

**Bishop Walsh Catholic School,
part of the John Paul II Multi-Academy.**



**John Paul II
Multi-Academy**

Bishop Walsh Catholic School
Holy Cross Primary School
St Joseph's Primary School
St Nicholas' Primary School

**Registered in England and Wales:
No. 08706247**



Bishop Walsh
Catholic School

**SCHOOL IMPROVEMENT PLAN (SIP)
SPRING 2014 to SPRING 2015.**

**‘Caring to Learn: Learning to Care’
Academic Excellence, Social Awareness and Spiritual Development.**

Pupil Views on how to improve Bishop Walsh Catholic School

In January 2014 each House Group had a discussion in pastoral time where the House Captain's wrote down pupils' answers to the two questions posed below and responses were collated by the school council in two separate meetings, one with the Headteacher. House Captain's to return sheets to year reps on School Council by Monday 20th January

What are the best things about Bishop Walsh?	Even better if ?
Year 7	Year 7
C N Centre. Teachers. P.E. Facilities. Hot drinks in the morning.	Field in the summer at lunch. Drop prices in the canteen. Use phones at lunch Earrings, Astro turf, School magazine, More residentials, More glue sticks, Cleaning of floors, Seagulls, Lockers too small.
Year 8	Year 8
Retreats, Alton Castle, Sports Hall, Performing Arts, More practicals: Food Tech, Science and DT.	Swimming outside of school, Bigger area than the link, Archery club, Lockers not big enough – space.
Year 9:	Year 9
More school buses, Sports Hall, Teaching methods, Library/LRC.	Library open in AM, Gym facilities at lunch /after school, More school buses, Earrings, Lockers.
Year 10	Year 10
Assemblies, VLE, Late starts on Tuesdays, Pupil Voice, School Council.	More interactive lessons, Sports equipment, Food prices, Building - paint.
Year 11	
Extra-curricular, Duke of Edinburgh - P.E., School Show, Careers Advice, Teachers are approachable	Canteen food prices are too high, Science corridor, Pupil organise charity work, End of trips in Enrichment Week.
Sixth Form:	
Pupil organisation, Involvement in school life, Christian duty, Teaching methods	Lockers for sixth form, Gym – exercise, Hand dryers in the toilets, Cold in sixth form centre
Priorities for change	
Get rid of seagulls, food prices and wider variety, lockers, clean whiteboards, interactive lessons, greater use of iPads, heat in Cardinal Newman Centre, keep painting school, get rid of broken chairs, swimming trips and AstroTurf.	

Parent Views on how to improve Bishop Walsh Catholic School

In January 2014 a questionnaire went out to parents (group call and hard copy) asking them to rate the school according to the Ofsted parent view questions and having a section on the questionnaire that is open ended and mimics what the pupils were asked – see page 2. These responses were prepared for a parental form meeting on 28th January 2014.

What are the best things about Bishop Walsh?	Even better if ?
<p>It gets the best out of pupils and doesn't just focus on their academic skills but on their development as people. Its' values, discipline and wanting the pupils to do well. Feedback on my daughter's progress. Excellent leadership and management. Strong Catholic ethos and community spirit.</p> <p>The text messaging service to remind us about things is very helpful.</p> <p>The teachers' enthusiasm to teach their respective subjects.</p> <p>Bishop Walsh sustains the Catholic morals in which we bring our children up.</p> <p>High standards of teaching with excellent academic results,</p> <p>Strong stance on bullying. The only incident I have heard of was where own son was the victim and action was immediately taken against the child doing the bullying when a teacher was told. Overall behaviour of the children – whenever I have observed the pupils outside school they have been respectful and well behaved. I think a strong focus on good behaviour and likewise the strong leadership of Mr Farrell against bullying makes the school a safe environment for my child which I am very grateful.</p> <p>Happy safe environment to learn and achieve.</p> <p>Children are challenged to reach individual potential.</p> <p>Good opportunities to go on school trips. These could not take place without the dedication of all staff from teaching and non-teaching, admin, caretakers etc.</p> <p>My child has improved in attitude to learning as I feel the school supports this with great guidance and consistency throughout the teaching staff.</p> <p>The leadership is very high indeed. Bishop Walsh is very well managed and I believe it retains many of the traditional values of respect and good behaviour upholding a uniform policy for all. The school is very good at listening to a parents concern.</p> <p>BW is very good at making my child feel confident and help him achieve his best.</p> <p>The school is excellent from the transition from primary to secondary school as both my boys settled in very well in year 7. I like the fact that many of the creative classes culminate in performances for students to show off what they have done .Parents are kept informed about school life through newsletters, emails and school website.</p> <p>School results at GCSE/A Level are going from strength to strength. The additional revision classes are an excellent aide to the child's learning leading up to exams.</p> <p>Children are well aware of school rules and what they must do to adhere to them. This is showing through at home too. Happy friendly atmosphere with approachable teachers. Good academic progress, opportunity for international links Spanish football tour, extra-curricular activities available promoting healthy lifestyle, extra after school support for revision & GCSE work, children happy and attend and learn.</p>	<p>If the school could retain excellent members of staff e.g. my daughter has had numerous English teachers over the course of one academic year and this is affecting her learning. Staff to explain more about homework before the bell goes giving pupils more understanding of what they need to achieve. Parents' evenings should be over two days e.g. A-M one night N- Z the next night. More acknowledgement of the wider issues of dyslexia. It seems teachers view dyslexia as connected to intelligence, however research shows there is no link. As a parent I feel I am continually informing teachers that my son is dyslexic and although he does receive some computer support in the mornings, his poor organisation skills, connected to his dyslexia, has resulted in detentions for homework left at home which he finds distressing and feels is unjust. It appears he does not receive allowances e.g. he never receives extra time in exams nor been informed of any other support that might help him. Regular display of children's work on the website e.g. a virtual art gallery. I would like to be able to pay online for school dinners, trips etc. Classroom interiors were modernised and less cramped. Toilet facilities improved. Lunch time arrangements for pupils who have sandwiches in an indoor environment throughout the autumn/ winter terms. Canteen made bigger. We would like to see children put into the correct classes instead of mixed ability.</p> <p>Year 11 - could extra lessons in science be carried out instead of P.E. Little concerned that GCSE Chemistry is not taught by a specialist in Chemistry.</p> <p>Whilst my children are generally well taught, I do have serious concerns about some of the teaching/teachers, some of the time. Whilst the information received is satisfactory there is much that the current reporting system does not achieve. There is insufficient stretch and challenge in the younger years. I do firmly believe that pupils should attend Parents' Evenings.</p> <p>It was felt that a RED flag has a negative, <i>demotivating</i> effect on children. Especially those who have achieved "A" results. There is a concern that in Y7 the results have a particular impact given the measure against potential Y11 results. Parents do not understand that a grade prediction of 'E' in Y7 may be a good mark. Some Y12 & Y13 parents remarked that the traffic light report did not reflect, or coincide with, recent homework grades. One parent told us that their child had received excellent marks for their last piece of homework but saw AMBER on their child's report.</p> <p>Please see newsletter of February 2014 and subsequent ones about how many of these parental concerns were being acted on and implemented across the school.</p>

Staff Views on how to improve Bishop Walsh Catholic School

In February 2014 staff had a meeting asking them to answer the questions below. The meeting was organised and results collated by a member of staff on the Aspiring School Leaders Course.

What are the best things about Bishop Walsh?	Even better if ?
<p><u>Below were the most popular responses:</u> Behaviour/discipline 45* Achievement/ examination results 42 Leadership/ support (SLT, HOY and HOD) 38 Staff relationships 37 Uniform/standards/rules 34 Briefings/communication 28 Learning walks 23 Book marking/tracking/ monitoring progress 13 Catholic /whole- school ethos 12 Reporting/assessment 11 Revision lessons 9 iPads 7 * Number of people who had written this on their feedback sheets.</p> <p><u>Other responses</u> Extra-curricular activities, Willingness to learn, Pastoral care, The school show, Teaching/ quality of lessons, Early interventions (English- Year 11), 2,2,1 structure of the day, Sixth form developing- in the community, Charity opportunities, Parental support, Professional development, School trips, Sixth form vertical tutoring, BTEC courses, VLE, Three-year GCSEs, Planning, Safety, Attendance, ICT (including network improvements), Learning mentors, School's reputation, Setting for Year 7, Inclusive nature of the school, Stretching all abilities, Teaching and learning discussions, SEN support, Cover teachers, Families at sixth form, Litter picking during form time, Office staff, Department detentions.</p>	<p><u>Reprographics</u> Printers regularly out of order., Printers regularly jamming, feel penalised for personal code (PIN) on copiers</p> <p><u>Independent learning</u> Pupils wanting teachers to do all of the work, Need to give pupils the skills to do it themselves, Increase pupil responsibility, Revision focus takes away from pupils learning/revision independently- sets a precedence.</p> <p><u>Passive pupils</u> Particularly at mid to lower ability, CPD on active learning needed, Increase challenge for all pupils</p> <p><u>Earlier interventions</u> English and Maths, Prevents de-motivation, Year 7 and 8- Key skills</p> <p>Parental involvement Pupils should attend Parents' Evenings, More information on the website, Attitudes to interventions, Perceptions of traffic lights and A2L scores, Increased involvement, Parents want pupils spoon-fed, Issue with parents questioning staff decisions, Reaction to reports- particular to a grade 3 on A2L, Addressing issue of parents who have a poor attitude to learning, Scary for parents when pupils are actually progressing but the Traffic light is red.</p> <p>Departmental time More INSET as departments, Needs to be more developmental, Limited time means meetings often just administrative rather than about T and L or staff development.</p> <p>Examinations. Introduce a Year 9 examination to give a more realistic predicted grade. Re-assess Year 7 pupils, Change of Year 13 mock examinations from November to January.</p> <p>Pupils' break/lunchtime provision Flooding, Playgrounds, Use of staff at this time, Pupils in school when not meant to be, Sixth formers on duty to challenge younger pupils, More sheltered areas.</p>

Academy Representative Views on how to improve Bishop Walsh Catholic School

In February 2014 academy representatives were asked the questions below.

What are the best things about Bishop Walsh?	Even better if ?
<ul style="list-style-type: none"> • The enthusiasm of the SLT • High standards of school productions. Enthusiasm of all participants. • Challenging pupils are offered opportunities and offered strategies to avoid exclusion. • Reduction In exclusions. • Exam results and achievement are excellent. • Excellent reputation • The Catholic ethos and its work in the community. • Behaviour and courtesy of pupils. • Staff feel supported by SLT • The Catholic life of the school enhances the development of the whole person. • SEN provision – inclusion is manifest. • The number of extra-curricular activities, school trips • Duke of Edinburgh award. • Attitude and enthusiasm of pupils and staff are superb. • All abilities are considered and the school always strives to narrow gaps. • 6th formers are excellent ambassadors • Children feel safe in school. • Exam results are excellent • Strong leadership • Peer review shows openness of staff and willingness to be involved • Pupil voice feeds into the school improvement plan • Governors are invited and encouraged to attend SLT 	<ul style="list-style-type: none"> • Further increase in the proportion of good or better teaching. • Narrowing the gap for some groups • English attainment at key stage 4 needs to be in line with Maths • Fabric of the building needs improvement • Website needs to be easier to navigate and to address parental comments. • It needs to be easy for parents to pay bills online. • Traffic lights can be confusing particularly in Y7 . • Outreach to parishes could be developed. • Funding for subjects– could it be based on pupil numbers rather than by class • Improved CPD for less experienced teachers – possibly shadowing middle leaders. • Parents have to be encouraged to respond to surveys so that their views can be taken on board • Careers advice should be started earlier • Further training for governors/academy reps (MAC). Spreadsheet of courses completed. • Residential courses for spiritual development should be available to middle years. • More information is needed regarding PP students transferring from primary schools. • Sharing good practice with governors of other schools. • Retention of good staff
<p>The context of the School Improvement Plan, 2014-2015 – a rationale.</p>	

Thanks to the efforts of all at Bishop Walsh we completed the vast majority of the SIP, Spring 2014-Spring 2015. In Jan. 2014 (SIP), the Leadership Team reviewed where we are as a school and what we needed to do to make outcomes for pupils even better. We continue to **strive to be an outstanding school by 'closing the gaps'** and harnessing the opportunity that being part of the newly formed **John Paul II Multi-Academy**. This document is guided by the 6 key priorities of our JPIIMAC Development Plan on page 7. This frames the SIP for Bishop Walsh which has **the aims for the school** below and then **action points or objectives** on following pages. Extensive pupil, parent, staff and academy representative voice was sought in early 2014 and ideas harvested are recorded and used in this plan. The SIP follows the main Section 48 and Section 5 Ofsted headings. There is much to do at Bishop Walsh to maintain/develop our aspiration of being one of the best schools in the UK. At the heart of our Catholic School we believe that young people are nurtured, not measured; therefore the priorities in our School Improvement Plan (**SIP**) continue to place emphasis the whole child. Our core task is **giving pupils as many life chances as possible, guided by the teachings of Jesus Christ**.

SIP: Aim 1: 'To love and serve the Lord', through social cohesion in our local, national and global communities. This reflects the fundamental mission of Bishop Walsh Catholic School. Pupil recognition that society is diverse and that love and tolerance is paramount; to think about the catholic mission of our school in the light of the galvanising zeal of Pope Francis. Developing our involvement and impact on local and Catholic community. Faith in Action week in enrichment period, July 14. Outside speakers and direct projects with diverse faiths/cultures. Impact of pupil/parental voice and how this can impact on life of the school. Initiatives like Fair Trade, Lepra, Lenten Charities, encouraging greater numbers to go to the Lourdes Pilgrimage, the new Soli House and Alton Castle and attending to the impact of these religious experiences when pupils return to school. Extending our contact with the Chikwidibire School in Zimbabwe. Sixth Form Christian Duty. Development of lay chaplaincy team/young leaders.

SIP: Aim 2: To make the quality of all teaching 'outstanding' by making sure students are more actively engaged in their learning. Constant use of INSET/Coaching to encourage best practice and intervene when teaching is not good. Use of staff/pupil mantras/appraisal systems to encourage pedagogy that is both creative and fit for pupils. Use of partnerships to improve T&L at BW and make sure that a significant number of staff have accredited training in improving pupils learning. Develop middle leaders in simple and effective ways of monitoring teaching. Closing the gaps identified in RAISEOnline/Sixth Form analysis. Making sure that **outcomes for pupils at the end KS3/4/5 are as high as they can be**. Preparing for Ofsted in 2014-2015.

SIP: Aim 3: Working with our primary partners in the John Paul II Multi-Academy so that we continue to develop a first class Catholic education for our pupils. Fulfilling the key priorities of the Multi-Academy Development Plan – see page 7. Learning from/working with our primary partners. Student enjoyment/achievement through our curriculum plan, 2014-2015, anticipating and preparing pupils for the new national exams at GCSE in English and Maths, including more guided reading and a greater diversity of courses at KS5. Whole school and departmental self-evaluation which is targeted and leads to improved pupil outcomes. Extending our performing arts, sports and extracurricular programme and seeking external grants to fund. Preparing pupils for the world of work inc. how to get onto quality apprentice schemes. Creation of an alumni association to not only raise funds but as a learning tool for present pupils about opportunities in the future. All of this underpinned by better communication and service to pupils and parents.

SIP: Aim 4: To promote positive behaviour and personal standards through collective responsibility. To continue trend of less fixed term/permanent exclusions. Making student voice have more impact. Inculcate that a healthy relationship with God is about serving others; understanding the balance between rights/responsibilities. Redesigning KS3 curriculum for the core subjects and active and creative learning. Identifying with ethos of school through spiritual/extra-curricular activity. Using expertise of Free School (EBN Academy) to 'help turn around' pupils who have lost their way.

SIP: Aim 5: To improve the fabric and use of the building and the site. Ambitious plans for a permanent Sixth Form Centre. Plans to make the school more attractive/supportive of T&L. Continue plans for Sports Village and fields with Sutton Town Football Club and improve decoration/display inside and outside of the school. Role of site and lettings team in looking after the school and bringing in revenue for development of the site. Involving pupils more in care/development of their own environment.

John Farrell – Spring 2014.

Key Priorities of John Paul II Multi-Academy Development Plan for 2014-2015.

(Please see that document for amplification of the below)

1. Launch of MAC
2. Joint Project on Catholic Life
3. Improving Standards, achievement and the quality of teaching
4. Shared pay and appraisal policy by Sept 2015
5. ICT Provision
6. Harnessing Provision Strategy

Completion of action points in SIP, Feb.2013-Feb.2014.

In the last year there has been such hard work in our community completing the action points that we set ourselves as targets this time last year. Please see the list below; every action point is either completed or partially complete. The action points that are partially completed are shaded.

SIP Action 1: Improving the provision for Catholic Life at Bishop Walsh so that it is maintained and developed. E.g. working with primary partners and looking towards a Mission Week before 2014.

SIP Action 2: To directly engage with the life of the church through pupil led activities in school and the wider Catholic community.

SIP Action 3: The production of a new school prayer book for April 2013 that also has an electronic version available on the VLE.

SIP Action 4: Encouraging pupils to appreciate a diverse society

SIP - Action 5. Next phase in developing link with our partner school in Zimbabwe, Using grant from 'Connecting Classrooms' to send out a member of staff to establish practical links between both schools.

SIP - Action 6. To work with primary partners to become a multi academy company in 2013.

SIP - Action 7. To eliminate the school's deficit through a staffing freeze and other costs savings like larger class sizes 2013-2014.

SIP - Action 8. Striving for excellence in the quality of teaching. Teaching should at least good or better. See amplification of this in SIP Action Points 8-14

SIP - Action 9. The development of middle leadership to ensure better quality of teaching.

SIP – Action 10. Review and change the focus of the role of TAs to make sure that they continue to be effectively trained and deployed in order to further impact on the life chances of pupils.

SIP – Action 11. Effective intervention strategies to reach GCSE target of 85% A*-Cs including Eng. & Maths and 50%+ A*, A and Bs for full A levels in summer 2013.

SIP – Action 12. To make improvements in post-16 provision.

SIP – Action 13. More extensive and responsive stakeholder engagement about how to improve Bishop Walsh, esp. Quality of Teaching.

SIP – Action 14. Planning curriculum change to ensure ambition and challenge.

SIP – Action 15. Prepare pupils at Bishop Walsh so that they have a wide range of worthwhile career options.

SIP – Action 16. To continue to make sure the governing body exercises its ultimate strategic function in leading the future improvement of Bishop Walsh Catholic School.

SIP – Action 17. Improvements to school site. Once we become a multi academy company to secure a major building project from the Academies Capital Programme (ACP).

The School Improvement Plan for 2014-15.

Section on Catholic Life of the School including the promotion of pupils’ spiritual, moral, social and cultural development.

<i>Action point</i>	<i>What do we have to do to make it happen and who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>	<i>Who will monitor this action point happens?</i>
<p>SIP Action 1: Launch of the John Paul II Multi-Academy.</p> <p>STAFF: All staff in the John Paul II MAC to share training day at Bishop Walsh Catholic School on 2nd June 2014.</p> <p>PUPILS: All pupils in the John Paul II MAC to attend and participate in the Sacrament of the Eucharist at Bishop Walsh Catholic School share training day at Bishop Walsh Catholic School on 19th June 2014. This to include a Joint Mission activity during this week (w.b.16th June) across the MAC</p> <p>PARENTS: All parents in the John Paul II MAC to be able to access a JPIMAC website with links from their own children’s school.</p>	<p>STAFF: Principals to work on format of staff day which will consist of: Staff Mass, Explanation of the Academy Development Plan (ADP), Showcasing best practice in each school, Networking activity with the outcome staff voice about how they can contribute to ADP.</p> <p>PUPILS Deputy Heads in charge of the catholic life of the school to plan Mass with school chaplains. Worship will include: Participation in some significant way by each school in one of the lay ministries with an after communion reflection that includes collaboration between pupils in all four schools. Agreed theme for week – competition for pupils to create appropriate slogan/logo for the week. Contribution to Parish liturgy e.g. Prayers of Intercession at Sunday Mass before Mission Week. Activities to promote the faith life of the JPIIMAC e.g. prayer partners as part of transition - a Year 7 child partnered with Y6 child with an opportunity to meet before September.</p> <p>PARENTS. Persons responsible for website in each school to agree format and then talk this through with Principals for launch. ICT provision team to allocate staff to set up, maintain and develop website.</p>	<p>STAFF: The essential first step to staff meeting and learning from each other with tangible pupil outcomes embodied in the ADP in year 1 of the JPIIMAC.</p> <p>PUPILS: Working together through prayer. A feeling of belonging to the JPIIMAC. Pupil voice – contribution to decisions regarding faith life of JPIIMAC. Pupils planning appropriate collective worship for peers. Children have clear understanding of identity of JPIIMAC through agreed slogan/mission known and understood by all. Positive contribution to life of Parish. Positive contribution to society through agreed charity project(s)</p> <p>PARENTS: Access to information which will help parents directly support their children. Enable potential quality employees to gain attractive view of JPIIMAC</p>	<p>STAFF: Principals to assess impact and how day has led to outcomes which support the rest of the ADP. This reported to BOD in July 2014 meeting.</p> <p>PUPILS: School Leaders to assess impact as template for future worship together in BOD July 2014 meeting.</p> <p>PARENTS: On-going basis by all stakeholders in the JPIIMAC. Termly meetings of staff i.c. websites in four schools</p>

Action point	What do we have to do to make it happen and who will lead on this?	Impact on Learners (success criteria)	Who will monitor this action point happens?
<p>SIP Action 2: Working with primary partners in the JPIIMAC to invigorate the Catholic Life of Bishop Walsh and further improving the provision for Catholic Life at Bishop Walsh so that it is maintained and developed.</p>	<p>See SIP Action 1 for working with our primary partners in the JPIIMAC. At LT level work with Fr. Van to work on making sure the recommendations in the review of Catholic Life in Autumn 2103 are addressed. b. Raise profile of the chaplaincy team with calendared meetings and pupil involvement in the team. This to include organising pupil questionnaire, giving assemblies and helping to lead 'Catholic Life' projects in the school – see SIP Action Point 2. c. 'Catholic Life' appraisal target compulsory for all teaching staff. b. Sixth Formers to continue to work with parishioners in building links between parish and school to explore work experience opportunities, careers advice to pupils and help with fundraising and Catholic life of local catholic community. c. Along with point a) providing liturgy for a Sunday Mass in at least two of parishes. E.g. Raising money for Lourdes Pilgrimage. d. Developing 'Christian Duty' in KS5 to including the development of the St. Vincent de Paul Society to work in local community. e. Pupils using Duke of Edinburgh Award voluntary section to place pupils in parish and local community contexts. f. Having year 10 and 12/13 retreats at the new Soli House. Taking the whole of year 8 to Alton Castle in two halves of the same week. g. Thinking carefully about an in-house retreat for year groups who do not have residential retreat. h. Supporting local parishes in their youth work and working closely with the Kenelm Youth Trust promoting opportunities for developing spiritual life of pupils in conjunction with initiatives across the Archdiocese.</p>	<p>Thanking God for our working together through prayer. A feeling of belonging to the JPIIMAC as a vehicle for catholic education in Sutton Coldfield. Further raising the profile of Fr. Van and Jon Fletcher who is our part time lay chaplain Chaplaincy calendar produced and disseminated. 'Carte Blanche' discussion of what we want as outcomes from an in-house retreat that includes pupil views and to involve a higher percentage of pupils in going to a residential retreat centre</p>	<p>1. Chaplain's report to the Governors, 13/14 to be delivered to Academy Committee in Autumn 14. 2. Regular report back to LT from JBF/BD/SM/Fr. V.</p>

Action point	What do we have to do to make it happen and who will lead on this?	Impact on Learners (success criteria)	Who will monitor this action point happens?
SIP Action 3: Faith in Action Week, w.b. July 7th 2014	<p>March 2104. Launch concept with staff and create Inset time to development ideas for this week.</p> <p>June 2014. Final plans explained to staff led by PH, AP and AD.</p> <p>July 2014. During the week each department will run activities with years 7-9 to explore the relationship between their subject and faith - this may be a historical link or event; study of prominent people from the field who have religious belief; or use of skills developed in your subject in contribution to religious worship.</p> <p>July 11th 2014. The week will culminate in a celebratory Mass at St Chad's Cathedral on Friday 11th July.</p>	<p>The week to provide students with the opportunity to explore how faith and religious belief affect and shape their lifestyle and behaviour.</p> <p>This to try to move our students from thinking of 'faith' as an isolated and abstract concept and seeing it as part of their whole lives.</p>	<p>LT agenda will make time to make sure that all plans are on track. PH to be leadership Team link for this project and work with Anna Perfect and Alex Darby on its realisation.</p>
SIP Action 4: To refurbish and update the school chapel to enhance worship.	<ol style="list-style-type: none"> 1. Grants gained from St. Nicholas Bell Magazine, HTs work with Cardinal Griffin School and school budget to pay for refurbishment of chapel, e.g. new roof, lighting and painting. 2. Re-ordering of chapel with Altar and tabernacle facing school peace garden. 3. Door pane of Our Lady to be placed in window out to Peace Garden. 4. New stations of the cross to be designed by Year 8 and 9 pupils with an artist in residence to be completed by May 2014. 	<p>A refurbished and reordered, less cluttered chapel to enhance worship and spiritual activities that use the chapel.</p>	<p>Leadership Team to work with Fr. Van, Stephen Marshall and Mike Allen Smith to complete project by Summer 2014.</p>
SIP Action 5: Encouraging pupils to appreciate a diverse society	<ol style="list-style-type: none"> 1. Organising outside speakers from other religions and cultures in assemblies, and through the formal curriculum. BD to organise a whole half term of assemblies to reflect diverse nature of our city wide community – November 2014. 2. As part of the Faith in Action week, July 2014 (SIP Action 3) pupils to work with another in Birmingham producing updated digital resources for the All That I Am (ATIA) unit of work about sex and relationships. BD to organise. 	<p>The largely homogenous pupil population at Bishop Walsh to have a deep appreciation of our diverse society in the City of Birmingham.</p>	<p>BD to report back to AC (Academy Committee) and LT. New materials jointly produce for the ATIA programme. Equality Policy review meeting in July 2014 will assess how many opportunities there have been for pupils to investigate other cultures/religions etc. and their impact on community.</p>

<i>Action point</i>	<i>What do we have to do to make it happen and who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>	<i>Who will monitor this action point happens?</i>
SIP - Action 6. Next phase in developing link with our partner schools in Zimbabwe, Using grant from 'Connecting Classrooms' to send out a member of staff to establish practical links between both schools.	<p>1. JC/CW have secured a further grant from 'Connecting Classroom's which is funded by the British Council.</p> <p>2. To welcome the HT of the school from Zimbabwe to Bishop Walsh to further cement links between the schools.</p> <p>3. CW to work with 'Educated Horizon' and a partnership school (St Francis of Assisi) to establish an international partnership and set up a joint curriculum project that will enable two members of staff from BW to go to Zimbabwe and establish practical links. Date for visit is by summer 2014.</p> <p>4. Pairs of staff to present to LT why they and their projects are the best ones to use grant from British Council.</p> <p>5. Work with Chikwidibire Secondary School to facilitate the husbandry of chickens to supply the school and local community with food.</p>	Pupils see practical link between two schools. Welcome the HT of the Zimbabwean School and return with a visit from two of our staff. Other practical projects that have been achieved by working together. For our pupils to appreciate the lives of their peers in another part of the world.	Joint project with St. Francis by early summer 2014. CW to report to AR on progress before the end of Summer 2014.
Achievement			
<i>Action point</i>	<i>What do we have to do to make it happen and who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>	<i>Who will monitor this action point happens?</i>
SIP – Action 7. Effective intervention strategies to reach GCSE target of 85% A*-Cs including Eng. & Maths. In PARTICULAR the need to CLOSE THE GAPS identified in RAISEOnline. English to target 90% of pupils gaining A*-C and the RAISEOnline residual for pupil premium to move much closer to 1000. This will ensure that outcomes for pupils at the end of KS4 are as high as they can be.	<p>1. AH using a range of strategies to make sure that pupils and staff are challenged and supported to further improve pupil outcomes for Ks4/5. Use data to direct intervention strategies with the requisite resources to staff these initiatives</p> <p>2. Strategies include Year 11 'battle board', focused Maths/English sessions, coursework sessions, Mentoring. Monitoring of T&L.</p> <p>3. Analysis of RAISEOnline data with staff to work directly on closing the gaps in English and for those pupils on the Pupil Premium. This includes having three opportunities during year 11 for students to have a full mock examination in English Languages. Targeting the use of pupil premium monies to target pupil achievement. (See pupil premium report to AC)</p> <p>4. Developing curriculum plan to improve pupil's outcomes. (See action point 9)</p> <p>5. Use of academy representative T&L committee to monitor underperforming departments (see action point 24)</p>	<p>All targets reached for pupils. As few pupils as possible leaving Bishop Walsh without a grade C at GCSE for English and Maths. All vulnerable groups of pupils demonstrate real progress in RAISEOnline 2014.</p> <p>Subsidiary targets for 2014 (KS4)</p> <p>85% make 3+ levels of progress in mathematics</p> <p>80% make 3+ levels of progress in English</p> <p>54% make 4+ levels of progress in mathematics</p> <p>35% make 4+ levels of progress in English</p> <p>English achieve 90% A-C grades</p> <p>History achieve 85% A-C grades</p> <p>.</p>	Improved pupil and groups of pupil's outcomes for results in Summer 2014. CW/HJK/AH to report to LT about pupil progress throughout KS4/5. Presentation to the BofD and AC in Autumn 2014.

Action point	What do we have to do to make it happen and who will lead on this?	Impact on Learners (success criteria)	Who will monitor this action point happens?
<p>SIP – Action 8. Effective intervention strategies to reach 55%+ A*, A and Bs for full A levels in Summer 2014 and to make improvements in post-16 provision.</p> <p>Maintaining and increasing our Sixth Form numbers to make sure pupils outcomes are even better and it is value for money.</p>	<ol style="list-style-type: none"> 1. Increasing the proportion of pupils who leave year 13 who go to Russell Group Universities and embark on Higher Apprentiships. 2. HJK and SFLT using a range of strategies to make sure that pupils and staff are challenged and supported to further improve pupil outcomes for KS5. Use data to direct intervention strategies with the requisite resources to staff these initiatives 3. 'Lockdown' for study areas in run up to KS5 exams in May 14. 4. Strategies include 'Positive Progress for KS5', focused revision sessions, coursework sessions, Mentoring, Monitoring of T&L. 5. Decisions about entry requirements to KS4/5 courses and level 3 courses provided as a means of improving key stage 4/5 results. 6. Analysis of L3 Value Added data with staff by HJK. 7. Developing curriculum plan to improve pupil's outcomes. (See action point 9) 8. Use of academy representative T&L committee to monitor underperforming departments (see action point 24) 	<p>All targets reached for pupils. As few pupils as possible leaving Bishop Walsh with a quality destination that will enable them to pursue a vocation in life. All subjects demonstrate real progress in Level 3 Value Added 2014.</p> <p>Subsidiary Targets for 2014, A2 55% achieve A*-B grades A2 Business Studies 30% achieve A*-B grades AS German – pupils gain predicted grade or beyond.</p>	<p>Improved pupil and groups of pupil's outcomes for results in Summer 2014. HJK to report to LT about pupil progress throughout KS4/5. Presentation to the BofD and AC in Autumn 2014.</p>
<p>SIP – Action 9. Review how our assessment policy and how it is able to track progress of pupils from yrs. 7-13 and work with primary partners in a 4-18 approach to replacement of 'levels'.</p>	<ol style="list-style-type: none"> 1. Deputy Head (Learning and Teaching) to lead review of reporting system to look at giving parents more useful information and also reviewing when we have assessments, particularly year 11 and 13 in order to give pupils and parents more pertinent updates on progress. 2. Further refine the traffic light system to include another academic Traffic light in each year group in the light the government formally getting rid of levels in secondary schools. 3. More rigorous assessment, especially in Maths and English as we prepare schemes of work to reflect new GCSE scheduled for examination in 2017 (for that year's year 11 (present year 8) 	<ol style="list-style-type: none"> 1. Changes to assessment and timings of it. 2. Improved examination results, see SIP actions points 7 and 8. 	<p>CW/AH/HJK to report to Leadership team in June 2014. For implementation in September 2014 for the academic year. Check the impact of these changes with pupil and parental voice in January 2015.</p>

Quality of Teaching - Striving for excellence. Teaching should at least good or better.

The quality of teaching is central to the SIP at Bishop Walsh making sure that the section 5 OfSTED key issues of 'Increasing the proportion of outstanding teaching by engaging students more actively in their learning ensuring that teachers' questioning is more effective in assessing and reinforcing students' understanding' is addressed.

<i>Action point</i>	<i>What do we have to do to make it happen and who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>	<i>Who will monitor this action point happens?</i>
<p>SIP - Action 10. Developing the purpose and approach to INSET and Coaching to further impact on pupil outcomes</p>	<p>1.LT auditing what do we need to do to make provision for pupils even better, particularly the quality of teaching which is our OfSTED imperative from Sept. 2011.</p> <p>2. Staff to continue to develop and use 'mantras' in order to help them with informal AfL in lessons, particularly ones that make sure that teachers have all pupils engaged in their classes.</p> <p>3. Employ coaching model using Lead Practitioners (LPs)/other staff based on the research of people like Dweck, A. Smith, Lemov etc. Continuing a two year period in which every teacher has entitlement to be coached to improve their classroom questioning to bring about greater pupil engagement.</p> <p>4. Greater use of learning walks led by LPs to allow teachers to talk about learning and so improve their practice</p> <p>5. More formal tying of coaching to appraisal when a teacher is identified as requiring improvement. From lesson observations some teachers who are experiencing difficulties coached to improve teaching.</p> <p>6. Staff continue to be trained on the Improving Teachers (ITP) and Outstanding Teachers (OTP), NQMLD (Middle Leaders Development) and ASL (Aspiring Leaders Course) and other courses so all staff have a quality reflection time that informs better their ability to teach/and children learn more effectively through greater engagement. PH to source these courses and advertise them.</p> <p>7. The projects of the staff on the Aspiring Leaders Course. KMS – Better way of collecting staff voice TK – to be included later KW – An extra-curricular induction day for the new Year 7 BN - Using RAISEOnline to effect an aspect of pupil progress ARG – to be included later MT – to be included later AD – to be included later JP – to be included later LM – to be included later</p>	<p>1. To do audit use RAISEOnline, L3 Value Added Analysis, Key Stage 2 assessment data, school against OfSTED outstanding judgements and taking action to close the gap through the formulation of a simple whole school self-evaluation. Weekly INSET time</p> <p>2. Mantras part of the everyday vocabulary of teaching and learning for staff and pupils.</p> <p>3 and 4 Staff learning best practice from each other and having an impact on quality of teaching.</p> <p>5. Eradicate teaching that requires improvement.</p> <p>6. Many more staff professionally developed with career appropriate courses having a greater impact on the quality of teaching at Bishop Walsh</p> <p>7. The completion of the ASL projects with an impact on pupil progress</p>	<p>JBF/PH/CW to regularly report back to LT and AR about progress of teaching and learning.</p> <p>JBF to lead monitoring of T&L through lesson observation programme and book scrutinies. Using external experts to gauge progress to outstanding quality of teaching. Academy representative learning walks on 2014/2015 to gauge progress toward outstanding quality of teaching. Use of T&L academy committee to celebrate most successful departments and making departments with weak VA residuals accountable to its scrutiny of the quality of teaching –March 2014.</p>

Action point	What do we have to do to make it happen and who will lead on this?	Impact on Learners (success criteria)	Who will monitor this action point happens?
<p>SIP - Action 11. Harnessing the JPIIMAC development plan key priority 3 - Improving standards, achievement and the quality of teaching.</p>	<p>By the end of 2016. Staff to visit each other's schools to observe and share best practice. All schools will need to set at least one INSET day which does not coincide with others in the MAC Coordinate INSET and staff meetings to enable phases/ year groups to meet and collaborate. Create a teaching and learning group across the MAC Principals to visit another school in the MAC, conduct a shared learning walk and get to know the school. Key staff in KS3 to observe and meet with Year 6 staff regarding teaching English language skills across the curriculum.</p>	<p>By the end of 2016: All schools will be collaborating with each other to share best practice at all levels (i.e. not just leadership) All schools to have made sustained improvements to progress measures for core subjects The quality of teaching will be judged as outstanding overall for each school in the MAC</p>	<p>SLTs to coordinate feedback. SLT lesson observations Report back to Board of Directors</p>
<p>SIP - Action 12. New pay and appraisal policy for teachers and support staff across JPII MAC that is directly related to maintaining and improving Quality of Teaching.</p>	<p>For adoption in all schools for the start of the 2015-2016 academic year : Principals to work on suggestions shared by John Farrell (JBF) based on the work done on a new pay and appraisal policy done at Bishop Walsh Catholic School in readiness for the 2013-14 academic year. JBF can share experiences of how it is working in order to inform the formulation of a new policy. The same principals in teacher's policy extended to support staff.</p> <p>New policy presented to each staff at INSETs in each school. All four principals to present this policy to staff in Spring 2015.</p>	<p>Making sure that all teaching is at good or better through a rigorous and fair pay and appraisal policy. Consequently making sure that those in the JPIIMAC who support teachers provide support that is at least good or better.</p>	<p>Principals/staffing committees of each AC (Academy Committee) to assess impact and how pay appraisal policy leads to decisions made about pay progression. ARs (Academy Representatives) who are Directors report to BOD once a year to assess the end to change policy for academic year, 2015-2016.</p>

Action point	What do we have to do to make it happen and who will lead on this?	Impact on Learners (success criteria)	Who will monitor this action point happens?
SIP - Action 13. To develop a new VLE for the school.	<ol style="list-style-type: none"> 1. To replace the 'Frog' VLE with one based on moodle. 2. Lead Practitioner, V.Housnlow (VH), to work with CW/SR on how moodle is to be up and running in school. 3. VH to work in INSET time in Summer 2014 to make sure all departments have a VLE to serve their KS4 Scheme of Work. 4. At some point in 2015 to have the VLE for KS5 and 3 ready and being used by students. 	<p>To have a more interactive VLE for pupil and to improve parental access to it.</p> <p>By September 2104, a programme for learning at KS4 easily accessed for pupils and parents on the new moodle VLE.</p>	<p>CW and new deputy Head will monitor that this is happening and a report back to the L&T academy committee.</p>
SIP - Action 14. Validating standards of quality of teaching in the school by asking an external team of Headteachers one of whom is a serving OfSTED inspector to do a 'Mocksted' in Spring 2014. This to be followed by an unannounced MOCKSTED in Summer Term 2014.	<ol style="list-style-type: none"> 1. Using the peer to peer support group of the Bishop Challoner Teaching Schools Alliance to ask a group of HTs who are Ofsted inspectors to come and validate the quality of teaching data collected by the Leadership Team at BWCS. 2. Lead inspector to report back to the Academy Committee – February 2014. 3. Unannounced Mocksted in summer term 2014 that mimics a real Ofsted. Lead inspector to report back to the Academy Committee – September 2014. 	<p>To make sure that the school is ready for an OfSTED and that the quality of teaching for pupils is good and/or better.</p>	<p>Report made to the full academy committee of Bishop Walsh Catholic School in February and September 2014.</p>
SIP – Action 15. Look carefully at the impact of the change of role for Learning Progress Assistants (LPA). Has it made a difference to the life chances of pupils?	<ol style="list-style-type: none"> 1. Leadership Team to observe LPAs to give them feedback about their ability to progress pupils in the specific time they have been given. This to evaluate how well the change in emphasis of how they work linked to pupil's progress has been. 2. JK to look at how to further target the work of LPAs to more pupils' progress outcomes in 2014-2105. 3. JK to source and provide training for LPAs and teachers in how to use LPAs more effectively. 	<p>Pupils making obvious progress both in sessions with LPAs and in their examination results. Using data in the school to redirect work of LPAs in intervening in core subjects with individuals or small groups of pupils.</p>	<p>JK to review with P. McCann in termly meetings. BD/JK to report to LT throughout 14-15. Leadership Team in session observations.</p>

Behaviour and Safety

<i>Action point</i>	<i>What do we have to do to make it happen and who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>	<i>Who will monitor this action point happens?</i>
<p>SIP – Action 16. To continue to develop more opportunities for pupils to work out their career route so they can be happy and productive members in 21st century society.</p> <p>To purchase, provide and evaluate the impact of the careers programme called 'Believe' to augment the work related learning programme in the school</p>	<p>1. Making sure that our curriculum plan is relevant and equips our young people with the skills, content and attributes fit for working in the 21st century.</p> <p>2. Developing a careers website by April 2014 which rationalises present provision and for pupils from yr.7-13 enables pupils to gain accurate and relevant information about career pathways which involves experiences both within and outside of the classroom.</p> <p>3. Organising student events which support a career plan entitlement. E.g. employer and industry days, university experience days inc. Oxbridge tasters, apprentice opportunity events such as the Sutton Coldfield Careers Fair, interview for every year 11 pupil, Ex-student event for yrs. 10/12 (see action point 12/f)</p> <p>4. We have bought a software package called 'Believe' which is a careers programme from years 7-13 to be used in lessons across the curriculum and in pastoral time to make pupils think about their future vocation.</p>	<p>Prepare pupils at Bishop Walsh so that they have a wide range of worthwhile career options. They are helped to do this by using the 'Believe' package</p> <p>Making more opportunities for pupils to work out a career route so they can be happy and productive members of our society always sensitive to the needs of others.</p>	<p>PH to lead and coordinate all of these activities and report to LT and pastoral committee of the governors.</p> <p>WRL events happening.</p> <p>Evaluation of the 'Believe' package in January 2015.</p>
<p>SIP – ACTION 17. Review and change to the role of Heads of Year at Bishop Walsh. (Two year objective)</p>	<p>1. Leadership Team and HOY/F team to devote meeting time to evaluating the effectiveness of HOYs on behaviour and safety.</p> <p>2. New role description for HOYs to make sure their purpose is to remove barriers from pupils learning. Launch at some point in 2015. Looking at how support staff and other resources are used to further this goal</p>	<p>A more effective role for HOY where pupils are in lessons concentrating on learning.</p>	<p>BD. to report to pastoral committee of Bishop Walsh Catholic School to gauge their views on new plans and then to report on the effectiveness of any new system</p>
<p>SIP – Action 18. To promote 'Stewardship' amongst pupils to improve the ambience of the school environment and have a positive effect on behaviour and safety.</p>	<p>1. Pupil council to devise a campaign and plan for improving care pupils have for the school, e.g. litter, recycling and fabric of the building.</p> <p>2. This to include each house group in the school taking on a medium term project that improves an aspect or area of the site. House Tutors. Heads of Year/Family and Heads of Department facilitate student work</p>	<p>Pupil led care of the school site in lasting and sustained ways.</p>	<p>JK to report to LT on plan across all house groups for the academic year 2014-2015 and then ask an AR to go on a learning walk of the school site so they can then report back to the Academy Committee.</p>

<i>Action point</i>	<i>What do we have to do to make it happen and who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>	<i>Who will monitor this action point happens?</i>
SIP – Action 19. Ambitious plans for a permanent Sixth Form Centre. Plans to make the school more attractive/supportive of T&L. Continue plans for Sports Village and fields with Sutton Town Football Club and improve decoration/display inside and outside of the school.	<p>1. Now we are a multi academy company we must work to secure a major financing from the Academies Capital and Maintenance Programme (ACMP). JBF to work with Directors and B&F academy committee to get outline planning permission for new Sixth Form centre. 2. HJK starting an alumni group.</p> <p>3. JC (in new enhanced role) to continue to project lead on plans for Sports Village with Sutton Town Football Club.</p> <p>March 2014 – commission an architect to plan new facility on side of sports hall which fulfils the needs of both the school and the football club. With JBF and ARs look at 35 year agreement with football club that would open the way for external funding for sports village.</p> <p>April 2014 – work with land profile company to plan for levelling of fields.</p> <p>Summer 2014- Seek local consultation when finance is secured.</p>	<p>New Sixth Form Centre</p> <p>New facility on the side of the sports hall with changing rooms, toilets dining and teaching spaces.</p> <p>Grants awarded. Alumni group started.</p> <p>A grant for building from ACP.</p>	<p>JBF/CW/JC to report to Buildings and Finance Committee and BofD who are updated in all meetings.</p>
Leadership and Management			
<i>Action point</i>	<i>What do we have to do to make it happen and who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>	<i>Who will monitor this action point happens?</i>
SIP Action 20. To work with our primary partners completing the JPIIMAC Development Plan.	See John Paul II Multi-Academy Development Plan, 2104-15		
SIP Action 21. Appointment of Deputy Headteacher (Learning and Teaching). Necessary re-ordering of Leadership Team tasks in the light of this appointment and the maternity leave of the Asst. Head i.c. Inclusion.	<p>1. JBF to work with BofDs to advertise the DH (Learning and teaching), March 2014.</p> <p>2. JBF to work with Academy Committee of Bishop Walsh Catholic School and Leadership Team to work out roles in the light of appointment of new DH and JK going on maternity leave.</p>	<p>To appoint a new Deputy Head (Learning and Teaching) by April 2014 to start new role in September 2104.</p> <p>To absorb new appointment and maternity leave of JK so that pupils are served by the best Leadership Team possible.</p>	<p>JBF to report to both BofD and AR about progress towards new leadership team for Bishop Walsh Catholic School starting September 2014.</p>

<i>Action point</i>	<i>What do we have to do to make it happen and who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>	<i>Who will monitor this action point happens?</i>
<p>SIP ACTION 22. Leadership of Learning and Teaching at all levels in the school.</p>	<p>1. Encouraging senior and middle leaders as experts in leading others by promoting the NPQH, pre NPQH, Aspiring School Leaders, NQMLD, SLE or any nationally recognised course inclusion action research. Also see SIP Action 10.</p> <p>2. Joint appraisal observations with ALL senior and middle leaders in order to make all involved secure with judgments about the quality of teaching. This to be done by end of Spring Term 2014.</p> <p>3. Offering HODs, starting with core subjects, the chance to sit in on and influence leadership team meetings especially regarding the quality of teaching. This can also be extended to HOYs on a rota.</p> <p>4. Committing ourselves to INSET about the need to have clear professional dialogue with each other about improving the quality of teaching in the school. One Training Day in 2014-2015 will be on 'difficult conversations'.</p> <p>5. Continuing to use Tuesday morning INSETs and/or a whole training day to 'showcase' the work of a department demonstrating some of the outcomes we want from asking the question, How do we make the quality of teaching outstanding? This to include both formative and summative AFL techniques. The impact of teaching on progress and how to inculcate rapid progress amongst pupils.</p> <p>6. Refining our systems of monitoring the quality of teaching through book scrutinies etc. How a scheme of work ensures that the quality of teaching is outstanding and how traffic light summative assessments can be weaved into a design for learning.</p>	<p>More confident, more well trained leaders in the school that take brave, informed decisions that improve pupil outcomes both in academic excellence, spiritual development and social awareness.</p>	<p>Joint appraisals completed by April 2014. Core HODs attending and contributing to weekly LT meetings. INSET completed and impact assessed and reported back to LT.</p>

Action point	What do we have to do to make it happen and who will lead on this?	Impact on Learners (success criteria)	Who will monitor this action point happens?
<p>SIP ACTION 23. Completion of whole school SEF in preparation for a section 5 Ofsted any time after September 2014.</p>	<ol style="list-style-type: none"> 1. All members of the LT except JK and PH to have a section of the SEF to write. (Up until Easter 2014) 2. JK and PH use the writing of the rest of the LT to formulate a 'house style' to the SEF. 3. Bishop Walsh Catholic School SEF to be reported to the L&T academy committee at the end of June 2014. 	<p>Pupil outcome improved over Achievement, Quality of Teaching, Behaviour and Safety and Leadership and Management because SEF has outlined areas of development carefully and prioritised them.</p>	<p>Academy Committee of Bishop Walsh Catholic School to check SEF through presentation at the L&T meeting, June 2014.</p>
<p>SIP – Action 24. To continue to make sure the Academy Committee of Bishop Walsh Catholic School exercises its ultimate strategic function in leading the future improvement of Bishop Walsh Catholic School.</p> <p>This to make sure that governors have the mechanisms to contribute and monitor strategic school improvement and oversight of vital elements of school life. E.g. Catholic/Life/Finance/Achievement/Leadership and Management/Quality of Teaching/Safeguarding/Quality of policies and consequent regular review.</p>	<ol style="list-style-type: none"> 1. Once a term an academy representative completes a learning walk using one aspect of the OfSTED evaluation schedule. Possible learning walks will include looking at quality of teaching, behaviour and safety inc. pupil voice, leadership/management and safeguarding/child protection. More ARs to complete safer recruitment training and other training provided by the Archdiocese of Birmingham Diocesan Education Service 2. More academy representatives attending LT meeting to assess the Leadership and Management at senior level. 3. To seek the views of academy representatives directly about school improvement. FGB meeting on 11/2/2014. 4. Dawn Knott to prepare standing item on full academy committee about how finances are spent with opportunity for ARs to ask questions. 5. To work with the BofD of the JPIIMAC to make sure the running of all four schools makes best use of the talent pool and strength of the present academy committee and staff at Bishop Walsh Catholic School. 	<p>Academy Representatives have all the information and training they need to support and challenge the leadership and management of the school in order to improve pupil outcomes.</p>	<p>Full academy committee and sub-committee meeting minutes. Individual ARs who conduct learning walk to report to various committees.</p>

By 2016, ICT infrastructure will have produced the following learning and teaching outcomes at Bishop Walsh Catholic School

The core aim of developing ICT at Bishop Walsh is to enhance learning, to provide innovative and exciting ways to explore ideas and develop our pupil's success and enjoyment of education.

ICT infrastructure

To continue to maintain and upgrade the whole school IT infrastructure to develop the capacity, efficiency and reliability of ICT provision across the school.

To upgrade the school computer hardware on a rolling programme

To convert DE2 into a bookable computer room

To continue to install a common set of laptop inputs in each classroom to access digital projectors and other multi-media resources

To ensure all staff have up to date laptops for classroom use

For departments to have access to ipads in order for staff to become familiar and training in mobile technologies for learning.

VLE and online learning

To replace the current VLE (Frog) with Moodle in order to create a more effective resource for learning

To develop the resources on Moodle - providing online courses and homework for students to support schemes of work

To continue to utilise new technologies to enhance learning, in particular through purchasing sets of ipads for classroom use

MIS

To replacement CMIS in the academic year 2014-15

To plan an implementation and training programme for staff in preparation for the change over

To liaise with our academy primary schools and discuss the implementation of a common MIS across the academy.

Personnel

To develop the capacity and efficiency of the IT team within the context of the academy structure

To develop the role of an E-learning manager to support teachers in developing online resources and through integrating the role with that of librarian

To develop the role of a leading practitioner in developing the use of Moodle among teachers and pupils

The above will all demand training for:

Pupils. Use of Moodle (Year 7 induction within ICT and assemblies). Appropriate Internet use/ E-safety.

Staff. Time and training for creation of materials for Moodle. General use and possibilities of ICT in enhancing pupil learning. Use of a new MIS.

Parents. Awareness of new technologies and how they can help support learning. Use of a parent portal with a new MIS.

Section on Catholic Life of the School including the promotion of pupils' spiritual, moral, social and cultural development.

SIP Action 1: Launch of the John Paul II Multi-Academy with pupils, parents and staff.

SIP Action 2: Working with primary partners in the JPIIMAC to invigorate the Catholic Life of Bishop Walsh and further improving the provision for Catholic Life at Bishop Walsh so that it is maintained and developed.

SIP Action 3: Faith in Action Week, w.b. July 7th 2014

SIP Action 4: To refurbish and update the school chapel to enhance worship.

SIP Action 5: Encouraging pupils to appreciate a diverse society

SIP - Action 6. Next phase in developing link with our partner schools in Zimbabwe, Using grant from '*Connecting Classrooms*' to send out a member of staff to establish practical links between both schools.

SIP – Action 7. Effective intervention strategies to reach GCSE target of 85% A*-Cs including Eng.& Maths. In PARTICULAR the need to CLOSE THE GAPS identified in RAISEOnline. English to target 90% of pupils gaining A*-C and the RAISEOnline residual for pupil premium to move much closer to 1000.

SIP – Action 8. Effective intervention strategies to reach 50%+ A*, A and Bs for full A levels in Summer 2014 and to make improvements in post-16 provision.

SIP – Action 9. Planning curriculum change to ensure maximum pupil achievement in the light of government changes to GCSE and A level.

SIP - Action 10. Developing the purpose and approach to INSET and Coaching to further impact on pupil outcomes

SIP - Action 11. Harnessing the JPIIMAC development plan key priority 3 - Improving standards, achievement and the quality of teaching.

SIP - Action 12. New pay and appraisal policy for teaches and support directly related to maintaining and improving Quality of Teaching.

SIP - Action 13. To develop a new VLE for the school.

SIP - Action 14. Validating standards of quality of teaching in the school by asking an external team of Headteachers one of whom is a serving OfSTED inspector to do a 'Mocksted' in Spring 2014. This to be followed by an unannounced MOCKSTED in Summer Term 2014.

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SIP – ACTION 17. Review and change to the role of Heads of Year at Bishop Walsh. (Two year objective)

SIP – Action 18. To promote 'Stewardship' amongst pupils to improve the ambience of the school environment and have a positive effect on behaviour and safety.

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SIP ACTION 22. Leadership of Learning and Teaching at all levels in the school.

SIP ACTION 23. Completion of whole school SEF in preparation for a section 5 Ofsted any time after September 2014.

SIP – Action 24. To continue to make sure the Academy Committee of Bishop Walsh Catholic School exercises its ultimate strategic function in leading the future improvement of Bishop Walsh Catholic School.

