

EFFECTIVE LEADERSHIP

Objectives/ Targets to bring about improvement	Success Criteria	Actions to bring about improvement	Time/ Materials/ Staff/ Costings	Current Position	Monitoring & Evaluation	Staff/Lead Responsibility	Time Scale
Promotion of Catholic Ethos	Christian values underpinning all aspects of school life Continued enhancement of principles behind "Fully Alive" Excellent relationships between teachers and pupils Teachers have a strong sense of loyalty to the school ethos and vision Pupils show a strong sense of belonging to the school community; opportunities are created for the pupils to have interest in and involvement with, the wider community at a local/global level	Action Plans arising from the School Development Plan place emphasis on promoting the highest levels of pastoral care. Provide a safe and secure environment where pupils and staff can work and learn together Team/Ethos building events Religious services Charitable endeavours Volunteering opportunities activities		Integral to the school	On-going	RE Department MSA BoG VP Staff Pupils	2016-19
Raising Standards KS3/4/5 Improvement in A2 results by almost 5%	Pupils achieving full potential Robust support systems KS3: 100% level 5 in English & Maths KS4: 100% 5/7 GCSE inc English and Maths A2: 87% = 3A*-C A2: 100% = 2 A*-E Improvement in league table position Education outcomes reflect positively on the school, comparing well against performance of similar schools Focus on A2	Development of Baseline testing/ formalised academic tracking/ Yellis, GL assessment at transfer, Development of formalised mentoring tracking Standardising of schemes of work TLNI/Next Practice sharing practice inter/intra departmentally Action Plans arising from the School Development Plan place emphasis on promoting the highest levels of Teaching and Learning. Guidance for parents in supporting their children how to study. Review of the 4 strands of QA		Improvement in A2 results by almost 5%	On-going	Principal Vice Principal SLT HoDs Year Heads Subject Teachers Form Teachers School Council	2016-19
Assumption Staff Roles/ Development	Effective and economic deployment of staff Opportunities for CPD/Staff Working Parties (PRSD) Effective induction for new staff Governors as support mechanism Development of role of Form Teacher/ Year Head/HoDs/SLT Raise staff self-esteem Heightened awareness of professional development requirements Preparation of new A2 specifications	Audit of existing staffing Redeployment as appropriate Review of roles and staffing structure Identification and sharing of best practice- Action Plans- Minutes-Schemes of Work Staff training Respond to curriculum changes and new specifications at A2 Co-opting of staff onto leadership roles	Designated curriculum time	Significant progress made this year	On-going	Principal Vice Principal Senior Teachers HoDs Year Heads	2016-19
Staff Voice/Wellbeing	A motivated staff with opportunities to develop Positive Staff Feedback Engagement in value added activities	Active Staff Committee Staff running club/ social gatherings Working Parties Staff Feedback Celebrating Staff Achievements Staff Training Listening forum		Target to continue as a priority in next academic year	On-going	All staff	2016-19
Admissions and Transition	Increased applications +14 years Cater for all pupils regardless of religious affiliation Meet the needs of the community Consider applications from boys Clear and coherent Admissions policy Close links with Primary Schools Close links with BLC	Year 8 induction/Sampler Day/ Open Day Prominence on SDP Action Plans place emphasis on promoting the philosophy and strategic thinking behind Admission Policy Development of a new Admissions policy Increased Primary school links Providing transport Promotion of cross phase links		Admissions have improved in terms of GL grades	Pertinent data On-going	SLT Year 8 Year Head	2016-19