover £600</p>	Oct. 2023 – July 2024	<p>Example assessment strategies</p> <p>Questionnaire / feedback</p>	<b>CURRICULUM</b>
	DL ME AoLEs	C3. Develop curriculum links with <b>Big Bocs Bwyd &amp; polytunnel</b> .	<ul style="list-style-type: none"> <li>Links created to Big Bocs Bwyd within curriculum areas.</li> <li>Big Bocs Bwyd blog regularly updated.</li> <li>Volunteer group created for Big Bocs Bwyd &amp; polytunnel.</li> </ul>	INSET time – 29 <sup>th</sup> September	<p>INSET time for staff</p> <p>Tools / equipment for Big Bocs Bwyd.</p>	Sept. 2023 – July 2024	<p>Blog entries</p> <p>Pupil product</p>	<b>CURRICULUM</b>
	DL AoLEs	C4. Refine and review <b>Gwaith Cartref i Bawb</b> to ensure all areas have at least one project (KS3).	<ul style="list-style-type: none"> <li>2023/24 plan circulated and shared with all staff.</li> <li>Staff refined projects within curriculum areas.</li> <li>Exemplar work kept on shared area.</li> </ul>	INSET time – 29 <sup>th</sup> September	Time allocated for staff to refine projects	Sept. 2023 – July 2024	<p>Wall displays</p> <p>Pupil product</p> <p>Study Zone updated</p>	<b>CURRICULUM</b>
	RH	C5. Develop a range of teaching and learning strategies to support our <b>ALN and MAAT pupils</b> (WalkThrus).	<ul style="list-style-type: none"> <li>New Walkthru strategies shared and launched during INSET.</li> <li>Spring Term review used to evaluate inclusive teaching strategies.</li> <li>Tutorials &amp; resources created and uploaded to the CPD library.</li> </ul>	<p>INSET – 6<sup>th</sup> November</p> <p>Twilight INSET time</p>	<p>Meeting and development time.</p> <p>WalkThru books for new staff members</p>	Sept. 2023 – July 2024	<p>Teacher resources developed</p> <p>Pupil product</p>	<b>WELLBEING</b>

## DETAILED PRIORITIES (2023-24)

PRIORITY	LEAD STAFF	STRATEGY	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
D. Inclusion and ALN	RH	D1. To continue to implement the <b>ALN Bill</b>	<ul style="list-style-type: none"> <li>Staff received additional training and reminders on the importance of using OPPs to inform their planning.</li> <li>The majority of TA staff involved in the creation of OPPs.</li> <li>Talaxy used to aid the identification of ALN pupils in class.</li> <li>IDPs created for Ty Dysgu pupils.</li> </ul>	<p>Staff to be trained in new interventions.</p> <p>LJ to be fully supported in Ty Dysgu.</p>		Sept 2023 – June 2024	<p>Progression evident in ALN tracker.</p> <p>Evidence of OPPs in lesson plans for reviews.</p>	<b>WELLBEING</b>
	RH LJ	D2. To develop a <b>Trauma Informed School (TIS)</b> approach to support pupils with social and emotional needs	<ul style="list-style-type: none"> <li>Staff trained on the scientific theory behind the principles and ethos.</li> <li>All staff using Meet and Greet strategy.</li> <li>Having a TIS advocate in all areas.</li> <li>Introduced 'If only my teacher knew.....' to pilot with Year 7 in form time.</li> <li>TAs trained and using TIS strategies and activities.</li> <li>Parental TIS workshops held.</li> <li>Intervention sessions timetabled for target pupils with trained staff.</li> <li>Governors updated on progress made from staff that have completed the diploma in trauma informed practice.</li> </ul>	<p>INSET time for RH to plan with Year 7 form tutors.</p> <p>Separate training sessions for TAs and members of staff who wish to use the strategies.</p>	<p>Form time with personal development plan updated.</p> <p>Resources for Room 43.</p>	Sept 2023 – June 2024	<p>Improved attendance in class and school.</p> <p>Pupil product</p> <p>Staff and pupil voice</p>	<b>WELLBEING</b>  November 6 <sup>th</sup> INSET addresses this strategy.
	RH AO	D3. To promote a fully <b>inclusive classroom</b>	<ul style="list-style-type: none"> <li>Classroom practice adapted to accommodate all pupils.</li> <li>Areas updated displays of subject specific vocabulary.</li> <li>Staff trained in, and using, selected Walkthru strategies to support all pupils.</li> <li>ALN and MAAT pupils differentiated for effectively.</li> <li>Importance of giving pupils thinking time, during questioning, reinforced with staff during INSET.</li> </ul>	<p>INSET time – November 6<sup>th</sup>.</p> <p>Use of TAs to help with resources</p> <p>Area time to make changes and plan.</p>	<p>Support pack for each classroom (overlays whiteboards and pens, fidget toys, post its, handwriting pens highlighters etc</p>	Sept 2023 – June 2024	<p>Improved attendance in class and school</p> <p>Pupil product</p> <p>Lesson planning and observations</p> <p>Staff and pupil voice</p>	<b>WELLBEING</b>
	RLT	D4. Supporting pupils and families affected by <b>poverty</b> .	<ul style="list-style-type: none"> <li>'Pay as you feel' launched through Big Bocs Bwyd.</li> <li>Recycled uniform shop opened through Big Bocs Bwyd.</li> <li>Uniform policy changed to minimise costs.</li> </ul>	<p>Poverty Proofing training used to widen provision.</p>		Sept 2023 – June 2024	<p>Improved attendance of pupils affected by poverty.</p>	<b>WELLBEING</b>  Positive parental feedback specifically regarding leggings and uniform shop, which includes winter coat sales.  Recycled uniform shop was based in the main school during the summer holidays.  Additional supplier secured (J&S Products replaces Sew and Sew).



## DETAILED PRIORITIES (2023-24)

PRIORITY	LEAD STAFF	STRATEGIES	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
E. Care, Support and Guidance	RLT CM DJ	E1. To establish Pontarddulais Comprehensive as a <b>community focused school</b> .	<ul style="list-style-type: none"> <li>Cluster Family Engagement Officer (FEO) appointed, and role developed.</li> <li>Parental engagement activities after school developed further.</li> <li>Year 7 pupils learned about how we are a Dementia Friendly School.</li> <li>Big Bocs Bwyd 'pay as you feel' launched to support the community.</li> </ul>	Meeting time with school staff and FEO.	FEO funding for appointment  Cover time for visits for dementia friendly schools	Sept. '23 – Jan. '24	Attendance data.  Parental attendance of sessions – programme available throughout the year.  Pupils to present on dementia friendly schools update to governing body	<b>WELLBEING</b>  Time Out for parents to be delivered by FEO across our cluster – parental support sessions.
	RLT AO GB	E2. Further develop a whole school approach to <b>anti-racism</b> .	<ul style="list-style-type: none"> <li>Time for staff in INSET to develop resources that support anti-racist education.</li> <li>Diversity and Anti-Racist Professional Learning (DARPL) training provided during INSET.</li> <li>Links developed with other schools and to share best practice.</li> <li>Support from Partneriaeth requested in "decolonising the curriculum".</li> <li>Key staff to be trained by DARPL on anti-racism in education.</li> <li>"Show Racism Red card" event held.</li> <li>Schemes of work reviewed for all AoLEs to ensure decolonised topics are included</li> </ul>	INSET time – November 6th	DARPL materials.  Staff cover to attend training.	Sept. '23 – March '24	Monitoring of racist incidents.  Listening to learners' feedback.	<b>WELLBEING</b>
	RLT CM EJ	E3. To continue to develop strategies to enhance <b>school attendance</b> .	<ul style="list-style-type: none"> <li>Progress Managers coordinated year group competitions – celebration of winning form class at end of school year.</li> <li>Tracking spreadsheet used by Progress Managers/Attendance Officer to monitor individual year group concerns.</li> <li>Family Engagement Officer used to support specific families.</li> </ul>	Staff cover for meetings.	Funds for celebration trips per year group.	Sept. '23- July '24	School attendance data.  LA comparison data on attendance.	<b>WELLBEING</b>
	CM RLT	E4. To introduce and develop the <b>Talaxy system</b> in supporting the management of behaviour and achievement.	<ul style="list-style-type: none"> <li>All staff trained in using Talaxy to complete registers, monitor behaviour and achievement.</li> </ul>	INSET time – September 4th	Talaxy system	Sept. '23- Dec. 23	Talaxy data.  Update governing body.	<b>WELLBEING</b>

## DETAILED PRIORITIES (2023-24)

PRIORITY	LEAD STAFF	STRATEGIES	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>F. Resources &amp; Environment</b>	DJ RET RLT	F1. Develop <b>Drama Studio</b>	<ul style="list-style-type: none"> <li>New lighting rig and lighting desk purchased and installed.</li> </ul>	Staff cover to attend training	Self-funding. Monies raised from school concerts/productions	September 2023 – May 2024	Introduction of higher-level work earlier in preparation for GCSE. Increased uptake at GCSE level (Production). Develop the standards of school events – Musicals, Eisteddfod performance, Christmas concert. Hiring of the facility by community groups.	<b>PERSONNEL &amp; RESOURCES</b>
	AO RLT DJ	F2. Further support <b>staff wellbeing.</b>	<ul style="list-style-type: none"> <li>Areas identified to support staff wellbeing</li> <li>Furniture and equipment purchased.</li> <li>Staff wellbeing working party met to further consider practices.</li> <li>Health fayre held during an INSET day for all staff.</li> <li>To conduct a review to inform future practice.</li> </ul>	INSET time – January 8th	Covered from within existing stock	September 2023 – February 2024	Premises Report completed	<b>PERSONNEL &amp; RESOURCES</b>
	DL ME	F3. <b>Big Bocs Bwyd &amp; polytunnel</b> operational	<ul style="list-style-type: none"> <li>Provision of food supply from FareShare secured.</li> <li>Tesco Community Grant awarded (£500 - £1,500).</li> <li>Produce grown by pupils in the polytunnel used by pupils to cook food as part of Curriculum for Wales.</li> <li>Produce grown by the pupils made available to the local community.</li> </ul>		Self-funding and grants	August 2023 – April 2024	Premises Report completed	<b>PERSONNEL &amp; RESOURCES</b>
	DL RL	F4. Upgrade and increase <b>ICT provision</b> across the whole school.	<ul style="list-style-type: none"> <li>3-year ICT plan completed.</li> <li>11 x 86" interactive screens with brackets purchased (£15,480 Welsh Government funded)</li> <li>Interactive screens installed (£3,300).</li> <li>ICT suite refurbished (£8k annual leasing cost).</li> <li>12 Surface pros purchased and deployed to departments for curriculum delivery (£12k).</li> </ul>		School Development Budget & Leasing provision £23,800 and part funded Welsh Government £17,000	August 2023 – April 2024	Premises Report completed	<b>PERSONNEL &amp; RESOURCES</b>
	DJ ME RL	F5. Upgrade <b>cashless catering</b> system.	<ul style="list-style-type: none"> <li>Purchase and installation of system completed.</li> <li>Parental communication completed.</li> <li>Pupils registered.</li> <li>Pre-order App operated.</li> <li>Queueing times reduced.</li> <li>New menu choices introduced.</li> </ul>	Staff training	£9,180 allocated from delegated budget	July 2023 – April 2024	Premises Report completed	<b>PERSONNEL &amp; RESOURCES</b>
	DJ RL ME	F6. Upgrade <b>signing-in system.</b>	<ul style="list-style-type: none"> <li>System purchased and installed.</li> <li>Sign in via mobile App.</li> <li>Improved fire evacuation procedure.</li> <li>GDPR compliant.</li> </ul>	Staff training	£2,021 allocated from delegated budget	July 2023 – December 2024	Premises Report completed	<b>PERSONNEL &amp; RESOURCES</b>
	DJ AO DL	F7. Re-purpose <b>Spin Room</b> as multi-use classroom and fitness suite.	<ul style="list-style-type: none"> <li>Spin bikes sold.</li> <li>Flooring laid.</li> <li>Fitness equipment purchased and installed.</li> <li>Interactive screen purchased and installed.</li> <li>Go-pak furniture purchased.</li> </ul>		Credu funding and sale of spin bikes	July 2023 – October 2023	Premises Report completed	<b>PERSONNEL &amp; RESOURCES</b>
	DJ ME	F8. Continue to <b>upgrade building.</b>	<ul style="list-style-type: none"> <li>High level heating pipework renewed in downstairs Science, D&amp;T/Art areas, Network Room, Rooms 19 &amp; 20, Kitchen and associated corridors.</li> <li>Ceiling refurbishment completed in respect of Rooms 24, 20, 19, Music Practice Room, partial Room 18 and all associated corridors and store cupboards.</li> <li>Electrical refurbishment completed of the sports hall area, Humanities Block and outdoor changing rooms.</li> <li>Roofing refurbishment completed above D&amp;T and Art areas.</li> </ul>		No cost implication from delegated budget – funded by Local Authority	July 2023 – December 2023	Premises Report completed	<b>PERSONNEL &amp; RESOURCES</b>

## DETAILED PRIORITIES (2023-24)

PRIORITY	LEAD STAFF	STRATEGIES	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
G. Emerging priorities	AO RH JEV	To refine provision of <b>Health and Wellbeing</b> curriculum.	<ul style="list-style-type: none"> <li>Action plan created to address required improvements, which include literacy provision, numeracy provision and teacher feedback.</li> <li>Action plan monitored throughout the year.</li> </ul>	Bespoke CPD to be agreed as required.	Time for colleagues to collaborate and develop necessary resources.  Printing costs of resources for lessons.	Oct. 2023 – July 2024	Action plan	<b>CURRICULUM</b>
			•					
			•					
			•					
			•					

## HIGHER-LEVEL AND LONGER TERM PRIORITIES (2023 - 2026)

PRIORITY	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE
Community-based learning (National Mission – Objective 5)	<ul style="list-style-type: none"> <li>Appoint a Cluster Family Engagement Officer (FEO) to engage with families where pupils need additional support to engage in school life.</li> <li>Plan a programme of parental engagement sessions in school.</li> <li>Open Big Bocs Bwyd to the wider community to engage with families.</li> <li>Pupils learn how to grow, harvest, cook and sell food using the polytunnel and Big Bocs Bwyd through community involvement.</li> </ul>	FEO training.	Grant funded FEO	September 2023 – July 2025 Appoint by FEO by September 2023. Big Bocs Bwyd to open during Autumn 2023
National School Improvement Guidance used to drive school improvement	<ul style="list-style-type: none"> <li>Key staff and governors gain an understanding of guidance.</li> <li>Pupils and governors consulted on chosen priorities and strategies.</li> <li>All statutory guidance evaluated and in place for September 2024.</li> <li>Non-statutory guidance considered and adapted where of benefit to the school.</li> <li>New national priorities included in School Development Plans where it brings value to the school community.</li> </ul>	Extended headship team and aspiring leaders receive training initially. Middle leaders supported to reflect principles in their own school improvement practices.	Professional learning time for extended headship team and aspiring leaders.	Begin to implement statutory and non-statutory elements from September 2022 with evaluation informing full implementation by September 2024.
Embed a cross-cluster shared understanding of pupil progression	<ul style="list-style-type: none"> <li>The end product has been guided by the new curriculum’s principles of progression (five principles underpinning each area of learning).</li> <li>A holistic view of a pupil’s progress can be shared across the curriculum.</li> <li>Joint cluster INSET days, and additional meetings, held to achieve priority and foster networking across the cluster.</li> </ul>	Groups of staff require time and leadership to develop the curriculum, at an area/subject level.	Approximately £20,000 of funding per annum would be required to cover supply costs across the curriculum.	July 2022 – July 2025
Breaking down barriers (National Mission – Objective 2)	<ul style="list-style-type: none"> <li>ALN bill fully implemented.</li> <li>All pupils with statements of SEN (Special Educational Needs) transferred to the new ALN system.</li> <li>Trauma Informed School whole school approach implemented to support pupils with social and emotional needs.</li> <li>Fully inclusive classroom practices embedded.</li> <li>Universal provision approach used to ensure all pupils are supported to access the curriculum successfully.</li> </ul>			Fully implemented by September 2025.
Reduce the impact of poverty on pupils’ progression and attainment. (National Mission – Objective 2)	<ul style="list-style-type: none"> <li>PDG plan updated annually to provide detail on how pupils are supported.</li> <li>Additional maths and literacy intervention sessions are focussed on identified pupils.</li> <li>Parental engagement sessions used to support families.</li> <li>Financial support provided to support with uniform and other parts of school life.</li> <li>Pastoral and Ty Dysgu provision widened to support identified pupils.</li> <li>School uniform policy and practice updated and provision to include and second hand uniform shop.</li> <li>Every eFSM pupil to have benefitted from literacy and numeracy intervention programmes prior to beginning their GCSEs.</li> </ul>	Lexonik training provided where required.	PDG funding used (see separate plans). Big Bocs Bwyd used to support and engage with families.	Big Bocs Bwyd in place by October 2023  By September 2026 every eFSM pupil in Year 10 would have benefitted from literacy and numeracy intervention.
Develop a Cluster Core Curriculum (National Mission – Objective 1 and 3)	<ul style="list-style-type: none"> <li>Pupils learn from a core shared curriculum that provides coherency from ages 3-16 years of age.</li> <li>Staff have a shared understanding of the continuum of learning allowing for authentic links in to be made to prior learning allowing for a concrete schema of learning and improved pupil outcomes.</li> </ul>	Groups of staff require time and leadership to develop the curriculum, at an area/subject level.	Approximately £20,000 of funding per annum would be required to cover supply costs across the curriculum.	July 2022 – July 2025  2/3-year project, that can be partially implemented as it is developed.
Curriculum for Wales Assessment	<ul style="list-style-type: none"> <li>Intermediately continue with levelled summative assessments and current formative assessments.</li> <li>Explore and consider different approaches to assess progress.</li> <li>Make agreed changes when satisfied such a change will enhance pupil’s provision and outcomes.</li> </ul>	Engage with relevant networks.	Potential cost for supply cover, CPD and software. Cost currently unknown.	Research guidance and best practice 2022-23 whilst planning for implementation from September 2024.

## HIGHER-LEVEL AND LONGER TERM PRIORITIES (2023 - 2026)

PRIORITY	SUCCESS CRITERIA	CPD IMPLICATIONS	RESOURCES	TIMESCALE
Gwaith Cartref i Bawb full implementation and evaluation.	<ul style="list-style-type: none"> <li>GCIB fully embedded across KS3 with all Areas contributing to at least 2 projects.</li> <li>Parents, staff and pupils to provide feedback as part of a fuller self-evaluation.</li> <li>Each area to display GCIB work.</li> <li>Pupils become equipped to work at home independently.</li> </ul>	INSET time in Autumn 2022 and Autumn 2023.	Study Zone to be to be used as the learning platform.	Fully embedded by July 2024
Community focussed school (National Mission – Objective 5)	<ul style="list-style-type: none"> <li>Pupils learn how to address food waste and supporting children in becoming food literate.</li> <li>Big Bocs Bwyd installed with appropriate access and environment.</li> <li>Curriculum includes growing food in school using a polytunnel.</li> <li>Curriculum includes pupils cooking food they have grown.</li> <li>Pupils sell food they have grown.</li> <li>Community engaged through using Big Bocs Bwyd, volunteer work and organised evets such as coffee mornings.</li> <li>2G pitch installed and made available to the wider community for leasing.</li> </ul>	Key staff visit other schools to learn from other Big Bocs Bwyd projects.	Additional funding required to resource a polytunnel, gardening equipment and an external café area.	July 2022 – July 2026
New qualifications 2025	<ul style="list-style-type: none"> <li>Curriculum at key stage 3 and 4 reviewed, and amended, based on needs of qualifications.</li> <li>Resources, including staffing, evaluated against the needs of the qualifications and plans implemented as appropriate.</li> </ul>	Staff attend necessary exam board training events. Staff attend relevant networks.	INSET time required to disseminate within areas of learning and experience.	Prepare and plan from now until September 2025 then implement.
Pupils' conduct and culture.	<ul style="list-style-type: none"> <li>To conduct an updated behaviour health check using external providers.</li> <li>Character and culture roadmap updated to incorporate changes to PSE, RSE, RVE and the wider curriculum.</li> <li></li> </ul>	Use INSET time to inform all staff of outcomes and consult on addressing issues arising.	Cost of external provider approximately £2,000.	Autumn term 2023 or Spring Term 2024.
Whole school mental health and wellbeing approach embedded	<ul style="list-style-type: none"> <li>Key staff attend training sessions during 2022-2023 academic year.</li> <li>Agreed strategies embedded from September 2023.</li> </ul>	Training provided by NHS board.	Supply cover costs – currently unknown.	Launch from September 2023. Evaluate and update from September 2024.
High-quality teaching and leadership (National Mission – Objective 4)	<ul style="list-style-type: none"> <li>All teaching staff engaged in a programme of professional learning based on pedagogical approaches proven to be the most effective at supporting the success of all pupils.</li> <li>Particular focus based on supporting ALN pupils and those who are socio-economically disadvantaged.</li> <li>Clear professional learning path embedded from classroom teacher to senior leadership.</li> </ul>	INSET time Online CPD library created,	INSET time. Walkthru resources.	Online CPD library to be implemented by September 2023.  Whole school review of inclusive classroom practices evaluated by June 2024.
Cymraeg belongs to us all (National Mission Objective 6)	<ul style="list-style-type: none"> <li>The use of Welsh across the whole school is encouraged by all through different Areas of Learning focussing on specific phrases.</li> <li>Coordinator Cymraeg added to the school's TLR structure and an appointment made by September 2023.</li> <li>Welsh culture, 'cynefin', heritage and traditions promoted across the curriculum.</li> <li>Eisteddfod celebrations reintroduced in Spring Term 2024.</li> </ul>	INSET time to be used for organising Eisteddfod celebrations.	Coordinator Cymraeg TLR costs.	Coordinator Cymraeg in place by September 2023. Eisteddfod reintroduced for March 2024.

# Progress Tracker

		2023					2024						
		August	Sept	October	Nov	Dec	January	February	March	April	May	June	July
Task	Lead												
A1	CM												
A2	CM												
A3	AO												
A4	RH												
A5	DL												
B1	AO												
B2	AO												
B3	AO												
B4	DL												
B5	DL												
C1	DL/DJ												
C2	RLT												
C3	AO												
C4	RLT												
C5	RLT												
D1	DL												
D2	DL												
D3	DL												
D4	DL												
E1	RLT												
E2	RH												
E3	RH												
E4	RH												
F1	DJ												
F2	AO												
F3	DL												
F4	DL												
F5	DJ												
F6	DJ												
F7	DJ												
F8	DJ												
G1	AO												

## GLOSSARY

AoLE	Area of Learning & Experience
ALN	Additional Learning Needs
ALNCo	Additional Learning Needs Coordinator
ARR	Assessment Reporting and Recording
BAME	Black, Asian and Minority Ethnic
CPD	Continuous Professional Development
D&T	Design and Technology
DARPL	Diversity and Anti-Racist Professional Learning
DCF	Digital Competency Framework
EWO	Education Welfare Officer
eFSM	Eligible for free school meals
FEO	Family Engagement Officer
SHRN	School Health Research Network
GCIB	Gwaith Cartref I Bawb
GCSE	General Certificate of Secondary Education
GDPR	General Data Protection Regulation
ICT	Information Communication Technology
IDP	Individual Development Plan
INSET	In-Service Education and Training
KS3	Key Stage 3 (Years 7-9)
KS4	Key Stage 4 (Years 10-11)
LA	Local Authority
LNF	Literacy and Numeracy Framework
MAAT	More Able and Talented
OPP	One Page Profile
PDG	Pupil Deprivation Grant
PSE	Personal and Social Education
RSE	Relationships and Sexuality Education
RVE	Religion, Values and Ethics
SALUTE	Scales, Axes, Labels, Units, Title, Evaluation
SDP	School Development Plan
SER	Self-evaluation Report
SHRN	School Health Research Network
SNAG	School's Nutrition Action Group
SOAP	Subject on a Page
SoW	Scheme of Work
STAR	Stop Think Act Reflect
TA	Teaching Assistant
TAC	Team Around the Child
TIS	Trauma Informed School
TLR	Teaching and Learning Responsibility
WG	Welsh Government
WJEC	Welsh Joint Education Committee

STAFF ABBREVIATIONS WITH RESPONSIBILITIES

AO	Andrew Owens	Deputy Headteacher
AD	Anna Davies	Head of ICT
CM	Chris Mitchell	Care, Support and Guidance Coordinator
DJ	Dylan Jenkins	Resources Manager
DL	Dylan Lewis	Curriculum Coordinator
EJ	Emma Jones	Attendance Officer
ER	Eleanor Roberts	Acting Area Coordinator for English
GB	Georgina Bennett	Head of History
IH	Isabelle Hughes	Acting Literacy Coordinator
MCE	Mary Eager	Acting Area Coordinator for English
ME	Matthew Evans	Deputy Resources Manager
MN	Megan Nicholas	Numeracy Coordinator
PMc	Paul McNeil	Progress Manager – Year 11
RB	Ruth Bird	Area Coordinator for Welsh and Languages
RH	Rebecca Holland	Assistant Headteacher and ALNCo
RL	Ritchie Langley	Network Administrator
RLT	Rachel Thomas	Deputy Headteacher
RET	Rachel Tregembo	Area Coordinator for Expressive Arts
RR	Rachel Rees	Area Coordinator for Mathematics