

Cowbridge Comprehensive School



Ysgol Gyfun Y Bont Faen

Education, Inspiration and Opportunities for Life

School Improvement Plan 2019- 2022

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

Our Aspirations

We have high aspirations and we are committed to excellence, 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, community activities and educational visits 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 Standards the Estyn Inspection Framework 2017, previous inspection findings and legislative responsibilities. The 3 Key Priorities for 2018-2021 are summarised as follows:

Key priority 1: Achieve exceptional standards 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 2019 - 2021

SUSTAIN exceptional...

KP1. Standards (Estyn IA: 1)

with outstanding...

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

and inspirational...

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

Education, Inspiration, Opportunities for Life

1. Priorities 2019- 2021

Estyn IA = Estyn Inspection Area

Simplicity is the ultimate sophistication
Leonardo Da Vinci

Cowbridge Comprehensive School - The Big Picture

Key Priority 1: Sustain exceptional standards

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

1. Improve pupils' **literacy/numeracy** skills, specifically low attaining, SA(+), ALN pupils to close the gap in outcomes. **Improve L2, L2+ (CCE, RWS)**
2. Raise aspirations, progress, engagement and attendance of **disadvantaged pupils (e-fsm/LAC)** to secure high outcomes and reduce the current gap in performance compared to non-eFSM **(DGS)**
3. Improve the performance of pupils in subjects which have 3-year trend of below average performance/value added (L2) **(DTS/AFS, SLT Link)**
4. Outcomes at GSCE sustained by embedding new curriculum at Y9, to ensure all pupils are motivated to learn and achieve ambitious targets

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 excellent behaviour **(JLG)**
2. Develop a 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 students to have lessons with high challenge, learn strategies to cope successfully (growth mind-set) with failure and become more resilient to dealing with complex situations in line with principles of **Successful Futures**. Explore draft AoLEs and consider implications **(CLs & SLT)**
4. Monitor, review and evaluate new curriculum provision now in place for low ability (Prince's Trust, hairdressing etc) **(SLT)**
5. All subjects to differentiate and cater for low attaining pupils so that provision ensures engagement and outcomes are improved and in line with/exceed value added projections. ALN Act fully implemented **(All CLs, DGS)**
6. Develop a whole school strategy to 'Save the Planet and assist with reducing the impact of climate change **(Student Leadership groups & key staff)**

Key Priority 3: Inspirational teaching and leadership

1. Refine even further data analysis so that SER and actions at MLL and SLT level is sharp, swift, maximises action planning time and reduces time on written evaluations **(led by SLT for ALL)**
2. Ensure all staff over time, participate in Outstanding Teacher Programme - 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)**
3. Further develop teaching so that all lessons are consistently good and strive towards regularly being excellent. Joint lesson observations further improve discussion, ensure that feedback to teachers is supportive, focused and identifies clearly, areas to improve/trial **(AFS)**
4. All staff **(led by CLs)** identify personalised areas to improve pedagogy by evaluating lessons against the CCS Framework/ research, operating an open door culture to regularly learn from & observe colleagues (peer) to find efficient ways to teach and learn **(All via SLT LINK Depts)**
5. Further develop leadership by ensuring all staff and particularly MLL have access to deeper level training and specifically team development
6. All leaders/aspiring leaders participate in Olevi leadership programmes. Accredited leaders develop excellence in leadership skills and practice **(Olevi - AFS) (Wider Team development DTS/SLT)**
7. Improve teachers' skills and practices in the **teaching of literacy/numeracy** to further improve outcomes, particularly for low ability pupils **(CCE/RWS)**
8. Lead ITE as a partner school with Yr Athrofa to train tomorrow's teachers **(JLG/CCE/RWS)**
9. Introduce 'Steering Groups' at senior level to include a greater number of senior MLL staff so that leadership decisions are distributed and include a greater range of staff **(DTS)**

Additional: Dream big, and then dream bigger!

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

1. Maximise Learning Resource Centre by adding a mezzanine floor and improve resources for teaching and learning, specifically enhance access to technology (achieved summer 2017)) **New layout/furniture for 2019 (planned for autumn)**
2. Improve facilities and resources for pupils during break and lunch times (Refreshers, Courtyard and other canopies, games e.g. table tennis, Garden etc. Partially started/achieved & ongoing)
3. Renew and extend technology (infrastructure) across the site introduce new hardware
4. Build extension to the Art Block (Building planning already obtained) Trust Funding once 'Old Sixth Form' sold
5. Improve facilities for health, fitness and wellbeing (External Funding)
6. **Redesign and refurbish toilets in B Block (open plan) - to become hairdressing salon Sept 2019**
7. Continue to enhance the facilities and resources for the Sixth Form (achieved summer 2017 & Ongoing)
8. Review English workroom/spaces to consider interventions/ effective resourcing (SLT to Move??)
9. Review Design & Technology workroom/open spaces to consider interventions/ effective resourcing
10. Art/ photography – install an Apple mac suite. (achieved Summer 2017)
11. Implement enhanced and extended ICT facilities for science (planned and authorised for summer term 2019)
12. **Develop vacant caretaker's accommodation into a Student Leadership Centre ready for opening in September 2019 (plan costed & work to take place summer hols 2019 to Oct half term 2019)**