

# Cowbridge Comprehensive School



## Ysgol Gyfun Y Bont Faen

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School Improvement Plan **2021- 2023**

*Our motto: **Education, inspiration and opportunities for life***

## **Our Aspirations**

We have high aspirations and we are committed to excellence, equity, equality and wellbeing for all. Our strategy is to further develop our curriculum, resources and teaching to achieve and sustain excellence. We see our core purpose as providing engaging, exciting and challenging learning opportunities which result in ambitious, capable learners, committed to lifelong learning. We aim to develop our students' knowledge, skills and qualities to enable them to be successful, happy, resilient and healthy citizens of Wales and the world.

We continually strive to develop and improve at all levels so that we are the first choice for families and their children, not just for academic success but because we care about every child and wish for them to feel valued members of society.

Our young people demonstrate high quality relationships with us and our wider community. We are committed to sustaining and further developing high quality partnerships so that students develop into enterprising, creative and positive role models for others in our community and beyond.

We are committed to continuously developing a high-quality education profession, where the best teachers and support staff work effectively together, for the ultimate benefit of every individual student. We believe that we are more than just a school; we provide a venue where a broad range of enrichment activities and community activities to enable young people to gain experiences that may otherwise be inaccessible to them.

## **Improvement Priorities**

In arriving at our improvement priorities, we took account of the views of the school community, last year's School Improvement Plan, Welsh Government national priorities, including Successful Futures, Teacher Professional Standards the Estyn Inspection outcome in 2019, and legislative responsibilities. The 3 ongoing Key Priorities for 2021 -2023 are summarised as follows:

Key priority 1: Develop exceptional standards of wellbeing and learning *with*

Key Priority 2: Outstanding care, support, provision and guidance *and*

Key Priority 3: Inspirational leadership and teaching

*Education, inspiration, opportunities for life*

## Cowbridge Comprehensive School

### The Big Picture - 3 Year Priorities 2021 - 2024

*Develop exceptional...*

**KP1. Standards of wellbeing and learning**

**(Estyn IA: 1)**

*with outstanding...*

**KP2. Care, Support, Provision and Guidance** **(Estyn IA: 2 & 4)**

*and principled and inspirational...*

**KP3. Teaching and Leadership** **(Estyn IA: 3 &5)**

*Education, Inspiration, Opportunities for Life*

Estyn IA = Estyn Inspection Area

*Simplicity is the ultimate sophistication*  
Leonardo Da Vinci

## Cowbridge Comprehensive School - The Big Picture

### Key Priority 1: Develop exceptional standards of wellbeing & learning

1. Implement a recovery plan to improve pupils' learning and wellbeing, enabling them to reflect, refocus and reconnect as resilient learners (pandemic 202) (AFS Learning, JLG Wellbeing)
2. Outcomes at all levels maintained and improved by introducing, implementing, monitoring and evaluating the Teaching, learning, blended and distance learning policies (AFS)
3. Improve pupils' **literacy/numeracy** skills, specifically low attaining pupils (RWS/CCE)
4. Raise aspirations, progress, engagement and attendance of **disadvantaged pupils (e-fsm/LAC) address any evidence-based regression from the pandemic** (DGS)
5. Outcomes at **GCSE and A level sustained** to ensure all pupils are motivated to learn and achieve ambitious targets, particularly in recovery phase of pandemic (AFS)
6. Develop a strategy for the 3-11 phase (JLG)

### Key Priority 2: Provide outstanding care, support, provision and guidance

1. Engage fully with the Pivotal Wellbeing and Behaviour programme, involve all staff in in-house training. 'Instructors' coach and develop culture, staff strategies and approaches to secure consistently good and excellent behaviour (JLG/RBM/OLS)
2. **Implement the wellbeing**, health and fitness whole school strategy to improve pupils' emotional resilience so that they cope well with complex life issues (DTS/JLG/DGS)
3. All subjects develop **a subject specific recovery strategy** to assess pupils' subject progress and identify and improve any deficits in learning (AFS/CLs)
4. Review the curriculum in Lower School (Y7 &8) to develop excellent curriculum provision by exploring Successful Futures and developing skilful learners ready for GCSEs and lifelong learning (JLG)
5. Transform the catering provision so that all food is healthy, nutritious and affordable (BWS)
6. Develop a Strategy for Community 'Employment Partnership Scheme' to link pupils with world of work (AFS)

### Key Priority 3: Inspirational teaching and leadership

1. Ensure all staff over time, participate in Outstanding Teacher Programme and Leadership (OLEVI) Certified Instructors to lead in directed time to develop, hone and share good/ excellent practice regularly through observation, collaboration, and developing open door culture -staff learn from each other regularly (AFS)
2. Further develop teaching so that all lessons are consistently excellent. Joint lesson observations further improve discussion, ensure that feedback to teachers is supportive, focused and identifies clearly, areas to improve/trial (AFS)
3. All staff (led by CLs) identify personalised areas to improve teaching and provision for Blended Learning by conducting relevant research, attending CPD sessions, operating an open door culture to regularly learn from & observe colleagues (peer) to find efficient and effective ways to teach and learn (All via SLT LINK Depts. JLG)
4. **Review and further develop a CPD programme for all teachers to achieve excellence including linking with** ITE as a partner school with Yr Athrofa to train effectively tomorrow's teachers (JLG/RWS)
5. Further review and develop ALN and wider provision, including teaching and leadership to ensure that all pupils with ALN, vulnerable learners, disadvantaged pupils thrive (DGS)
6. Further improve and extend senior leadership skills and experience by engaging with the Executive Partnership with Archbishop McGrath Catholic High School (DTS)

## **Additional: Dream big, and then dream bigger!**

### **Additional Aspirational: Resources and facilities development (funding dependant and not in priority/action order) (BWS)**

1. Build extension to the Art Block (Trust Funding once 'Old Sixth Form' sold) Develop science areas
2. Create outdoor wellbeing and learning areas including woodland areas
3. Further develop the wellbeing garden and wellbeing facilities
4. Develop and implement additional buildings for offices and temporary Reception Area (pending completion of new build 3-11)
5. Further develop additional catering provision e.g. Street Food area, which, aligns with Catering transformation