

# **GOWERTON SCHOOL**



## **Post Inspection Action Plan 2017**

## Recommendation 1 - Improve the progress that all pupils make in lessons

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>Ensure that teaching is successful in engaging pupils' interest and how well it develops their skills, knowledge and understanding to an appropriately high level as they move through the school (Rec 1)</b>	KL JW All staff	Commit INSET for one year to developing staff pedagogy and the implementing of skills in lessons at KS3	INSET. Department meetings	Time allocated in calendar for INSET days and twilight sessions	September 2017 ongoing	Lessons reflect a change in emphasis on skill progression	Work scrutiny report Pupil feedback Lesson observation findings	<b>SI</b>
	KL JW All staff	Work scrutiny to focus on skill progression for 2017-18	INSET.	Cover for work scrutiny	September 2017 ongoing	Pupils work reflect a change in emphasis on skill progression	Work scrutiny report Pupil feedback Lesson observation findings	<b>SI</b>
	KL JW All staff	Remove lesson calls for two years to enable staff to take risks and focus on skills	INSET Resource sharing	Time allocated in calendar for INSET days and twilight sessions	September 2017 ongoing	Lessons reflect a change in emphasis on skill progression Pupils work reflect a change in emphasis on skill progression	Work scrutiny report Pupil feedback Lesson observation findings	<b>SI</b>

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
	SP All staff	Continue with S2S work with local schools to enable staff to share effective practice and resources	Staff coaching model	Cover for visits Approx. £2000	September 2017 ongoing	Lessons reflect a change in emphasis on skill progression Pupils work reflect a change in emphasis on skill progression	Work scrutiny report Pupil feedback Lesson observation findings S2S evaluations	SI
	SP All staff	Highlight teaching and learning as part of Autumn Standards review	Review prep time with SP	Cover Approx. £300	September 2017 ongoing	Lessons reflect a change in emphasis on skill progression Pupils work reflect a change in emphasis on skill progression	Standards review document	SI
<b>Improve the quality of teachers' short, medium and long-term planning and how well their planning benefits from purposeful schemes of work</b>	DS SP Skills team HOD	Complete overhaul of SOW (see 1.3)	Whole school INSET	Cover Approx. £2000	September 2017 ongoing	SOW reflect a change in emphasis on skill progression Pupils work reflect a change in emphasis on skill progression	Work scrutiny report Lesson observation findings	SI
	SLT HOD	SOW and resources scrutinized as part of formal lesson observation programme 2017-18 QA lesson	Coaching for staff in how to observe lessons and write up evaluations	Cover Approx. £2000	September 2017 ongoing	Lessons reflect a change in emphasis on skill progression Pupils work reflect a change in emphasis on skill progression	Work scrutiny report Lesson observation findings	SI

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
		observation feedback						
	DS SP Skills team HOD	SOW and resources monitored every half term. Success shared and issues resolved	INSET	Cover Approx. £200	September 2017 ongoing	SOW reflect a change in emphasis on skill progression Pupils work reflect a change in emphasis on skill progression	Work scrutiny report Lesson observation findings	SI
<b>Ensure that staff plan collaboratively and effectively</b>	KL JW	Use of inset time to encourage further dept planning. Sharing good practice in inset	inset		September 2017 ongoing	SOW reflect a change in emphasis on skill progression. Lessons reflect a change in emphasis on skill progression	Staff feedback Work scrutiny Lesson observations	
<b>Ensure staff use a range of approaches and resources to engage their interest and to challenge all groups of pupils, including those with additional learning needs, to</b>	HW SM TBD	Introduce thematic teaching and learning pilot programme for pupils in band D	INSET for staff involved in pilot scheme	1.5 teaching staff Approx. cost £40000	September 2017 ongoing	Lessons reflect a change in emphasis on skill progression Pupils work reflect a change in emphasis on skill progression	Work scrutiny Lesson observation findings Pupil feedback	SI

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
achieve as well as they can (Rec 1)								
<b>Develop questioning as a tool to develop deeper understanding amongst pupils</b>	KL JW CH	English dept. to pilot scheme utilizing Blooms taxonomy to develop deeper questioning for deeper understanding	INSET English staff on Blooms taxonomy	Cover Approx. £300	September 2017 ongoing	Lessons reflect a change in emphasis on deeper understanding	Work scrutiny Lesson observation findings Pupil feedback	<b>SI</b>
	KL JW	Roll out programme across school based on pilot	INSET		September 2018 ongoing	Lessons reflect a change in emphasis on deeper understanding	Work scrutiny Lesson observation findings Pupil feedback	<b>SI</b>

**Recommendation 2 - Improve pupils' standards in Welsh and information and communication technology across the curriculum**

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>All pupils – acquisition and application of Literacy/ Numeracy /ICT skills</b>	SLT Skills team	Whole school INSET to outline expectations for all staff in relation to replacing KS3 curriculum. Focus on skills acquisition and application. Whole school focus for INSET for entire year.	Whole school INSET Twilight follow ups	Time allocated in calendar for department meetings.	June 2017	All staff are aware of expectation and level of challenge	INSET documents INSET evaluation	<b>S&amp;P</b>
	DS Skills team HOD All staff	Skills team to meet every dept. to review and replace SOW in KS3. New SOW incorporates LNF /DCF with relevant challenge and age progression. Depts. allocated two days off timetable to develop resources.	INSET Department meetings	Supply costs. Approx. £4000 Time allocated in calendar for department meetings.	June 2017-ongoing	SOW in place for all depts. Resources accompany SOW Lessons in KS3 are skills focussed. Pupils can apply skills with confidence Pupils aware of skills agenda	SOW Resources Dept meeting minutes Work scrutiny report Pupil feedback Lesson observation findings	<b>S&amp;P</b>

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
	DS Skills team HOD All staff	Skills team to monitor every dept. to review SOW/resources progress on half term basis.	INSET on resources and SOW	Cover time for meetings Cover for work scrutiny Approx. £2000	Sept 2017- June 2019	SOW in place for all depts. Resources accompany SOW	SOW Resources Dept. meeting minutes Work scrutiny report Pupil feedback Lesson observation findings	S&P
	SLT	Invest in IT infrastructure to support ICT skill development. Each dept. to have own set of chrome books	Whole school INSET Twilight follow ups	Chrome books 150 Approx. £30000	January 2018 ongoing	Improvement in pupils applying ICT skills	Work scrutiny report Pupil feedback Lesson observation findings	S&P
<b>Improve processes to ensure skills progression for all pupils across key stages</b>	SLT DS Skills team	Skills agenda in dept. and link meetings to maintain high profile		Meeting time	Sept 2017- June 2019	Lessons in KS3 are skills focused. Pupils can apply skills with confidence	Dept. meeting minutes Work scrutiny report Pupil feedback Lesson observation findings	S&P
	SLT DS Skills team	External verification on skills development	CA report in CV2	CA time	Sept 2017- June 2019	Lessons in KS3 are skills focused. Pupils can apply skills with confidence	CV2 report Work scrutiny report Pupil feedback	S&P

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
							Lesson observation findings	
<b>Increase in number of pupils achieving a recognised key stage 4 qualification in Welsh second language</b>	GB SLT KL ST	Restructure staff in Welsh dept.		Recruitment process	Sept 2017	New staffing structure in place	Gov report	<b>B&amp;S S&amp;R</b>
	KL ST	Resource new Welsh dept.	INSET training with ERW	Resources and IT support £10000	Sept 2017-ongoing	New resources in place for all key stages Resources are used effectively to secure and promote pupil engagement	Work scrutiny report Pupil feedback Lesson observation findings	<b>B&amp;S S&amp;R</b>
	JW	Link up with local school who has successful dept. Extended School to school support.	INSET training CA to broker	Coaching costs approx. £5000	Sept 2017-ongoing	Resources are used effectively to secure and promote pupil engagement	Staff feedback Work scrutiny report Pupil feedback Lesson observation findings	<b>B&amp;S S&amp;R</b>
	KL ST AJB	GCSE Welsh to begin in Year 9	INSET for staff	Extra curriculum time	Sept 2017-ongoing	Extra time allocated to prepare for full course GCSE	Gov report	<b>B&amp;S S&amp;R</b>



### Recommendation 3 - Improve systems of accountability at all levels of leadership

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>Ensure all leaders and managers understand their roles and responsibilities</b>	HT	Staff roles and responsibilities are clearly defined. Ensure all staff are clear on their specific roles and functions.	To be concluded		January 2018	Line management procedures/processes lead directly to improvements in standards, provision and leadership.	Governing body meeting minutes HT structures	<b>SI</b>
<b>Ensure school calendar reflects transparent management structure with appropriate and effective implementation strategies directly impacting positively on pupil standards and school priorities</b>	SP	QA calendar is agreed, transparent and known to all.			January 2018	Line management procedures/processes lead directly to improvements in standards, provision and leadership.	QA calendar SharePoint documentation	<b>SI</b>

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>Departmental DDP to include whole school and departmental targets and priorities and reviewed regularly</b>	AP / SP	<p>Termly evaluation of all target areas and ongoing evaluative commentary monitored by links.</p> <p>Evidence file populated per half term with work scrutiny, informal / formal lesson obs, data reviews and any item level data, as appropriate.</p> <p>Consistency in the quality of evidence and commentary by all middle leaders.</p> <p>Evidence and Evaluative commentary feed into the SER and SDP.</p>			<p>From January 2018</p> <p>Middle leaders training on evaluative commentary.</p> <p>January 2019</p>	SharePoint evidence DDPs completed effectively by all	SER SDP Governing body meeting minutes Meetings	SI

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>Standards review is developed to include a stronger focus on the teaching and learning element</b>	SP AJB	Quality of T&L is discussed during standards review and actions for improvements are agreed and acted upon	To be decided on subject basis		Sept 2017 ongoing	Standards review SharePoint evidence	SER SDP	SI
<b>Ensure all meetings are effective in securing outcomes</b>	AP	All Department / Link / Managers meetings using agendas linked to School Priorities and recording brief notes of discussion points and action points using OneNote on SharePoint. Ensure consistency in the way that action points are recorded and followed up. Discussion notes from meetings to involve evaluative statements that			From Jan 2018  Training on OneNote  From Jan 2019  From Jan 2020	Whole staff awareness of how school targets are actioned Middle leader's accountability for pupil standards and T&L	Link meetings SLT meetings SER Governors reports	SI

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
		feed directly into the DDP and SER.						
<p><b>Ensure governing body updates training programme</b></p> <p><b>Ensure GB minutes in meetings reflect level of challenge</b></p> <p><b>Refine GB structure to reflect changes in education</b></p>	NJ SH	Data training for all Governors and middle leaders		Rolling programme focussed on training governors on using data to develop strategies which impact on raising pupil standards.	January 2018 ongoing	Middle leaders use the data to effectively evaluate their departments and establish strategies to improve pupil standards. This will improve standards of pupil attainment.	Middle leaders programme  Governors Minutes	FGB Sb committees

**Recommendation 4 - Ensure that self-evaluation and improvement planning focuses appropriately on the quality of teaching and the progress made by pupils in their lessons**

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
<b>Implement new PTS and ensure that they play a full part in the performance management cycle</b>	SP	Performance management from Sept 2018 will be based on new PTS	INSET for all staff		Sept 2018	All staff understand and comply with new PTS	Lesson observation findings	<b>SI</b>
<b>Develop school to school programme with local schools</b>	SP	Further develop 'school to school' departmental review programme to externally validate standards and pupil outcomes. 5 departmental and two whole school themes over academic year.	INSET for all staff involved on renewed process	INSET time Time for reviews	January 2018 ongoing	Revised School to School project becomes embedded and is an integral part of self-evaluation	Review reports commissioned and shared	<b>SI</b>
<b>Implement Leader of Learning programme within cluster</b>	KL	Lead learner programme focused on developing pedagogy from foundation	INSET for all staff	Funded by ERW	Sept 2017- June 2019	All staff involved in reflecting and developing effective pedagogy based on Successful Futures	Staff feedback Lesson observation findings INSET	<b>SI</b>

PRIORITY	LEAD STAFF	STRATEGIES	CPD IMPLICATIONS	RESOURCES	TIMESCALE	SUCCESS CRITERIA	MONITORING/ EVIDENCE	SUB – COMMITTEE & COMMENTARY
		phase to KS3. See detailed plan in separate documentation					evaluation ERW report	
<b>Ensure INSET is focused on school priorities</b>	NJ SP	Monitor INSET programme to ensure that courses match PM and school priorities	INSET for all staff	Part of CPD budget	Ongoing	All staff involved are able to disseminate work from INSET to dept. or whole school	Staff feedback Lesson observation findings  INSET evaluation	<b>SI</b>
	NJ SP	To consolidate the CPD programme so that is bespoke to individual staff.	Bespoke	Bespoke	Ongoing	All staff involved are able to reflect and disseminate work from INSET/action research to dept. or whole school	Staff feedback Lesson observation findings  INSET evaluation	<b>SI</b>