

Cowbridge Comprehensive School



Ysgol Gyfun Y Bont Faen

Education, Inspiration and Opportunities for Life

School Improvement Plan 2020- 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, Estyn Inspection outcome in 2019, and legislative responsibilities. The 3 ongoing Key Priorities for 2020 -2023 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

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The Big Picture - 3 Year Priorities 2020 - 2023

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)

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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

1. Develop a recovery plan to address any deficits in pupils' learning and wellbeing, caused by the pandemic 2020 (DTS)
2. Outcomes at all levels maintained and improved by introducing, implementing, monitoring and evaluating the Blended and Distance learning policy (AFS)
3. Improve pupils' **literacy/numeracy** skills, specifically low attaining pupils (RWS/CCE, CLs)
4. Raise aspirations, progress, engagement and attendance of **disadvantaged pupils (e-fsm/LAC)** taking into account any regression from the pandemic (DGS/JLG)
5. Outcomes at **GSCE and A level sustained** to ensure all pupils are motivated to learn and achieve ambitious targets, particularly in recovery phase of pandemic (JLG/ RBM)

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 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. Monitor, review and evaluate new **curriculum provision** now in place for low ability (Prince's Trust, hairdressing etc.) (JLG/RBM)
4. All subjects develop **a recovery programme** to assess pupils' subject progress and identify deficits in learning (CLs)
5. Develop **online, blended and distance learning provision** to ensure all pupils feel supported and are able to engage successfully with online learning (AFS/RWS/CLs)

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.)
4. **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. 'Steering Groups' (T&L/H&W) at senior level, explore strategies for online and blended learning which have long term impact (SLT)

Additional: Dream big, and then dream bigger!

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

1. Develop the LRC into a vibrant, multi-use area
2. Build extension to the Art Block (Trust Funding once 'Old Sixth Form' sold)
3. Implement enhanced and extended ICT facilities for science (planned for summer term 2021)
4. Create outdoor canopied area for Sixth Form (off Scholars patio)
5. Further develop the wellbeing garden and wellbeing facilities