

# SUMMARY OF ST AUGUSTINE'S COLLEGE IMPROVEMENT PLAN 2018-19

22<sup>nd</sup> October 2018

<p><b>Examination performance - areas of focus</b></p> <p><b>At GCSE</b></p> <ul style="list-style-type: none"> <li>• Narrow the gender attainment &amp; progress gap</li> <li>• Narrow the P8 English and P8 Maths gap between SEN and non-SEN</li> <li>• Narrow the attainment and progress gaps between prior attainment bands</li> <li>• Narrow the P8 Maths gap between Disadvantaged and Non-Disadvantaged</li> <li>• CSE 9-7, 9-4 above national average in all subjects</li> <li>• Value Added to be at least FFTD in all subjects</li> <li>• Remove 'within subject' variation between different teaching groups</li> </ul>	<p><b>Examination performance - areas of focus</b></p> <p><b>Sixth Form</b></p> <ul style="list-style-type: none"> <li>• Reduce within school variation between subjects</li> <li>• All subjects to become graded 3 (excellent) or higher in line with KS4 targets</li> <li>• Narrow the attainment and progress gaps between prior attainment bands</li> <li>• Narrow the gender attainment &amp; progress gap</li> </ul>
<p><b>Strand One: Catholic Life and Ethos</b></p> <ul style="list-style-type: none"> <li>• Deepen prayer in line with the diocesan pastoral plan, to include Eucharistic adoration.</li> <li>• Prepare for the diocesan section 48 inspection – implement findings of monitoring visit.</li> <li>• Initiate a staff chaplaincy committee to influence on chaplaincy, liturgy, and charitable works.</li> <li>• Form plans for the word of God as embodied in the Holy Scriptures can be more present in our school.</li> <li>• Further involve the students in reflecting on the school's mission and ethos, and how to develop it.</li> <li>• Ensure that all subject departments clearly communicate their contribution to Social, Moral, Social, Vocational and Spiritual Education.</li> <li>• Complete our commitment of charitable support to the Children of Choba, also continue to support CAFOD as well as other local and national charities.</li> </ul>	<p><b>Strand Two: Leadership and Management</b></p> <ul style="list-style-type: none"> <li>• Complete Department self-evaluation and action planning</li> <li>• Create a performing Arts faculty (Music, Drama, PA)</li> <li>• Quality Assurance Learning walks and Department Reviews</li> <li>• HODs to present evaluation of examination results to SLT following summer examinations</li> <li>• SLT / Middle leader common conversation to focus on college big four areas for improvement</li> <li>• Evaluate our use and understanding of the capability of SIMS</li> <li>• Sixth Form self-evaluation and action planning - explore ways to develop Post-16 offer</li> <li>• Provide opportunities for leadership development, succession planning, and distributed leadership</li> <li>• Improved opportunities for monitoring and enhancing staff well-being.</li> <li>• Enhanced opportunities for student voice and parliament.</li> <li>• Develop a whole school model for coaching</li> </ul>
<p><b>Strand Three: Teaching, Learning and Assessment</b></p>	<p><b>Strand Four: Personal development, Behaviour, Welfare</b></p>

<ul style="list-style-type: none"> <li>• To embed and evaluate systems for assessment and monitoring progress at Key Stage 3 following our most recent work post life after levels.</li> <li>• Develop our understanding of the Key Stage 2 curriculum with our main feeder primary schools</li> <li>• To evaluate the college's Year 7 to 10 PSHE programmes and update the Year 11 and 6<sup>th</sup> Form programmes.</li> <li>• Develop the curriculum area of the school website to enhance the communication of our curriculum narrative.</li> <li>• To ensure the college is in line with the Gatsby benchmarks in relation to careers education.</li> <li>• To provide opportunities in KS3 to de-compartmentalise the curriculum to support the curriculum in becoming cross curriculum more widely.</li> <li>• Review and monitor impact of SOPs for closing the gender gap</li> <li>• Create SOPs for providing stretch &amp; challenge for all students.</li> <li>• Measure impact of Marking and Feedback guidelines and amend as necessary.</li> <li>• Develop a T&amp;L policy which encompasses all SOPs</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure teachers are recording and using information shared, to meet individual needs of students (Mark Book coding)</li> <li>• Consistent application of Behaviour management across the College; including recording of incidents and utilisation of behaviour mentors</li> <li>• Increase our SIMS capacity as a tool for recording pastoral concerns</li> <li>• Expand the provision of initiatives to support individual students</li> <li>• Increase the utilisation of MHFA training that was undertaken by members of staff in 2017</li> <li>• Improve the access, for students, to pursue self-help; self-referral services</li> <li>• Collaborate with Wiltshire Virtual School to develop an initiative focussed on the wellbeing and mental health of LAC students in the WWA schools</li> <li>• Targeted pastoral support for boys with behaviour difficulties</li> <li>• Continue to monitor attendance and tackle problem areas</li> </ul>
<p><b>Strand Five: Finance, Premises, Resources, Marketing</b></p> <ul style="list-style-type: none"> <li>• Move towards a cashless payment system for catering, trips etc to reduce cash held and encourage online payment.</li> <li>• Produce a prioritised IT strategy for the next 3+ years to meet teaching and learning priorities and inform the budget.</li> <li>• Produce a short and long-term premises plan (both prioritised and costed) which meets teaching and learning aims.</li> <li>• Review reprographic and printing support to reduce costs and paper use. Aim to introduce Follow-me printing and Papercut in September 2019.</li> <li>• Develop a strategy to increase income generation – focus on lettings and catering initially.</li> <li>• Develop a marketing strategy to develop the profile of the college locally and more widely.</li> </ul>	<p><b>Strand Six: Governance</b></p> <ul style="list-style-type: none"> <li>• Formation of a robust and ambitious vision and business strategy for the College for the period 2019-2025</li> <li>• Ensure strong communications within the Governing body, in the light of new co-chairs, clerk, headteacher and SBM</li> <li>• Through its committees to oversee, monitor and evaluate the College development plan.</li> <li>• To ensure there is wise management of the budgets, premises, resources and employees of the college</li> <li>• To ensure compliance with statutory requirements, including required policies and procedures</li> <li>• To ensure development of the Catholic life of the college</li> <li>• Continue to recruit to the Governing body, or as committee members, those with appropriate skills or experiences</li> </ul>