

HOLY FAMILY PRIMARY AND NURSERY SCHOOL

STRATEGIC GOALS AND TARGETS 2016-2019

PRIORITY 1: Staff Performance

2016 - 2017

Goal By June 2017 all staff will enhance their competency in their utilisation of the Using ICT levels of progression relative to their current practice.

Targets

- All staff will undertake a pre and post action plan competency audit related to the Using ICT levels of progression
- The staff development programme will have a specific "Using ICT levels of progression" focus
- Annual CRM feedback to all teaching staff will have a "Using ICT levels of progression" focus
- Staff will engage in specific "Using ICT levels of progression" standardisation training
- ICT curriculum monitoring will focus on effective levelling of pupils' ICT work
- "Using ICT levels of progression" clinics will be held on a monthly basis by the ICT co-ordinator
- "Using ICT levels of progression" workshops will be held on a termly basis by the Assessment co-ordinator

2017- 2018

Goal Staff performance in catering effectively for pupils with specific learning difficulties will be enhanced.

Targets

- The staff development programme will have a specific spld/differentiation focus
- All teaching and classroom based staff will undertake professional development activities from the DE SEN file related to Spld
- All staff will undertake a personalised pre and post action plan audit on dyslexic friendly provision based on the BDA model
- Annual CRM feedback to all teaching staff will have a SEN focus
- A specific SEN/inclusion action plan will be created and implemented during this academic year

- SEN monitoring during the course of the year will have a specific focus on spld provision
- Termly feedback will be delivered to all teaching staff and classroom based staff on the quality of spld provision
- All teaching staff will have the opportunity to teach with a colleague in a lesson which caters specifically for spld pupils
- Excellent spld provision practice videos will be created and utilised during staff development activities
- Staff will have the opportunity to experience SDD with a focus on the importance of Inclusion and catering for Inclusion

2018 - 2019

Goal **Staff performance in the delivery of practical Maths will be enhanced**

Targets

- The staff development programme will have a specific practical Maths focus
- Team teaching will be utilised during the year to support the dissemination of effective practical Maths activities
- Annual CRM feedback to teaching staff will have a practical maths focus
- Video lessons of outstanding practical maths lessons will be utilised during staff inset and made available to all staff
- A specific action plan will be created to ensure enhanced provision and delivery of practical maths
- Staff will be encouraged to adopt a practical maths PRSD criteria this year
- Enhanced practical maths resources will be secured during the academic year for pupil use
- The Quality Assurance Policy will be evaluated

PRIORITY 2: Learning and Teaching

2016 - 2017

Goal By June 2017 70% of staff will demonstrate enhanced regularity in the delivery of practical based WAU activities relative to their current practice.

Targets

- A specific WAU action plan will be created which will ensure enhanced provision and outcomes associated with the use of practical based learning. This will be led by the WAU co-ordinator
- All staff will undertake a pre and post practical WAU lessons audit
- The staff development programme will have a specific practical WAU focus
- Team teaching and specialist teaching will be available to secure effective dissemination of excellent practical based learning practice
- Teaching and classroom assistant staff will have the opportunity to participate in key stage specific practical based learning INSET on at least three occasions during the academic year
- Staff will be encouraged to adopt a practical based WAU learning PRSD target this year
- Enhanced practical based learning resources will be secured during the academic year for pupil use
- Quality Assurance policy will be developed and implemented

2017 - 2018

Goal All staff will have enhanced competency in the identification and support of pupils with specific learning difficulties

Targets

- All teaching/classroom based staff will undertake staff development activities related to:
 - Spld
 - Effective differentiation
- All teaching staff will plan for and deliver clearly differentiated literacy lessons on a daily basis. This maybe catered for via specific literacy/numeracy setting in P6 and P7
- All teaching staff will evaluate the effectiveness of both their literacy differentiation and spld provision on a weekly basis
- All teaching staff will provide clearly differentiated literacy homeworks four days per week. This maybe delivered via setting in P6 and P7

- The SENCO/SEN staff will monitor spld/differentiation provision across all primary year groups each half term and provide staff feedback on the provision
- The school will continue to retain BDA Dyslexic Friendly status
- All staff will be trained in, and utilise, the latest and most effective spld ICT software to support pupils with Spld
- Whole school provision of linguistic phonics will be reviewed and evaluated
- Whole school age-appropriate key indicators of spld will be created, disseminated and utilised
- Pre and post action plan audit will be conducted with staff re confidence and competence in catering for pupils with Spld
- All teaching staff will be encouraged to adopt a SEN/Inclusion PRSD criteria this year

2018 - 2019

Goal All teaching staff will have a raised capability in the use of practical maths to support learning and teaching

Targets

- The learning and teaching co-ordinator will support the maths co-ordinator in the attainment of this goal
- Staff inset will have a clear practical maths focus
- All teaching staff will experience staff development related to effective practical maths provision
- All teaching staff will undergo professional development activities related to practical maths in:
 - Space/shape
 - Data handling
 - Number
 - Measurement
- All teaching staff will be encouraged to adopt a practical maths PRSD criteria this year
- Quality Assurance policy will be evaluated
- Dissemination of excellent practice will be completed via observation and/or video evidence

PRIORITY 3: Pupil Performance

2016 - 2017

Goal By June 2017 at least 30% of those AA & A group pupils currently attaining stanine 4 in PTE and PTM will improve by at least one stanine.

Targets

- A targeted list of pupils who will be the focus for this priority will be established by the relevant co-ordinators. The Learning and Teaching Co-ordinator will provide assistance to the relevant co-ordinators in the delivery of this overall priority.
- All teaching staff will include these targeted pupils on their class diagnostic targets in November 2016.
- The targeted pupils will be a focus for individual class teachers during literacy and numeracy lessons.
- Two SEN teachers will be allocated to provide setting support in Primary 6 and Primary 7.
- Setting for literacy and numeracy will be established for all P6 and P7 pupils throughout the entire year.
- Homework support club will operate for P4 - P7 pupils.
- Nurture provision will be operational for P1 - P3 classes and this will support targeted pupils within the class.
- SEN withdrawal provision will be available for P3 - P5 classes and this will support targeted pupils within the class.
- Literacy and numeracy co-ordinators will monitor the progress of targeted pupils on a twice a term basis and during all monitoring activities.
- Numeracy/Literacy feedback for this targeted group will be a standing item on the SLT agenda.
- Quality Assurance Policy will be developed and implemented.

2017 - 2018

Goal 60% of pupils with spld will increase their spelling and grammar performance in PTE by at least two points relative to PTE performance in 2017-18

Targets

- All staff will conduct pre and post action plan analysis of pupil performance in PTE
- All pupils with Spld will be set personal performance targets in spelling and grammar at beginning of the academic year
- The school will continue to promote and utilise Accelerated Reading with all pupils
- SEN provision will focus on spelling/grammar provision and intervention

- IEPs and GEPs will have age/ability appropriate spelling and grammar targets throughout the year
- All pupils with spld difficulties will have fortnightly check up assessments related to spelling and grammar
- Each half term staff who secure the best spelling and grammar outcomes from pupils will disseminate the strategies utilised to the rest of the staff via inset
- Video clips of highly effective spelling/grammar teaching strategies will be recorded and made accessible to all staff and parents
- All spld pupils will receive additional daily SEN support for the duration of this academic year
- All teaching staff will be encouraged to adopt a SEN/Inclusion PRSD criteria this year
- SENCO feedback for this targeted group will be a standing item on the SLT agenda

2018 - 2019

Goal 90% of P4 - P7 pupils will secure level of progression outcomes at least in line with their predicted levels in Using ICT.

Targets

- An ICT action plan will be created and delivered to support the attainment of this goal
- Level of progression targets in using ICT will be established in September 2018
- All classes will have daily access to an IWB
- All P4 - P7 pupils will have twice weekly access to appropriate Apps to support attainment in Using ICT
- The revised ICT scheme of work will be fully implemented
- Curriculum monitoring/feedback will have an ICT focus this year
- Levelled tasks for P4 and P7 classes will be utilised each term
- ICT co-ordinator will chair the initial Using ICT target setting meeting and subsequent meetings throughout the year
- Enhanced ICT resources will be secured to support the attainment of our goal
- The staff development programme will have an ICT focus throughout the year
- Using ICT levelling meetings will form part of our staff development programme
- The school will retain the ICT Mark accreditation
- Quality Assurance Policy will be evaluated