

HOLY FAMILY PRIMARY AND NURSERY SCHOOL

STRATEGIC GOALS AND TARGETS 2007-2010

PRIORITY : 2 : LEARNING and TEACHING

Area of focus	2007 - 2008		2008 - 2009		2009 - 2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Learning and Teaching	Each teacher will begin to embed accelerated learning in to their practice	<ul style="list-style-type: none"> • Full school resources will be acquired for accelerated learning. • Each teacher will present an accelerated lesson during two study buddy sessions. • Each teacher will maintain an accelerated learning teaching environment. • SMT will evaluate the impact of accelerated learning on pupil performance, engagement and progress. • Core aspects of accelerated learning will be visible in each class inclusive of: <ul style="list-style-type: none"> ○ WALT ○ Links to previous learning ○ Plenary sessions ○ Learning styles approach ○ Brain breaks ○ Motivation ○ Learning outcomes ○ Success criteria 	All staff will have a raised capability in the use of ICT to support learning and teaching.	<ul style="list-style-type: none"> • ICT inset will be a main priority this year. • Review of ICT scheme of work and policy statement. • Purchase of six additional interactive whiteboards. • Development of online educational resources on school website. • All teaching/auxiliary staff will be able to effectively utilise: <ul style="list-style-type: none"> ○ Interactive whiteboard ○ Digital camera ○ Scanners ○ Printers and associated software for their daily work. ○ Control technology 	All staff will have an enhanced capability in utilising active learning methods across the curriculum	<ul style="list-style-type: none"> • Active learning methods will be identified as a core PRSD objective • All staff (nursery to P7) inclusive of teachers ad assistants will receive specific active learning methods training • Active learning methods will be a clear focus in weekly classroom practice • Learning and teaching co-ordinator will support active learning approaches across the curriculum in years 3, 4 and 7

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	Goals	Targets	Goals	Targets	Goals	Targets
Learning and Teaching		<ul style="list-style-type: none"> • Establishment of curriculum implementation teams • Learning and Teaching co-ordinator will support ACL approaches within Numeracy (year 1 & year 5). • Implementation of outcomes associated with pupil audit. • All staff will receive training on establishing a dyslexic friendly classroom (term 1) and evaluative feedback on their classroom and delivery (term 2) - SENCO delivery • All teachers will identify TSPC and AFL in their half termly planning • All teachers will deliver TSPC and AFL in their teaching each half term • Creation of revised PDMU/RE scheme of work 		<ul style="list-style-type: none"> • Learning and Teaching Co-ordinator will support ACL approaches within ICT across the curriculum (year 2 & year 6) • All teachers will highlight the connection of learning in their planning and their practice • Implementation of revised PDMU/RE scheme of work • ICT kitemark will be attained 		

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PRIORITY 1 : STAFF PERFORMANCE

Area of focus	2007 - 2008		2008 - 2009		2009 - 2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Staff Performance	Staff performance will be sustained	<ul style="list-style-type: none"> Individual performance targets will be established, monitored and evaluated. Staff induction policy will be reviewed. Performance Review and Staff Development policy will be reviewed. All staff will receive annual feedback on performance. (CRM) Each member of staff will receive one observation session of good practice. (study buddy). SMT will re-evaluate staff performance across all sectors and decide upon continuation of staff performance into 2008-09. 	This priority will be decided upon following a review of the priority implementation in 2007-2008.		This will be adjusted in line with 2008 - 09	

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PRIORITY 1 : STAFF PERFORMANCE

Area of focus	2007 - 2008		2008 - 2009		2009 - 2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Staff Performance		<ul style="list-style-type: none"> • Investor in People standard will be retained after re-evaluation. • Participation by some staff in PQHNI info sessions • Attainment of dyslexic friendly school status • Implementation of school focused staff development plan • Revised curriculum training for year 2 and year 6 staff • Establishment of curriculum implementation teams 				

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PRIORITY 5 : SPECIAL EDUCATIONAL NEEDS

Area of focus	2007 - 2008		2008 - 2009		2009 - 2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Special Educational Needs	To ensure effective identification and support for all pupils with SEN.	<ul style="list-style-type: none"> Review and amend SEN provision as appropriate and in line with available resources. Secure out of school support for targeted pupils on SEN register. Sustain auxiliary support for SEN pupils. All teaching, auxiliary and ancillary staff will receive training on phonographix and SENDO. Nurture provision will be maintained. Implement the phonics programme audit. Accelerated learning will be embedded in each class. Installation and utilisation of six additional IWB to aid learning (phase 2). Individual target setting will be implemented for all P4/P5 pupils. Accelerated reader training will be provided for all staff 	To ensure effective identification and support for all pupils with SEN.	<ul style="list-style-type: none"> Maintain out of school support for targeted pupils on SEN register. Sustain auxiliary support for SEN pupils. All teaching and auxiliary staff to observe reading centre provision on at least two occasions. Nurture provision will be maintained. Continuation of accelerated learning approaches in all classes. Installation and utilisation of six additional IWB to aid learning (phase 3). 	This priority will be decided upon following a review of the priority implementation in 2008/09.	

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PRIORITY 5 : SPECIAL EDUCATIONAL NEEDS

Area of focus	2007 - 2008		2008 - 2009		2009 - 2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Special Educational Needs		<ul style="list-style-type: none"> At least 3% of SEN pupils will improve their literacy performance by at least 4 standardised marks against 2006/07 baseline. Opening of an after school reading centre at Holy Family Primary and Nursery School. Continuation of literacy and numeracy support Sustain counselling support for identified pupils TSPC and AFL will be highlighted in each class Speech and language training for all staff 		<ul style="list-style-type: none"> Evaluation of the impact of accelerated reader services Individual target setting will be maintained for all pupils. Development and implementation of reading centre at Holy Family Primary and Nursery School. At least 3% of SEN pupils will improve their literacy performance by at least 4 standardised marks against 2007/08 baseline. Implement appropriate changes following on from the phonics programme audit Revised statutory SEN arrangements will be introduced as per legislation. 	This priority will be decided upon following a review of the priority implementation in 2008 -2009.	

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PRIORITY 3: PUPIL PERFORMANCE

Area of focus	2007 - 2008		2008 - 2009		2009 - 2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Pupil Performance	Key stage one pupils performance in standardised literacy tests is sustained at the 2006/07 level.	<ul style="list-style-type: none"> Amended curriculum is provided for those pupils that require it. PRSD has a literacy focus. Sustain nurture provision. Sustain daily USSR in all classes. Continue online assessment and diagnostic use of standardised tests. Amend literacy provision and inset content based on diagnosis of standardised performance. Adjust school organisation so that additional time is available for core areas (literacy/numeracy/WAU) 	Key stage two pupil performance increase by 5% in the 95+ banding in literacy standardised tests against the 2007/08 baseline level.	<ul style="list-style-type: none"> Amended curriculum is provided for those pupils that require it. PRSD has a literacy focus. USSR is provided on a daily basis. SRA is implemented in all KS2 classes during the year. Targeted support is provided for individuals/groups by both SEN and CA staff. Sustain out of class support for targeted KS2 pupils (homework club). Individual performance targets will be set and reviewed termly for all KS2 pupils. Adjust school organisation so that additional time is available for core areas (literacy/numeracy/WAU). Implementation of holiday revision classes for targeted pupils. Utilise celebrity figures to promote the importance of literacy. 	KS2 pupil performance in standardised literacy tests is sustained at the 2008/09 level	<ul style="list-style-type: none"> Continued redistribution of teaching time to core areas. Implementation of an effective staff development programme highlighting appropriate teaching methods. Continue additional support for targeted pupils - eg out of hours support, SEN support, CA support. Full revised curriculum is implemented. Active learning methods are common in all subjects.

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PRIORITY 3: PUPIL PERFORMANCE

Area of focus	2007 - 2008		2008 - 2009		2009 - 2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Pupil Performance		<ul style="list-style-type: none"> Paired Reading Programme is implemented Development and implementation of holiday revision classes for targeted pupils. Installation of 'reading centre' facility for targeted pupils after school. Sustain out-of-hours support for identified pupils. Accelerated learning is provided in each class. Individual performance targets will be set and reviewed termly for all pupils. "Standards" review is undertaken and communicated to all staff following standardised test week. Sustain out of class support for targeted KS2 pupils.(Literacy) Sustain maths support if financially viable. (P3 - P7) 		<ul style="list-style-type: none"> Paired Reading Programme to be implemented. Extended schools opening hours of library and drama club. Establishment of curriculum implementation teams. Continuation of reading centre facility Continue online assessment and diagnostic use of assessment for all KS2 pupils in literacy. 'Standards' review is undertaken and communicated to all staff following 'standardised tests' week - strategies for improvement are to be implemented 		<ul style="list-style-type: none"> Learning and teaching co-ordinator will support ACL approaches across the curriculum in years 3, 4 and 7. Continuation of reading centre facility. Maintenance of curriculum implementation teams. Review school organisation time for core subject prioritisation.

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PRIORITY 4: CURRICULUM IMPLEMENTATION

Area of focus	2007 - 2008		2008 - 2009		2009 -2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Curriculum implementation	All pupils will receive curriculum and assessment arrangements appropriate to their needs and in line with current legislation.	<ul style="list-style-type: none"> • Implementation of revised World Around Us scheme of work in P1-P5 classes. • Revised curriculum training for P2 and P6 staff. • Follow up revised curriculum training for P1 and P5 staff. • Statutory pupil profile implementation to P5. • Evaluation of the Music scheme of work. • Monitoring of Literacy, ICT, PE and World Around Us scheme of work. • Implementation of revised scheme of work for Art and Design. • Implementation of the revised structured play scheme of work. • Implementation of INCAS assessment in year 5. 	All pupils will receive curriculum and assessment arrangements appropriate to their needs and in line with current legislation.	<ul style="list-style-type: none"> • Implementation of revised World Around Us scheme of work in P1 - P6 classes. • Revised curriculum training for P3, P4 and P7 staff. • Follow up revised curriculum training for P2 and P6 staff. • Implementation of INCAS assessment in year 6. • Review and evaluate RE scheme of work. • Review and re-evaluate Maths scheme of work 	All pupils will receive curriculum and assessment arrangements appropriate to their needs in line with current legislation.	<ul style="list-style-type: none"> • Follow up revised curriculum training for P3, P4 and P7 staff. • Full implementation of the revised curriculum. • Implementation of the full World Around Us scheme P1 - P7. • Implementation of INCAS in P7 and P4. • Review of the implementation of the PDMU element of the curriculum.

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PRIORITY 4: CURRICULUM IMPLEMENTATION

Area of focus	2007 - 2008		2008 - 2009		2009 - 2010	
	Goals	Targets	Goals	Targets	Goals	Targets
Curriculum implementation		<ul style="list-style-type: none"> Implementation of the pupil profile across year 1 - year 7. Development of revised scheme of work for Personal Development/RE. Evaluation of scheme of work for Literacy. Evaluation of scheme of work for ICT. Implementation of revised planning and teaching to explicitly include TSPC and AFL. 		<ul style="list-style-type: none"> Evaluate the implementation of TSPC and AFL. Implementation of planning and teaching to include PDMU. 		<ul style="list-style-type: none"> Overall assessment of the change process of revised curriculum implementation.