

ST BERNARD'S HIGH SCHOOL



2023-24

SCHOOL IMPROVEMENT PLAN

1. Catholic Ethos/Christian Action

Action	Responsibility	Deadline	Resources/ Training	Success Criteria	Monitoring of Progress and Evaluation	Notes
Embed student leadership of prayer and liturgy even more deeply through the House System.	Chaplain, HOY	From Sept 2023	Assembly time, form time, PSHE and liturgy throughout the school year	<p>Explicit roles given to students alongside training by the school Chaplain to enable student leadership of prayer and liturgy to be embedded across the school.</p> <p>High levels of student preparation, leadership and participation. Student feedback shows students feel included in reflection and prayer.</p> <p>Tutor Group assemblies and House Masses show high level of engagement with the liturgical theme by all groups of students in the group.</p>	<p>SLT, Governors' Ethos Committee</p> <p>Heads of Year and form tutors monitor; HEB reports to pastoral meetings and Governors Ethos Committee</p>	
Develop a culture of religious literacy around Catholic School Teaching (CST) so that the Catholic ethos is shared and	All	From Sept 2023	Staff training Student exposure	HoY and HoD checks as well as observations and SLT learning walks	SLT, Governors	

understood by the whole school community.			through assemblies, curriculum time, tutor time, PSHE and where relevant in lessons.			
Further embed chaplaincy provision through the development of a Youth Chaplaincy Team.	SBM	From Sept 2023	Chaplaincy time	School chaplain liaises with key pastoral staff to recruit and develop youth chaplaincy team. Youth chaplaincy team launch and begin to perform in role.	HEB, AMD	Governors
Develop strategies for involving older students, particularly those in the sixth form to support the needs of students lower down the school.	SMJ, HEB, SBM and HoYs	Autumn term 2023	Planning time and 6 th form student time	Sixth form students involved in supporting students in the school through chaplaincy, tutoring or any other role in which they can contribute.	AMD	

2. Quality of Education

Action	Responsibility	Deadline	Resources/ Training	Success Criteria	Monitoring of Progress and Evaluation	Notes
Ensure the new RED implementation plan is effective and enables the delivery of the provision	Governors, SLT, HEB, RE department and all staff	Summer 2024	CPD for all staff	All staff aware of the requirements of the RED as relevant to their role	Governors	

expected in an outstanding Catholic school.						
Ensure a consistent approach to reading across the school. Our shared reading strategy fosters a love of reading and introduces a range of scholarly texts whilst identifying those with reading gaps for timely and effective support.	EAB, LAB and Library Team	Spring 2024	CPD for staff, additional resources purchased to support strategy	Students show an increased interest in reading for pleasure. Students read, understand, respond and debate a range of challenging texts. Identified readers are given effective and timely support to rapidly improve their access to the curriculum.	SLT and Governors	
Ensure that the provision for students with SEND in lessons evidences adaptive teaching in response to pupil passports, IEPs and EHCPs to help students to make at least good progress.	HoDs, SENCO, All teaching staff	Autumn term 2023	CPD for staff, continued support from SENCO and LSD	Students learning needs are regularly met in lessons and this is evidenced in lesson observations, learning walks, student books and student voice feedback.	HoDs, SENCO, SLT	
Embed teaching and learning policy. Ensure marking and feedback are in line with school policy across all subjects in all key stages. Ensure teaching practice at all key stages leads to progress and outcomes with focus subjects improving in line with	AHT Teaching and Learning, MLS, SLT Heads of Department	From Sept 2023	CPD Directed time, ML meetings, dept time, observations and QA processes Coaching processes	All teaching staff consistently demonstrate fruitful teaching and learning practice in lessons for all students including marking and feedback. Evidence in observations, learning walks and curriculum plans of cross curricular links	COB, HT, SLT line managers, HoDs Governors' T&L Committee	

<p>or above national expectations.</p> <p>Explicit teaching of cross curricular links with a focus on knowledge and skills and where possible, linking taught topics as part of the learning sequence.</p> <p>Student outcomes in terms of progress and attainment to be improved in the following subjects: MFL. And further improved in: Combined science, physics and PE</p>	<p>All teaching staff SLT and Department line managers</p>			<p>supporting the deepening of students' knowledge and skills.</p>		
<p>Revised subject specific data tracking system ensures continued aspiration and ambition for students recognising starting points.</p>	<p>MAL, BJO, MLs</p>	<p>From Sept 2023</p>	<p>CPD informal and formal</p>	<p>Subject specific flightpaths support a consistent approach to target setting and supports achievement across individual subjects.</p>	<p>HT. Governors</p>	
<p>Assessment procedures in departments ensures teacher predictions to target are accurate and robust.</p>	<p>MAL and all department line managers</p>	<p>Tracking data and results in August 2024</p>	<p>CPD Dept time</p>	<p>All students achieve outcomes in line with national outcomes and predictions closely match outcomes Minutes from department meetings show analysis of data, identify interventions for underachieving students and reviews the impact.</p>	<p>MLs, SLT, Governors T&L Committee</p>	

Students benefit from the Careers education provision across the school fulfilling our Gatsby benchmarks.	HLI	August 2024	CPD for new data manager Continued staff CPD	Implementation of wider careers programme including Morrisby, form time, PSHE and curriculum lessons support the success of the careers' education provision.	MAL, AMD	
Ensure CPD programme is responsive to the additional needs coming into the school for students with SEND to provide staff with training and strategies to meet the needs of students.	HEB and LWI	Termly CPD booklet.	CPD Wednesday programme in addition to twilights and staff meetings	Assessment and examination schedule supports reporting and intervention. This is in turn supports outcomes.	HT and Governors	
Introduction of STEM week.	PEH in liaison with HoDs science, maths, technologies	From Sept 2023	Mgt time	Students have access to and enjoy the range of activities and careers to which STEM week exposes them	AHT T&L, HT, Governors' T&L Committee	

3. Behaviour, Attitudes and Personal Development & Wellbeing,

Action	Responsibility	Deadline	Resources/ Training	Success Criteria	Monitoring of Progress and Evaluation	Notes
Consistent application of the behaviour ladder to ensure low level disruption is minimised and resolved in line with the expectations of the ladder.	HEB, Pastoral Team, All staff	From Sept 2023	CPD, dept meetings, staff briefings and meetings	Positive behaviour for learning continues to be a strength of the school.	HT, Governors	

				Reduction in behaviour points awarded for repeat offenders.		
Continue to further embed the attendance and punctuality progress that was made last year and produce case studies to share best practice.	HEB, SMJ, HoYs, Attendance officer, tutors All staff	From Sept 2023	Assemblies, student and parent meetings	Positive attendance and punctuality progress continues on half termly and termly comparisons in data	HEB, SMJ, HT, Governors' T&L Committee	
Reduction in low level disruption, send outs and suspensions.	HEB, Pastoral Team, All staff	From September 2023, termly and by the end of the academic year	Tutor time	In comparison with 2022, half termly data shows positive improvements	SMJ and SLT	

4. Leadership & management

Action	Responsibility	Deadline	Resources/ Training	Success Criteria	Monitoring of Progress and Evaluation	Notes
Work closely with governors on the timeline and consultation process for joining The Assisi Catholic Trust.	HT, SBM and governor panel	From Sept 2023	Governor time	Due diligence completed and presented to FGB. Consultation timelines followed and any points addressed.	Chair of Governors and Governors	
Successful induction of new SLT and middle leaders.	SLT	From Sept 2023	Mgt time for SLT and those involved	All new staff are successfully inducted, are getting to grips with the policies and procedures of the school feeling settled and welcome.	Governors' staffing committee	

				They know who to go to if they need support		
Ensure all middle leaders and postholders have sufficient support and challenge where there are discrepancies in student achievement	Line Managers	Throughout the year	Mgmt time for SLT and MLs;	Line management meetings target and tailor support so that improvement is substantial and sustained where needed	SLT, Governors' Staffing Committee	
Continue to support staff wellbeing, working closely with Staff Voice to achieve this.	Staff group	Throughout the year	Time for staff voice group	Positive staff relationships and improvements are evidenced and continue Mental Health Lead continues to support through in school role. SLT continue to support staff wellbeing when reviewing relevant policies and procedures	Staff voice group, SLT, Governors	
HT to work with SBM to ensure school can continue to innovate	AMD, PSE	By Spring term 2024	SIP review Line mgt	Budget allows for innovation and staff can institute new effective practice.	Governors	