

St Martins School - Head Teacher's Report to Governors and Parents



AUTUMN TERM 2015

Introduction

I start this head teachers report with a huge thank you to all staff and governors for a productive, professional start to the year. It feels like all of the pieces of the jigsaw are coming together and everyone is working so hard to move the school forward. Although some of the summer results were not as we expected there were some fantastic individual stories and some great subject team results. Primary results were just as expected and consistent with previous years.

In light of the key stage 4 exam results, this term has seen the monitoring and scrutiny of teaching and learning and outcomes ramped up to the highest level. The term started with exam meetings between the head teacher and all heads of department where results were examined and action plans put in place for next year. Many other monitoring activities have taken place which will be outlined in the review of the School development plan below.

The second year of the community curriculum programme has exploded into life with the Pepys show performed on Friday the 20th of November.

New staff have made a huge impact. Hayley Smith, head of Science, Tammy Evans in English, Susie Allcock in year 1 and Katherine Jones as the new hub manager. We have also now been joined by Annette Platt, covering the year 4 whilst Rachael Pritchard is on maternity leave.

Katherine has produced a hub action plan, which will see the hub develop as the centre of the school and the support area for developing reading and literacy skills across the school.

We have taken delivery of our 2 new minibuses, which look fantastic and will save us loads of money in hiring buses.

The mosaic mural made at Rhyn Park School and erected at Iron bridge power station will finally come home. We are just hoping we have somewhere to put it!

And the sports centre is going from strength to strength with free swimming and collaborations with sports providers such as New Saints football club.

We have continued our links with Moreton Hall. A group of year 11 most able students are now having lessons at the Hall with Sean Lang after school on a Wednesday. Tuesday the 24th of November our year 7 students went to watch a French show and were served a fantastic lunch in the Morton restaurant

We will complete the term with Christmas service, shows and an extravaganza and with more students than we started the term with, through 14 in term admissions.

SCHOOL DEVELOPMENT PLAN

AUTUMN REVIEW

SECTION A – teaching and learning

- Our new school monitoring system, school aspect, has streamlined all school planning and performance management, creating one central place for all monitoring and planning
- By Christmas all lesson observations will be complete and all staff teaching and non-teaching will have been reviewed and targets set.
- Mini reviews in English and Maths provided updates on teaching and learning and progress. In particular the English review showed there had been a marked improvement in teaching and learning, effective marking and curriculum development.
- Full reviews in ICT and Technology and PE will be completed by the end of the term and action plans completed for both subject areas.
- Learning walks this term have evidenced better and more consistent marking and better differentiation in most areas of school.
- CPD in securing good teaching and outstanding middle leadership have been undertaken and will continue next year.
- Jamie Powell has been appointed most able and talented co-ordinator and will create an up to date register and then attempt to resurrect the challenge award at the end of this year.
- Subject reviews are now focusing on progress against the new curriculum
- Marking is now consistent and pupil / teacher dialogue is being embedded
- A lesson planning form has been developed that can be used across the school and that highlights all of the areas looked at by Ofsted.
- Literacy and numeracy have been embedded across the curriculum in primary using new cross curricular themes and is a focus on the new lesson planning form
- Assessments have been made more accurate with moderation and using a range of assessment forms. Tracking is now on current performance across the school and no predicted grades are being recorded.
- A new assessment system has been introduced in primary and is currently being developed and may be carried over into year 7 and 8.
- Middle leaders have undertaken training in secondary on how to convert GCSE grades to the new numbers and how these relate roughly to levels
- Use of teaching assistants is a focus of lesson observations and of learning walks and is a section on the new lesson planning form.
- The learning environment in primary is excellent and has been shared with secondary colleagues. Nicola Price , the new art teacher , joining us in January will have display in her job description and time to help staff in secondary improve their learning environments
- Independent learning has been improved with labelled resources and working walls in primary and with “fix it” time and dialogue about marking in secondary.
- Middle leaders are using data more effectively to drive progress by having a 2 weekly meeting after school and core meetings with Jim Taylor, deputy head.

SECTION B – MAXIMISING OUTCOMES

- Attainment 8 and progress 8 scores are being improved by having less GCSE subjects studied and by targeting year 11 with mentoring and constant monitoring

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- An action plan for English has been produced and progress in English is being accelerated with a new curriculum which has condensed year 7, 8 and 9 into 2 years and GCSE skills and tracking being introduced in year 9. Extra groups have been added in years 10 and 11. Mini subject review and core meetings weekly
- An action plan for Maths has been produced, new curriculums developed and extra groups created in years 11, 10, and 9 to improve differentiation and teacher / pupil ratio. Mini subject review and core meetings weekly.
- Progress in MFL has been improved with better marking and targeted work. Cathy Young has visited other schools and implemented ideas seen. A review, review has been completed.
- Progress in Science has been led by the new head of department, who has changed the structure of Science to allow teachers to share groups and teach their specialism. Better tracking of students across the department is increasing staff awareness of student progress and informing interventions. The Science review before the summer holiday provided clear actions for this term.
- ICT and Technology has been reviewed and the report is currently being written. There will then be an action plan developed from this review, which will be monitored by Jim Taylor
- PE have a subject review next week. Action plans and a monitoring plan will be developed
- There has been training at middle leaders meetings on the new provision for special educational needs, effective interventions and the role of the head of department in progress for all students. Pupil premium interventions are being run in primary and secondary phases by our higher level teaching assistants , learning mentors and teaching assistants
- Mentoring is in place for year 11 with most staff having at least 1 student to mentor
- Revision sessions have started for year 11 and year 10 and the first set of mock exams are taking place this week.
- Progress and attainment at key stage 2 are being supported with booster sessions in grammar, reading, writing and Maths. Year 6 have done sample SAT tests and other nationally recognised tests to generate a standardised score
- Early years education continues to be an outstanding area with the TAPESTRY monitoring system being used by staff and parents. The new baseline testing has been trialled.
- All measures are in place to support year 2 and year 6 gaining national targets in progress and attainment.

SECTION C – Behaviour and ethos

- An action plan for improving attendance has been produced, following a report from Shropshire's education welfare officer. Current attendance is just below 95% and needs to be improved. Strategies include rewarding 100% attendance, liaising with the educational welfare officer, Susie Skipper and tackling persistent absentees.
- The student leadership group has been appointed, is on the website and have started to look at improving areas of the school. Suggestion boxes will be placed in secondary and primary areas.
- Student council continues to run in the primary phase with links to the student leadership group.
- Pupils are being listened to across the school. Zoe Mottershaw is leading on year 11 group mentoring and subject areas have been conducting their own pupil voice

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- Rewards system of house points has been developed and 2 assemblies celebrating achievements have been held. Certificates for house points and attendance have been awarded. Next week cupcakes with the head and pool parties with the new inflatable will be held. House sports competitions have been held in secondary and have been planned for primary.
- Behaviour at breaks and lunchtimes has continued to improve. The VIP suite has been extended to all of year 11 following very good reports. Other year groups have asked for areas at lunchtime.
- The behaviour policy has been re-written and a behaviour framework written for primary and secondary phases. These are helping to make behaviour consistently dealt with. The isolation room is used infrequently and it is planned to use teaching staff to man it after Christmas
- Inclusion and support systems have been reviewed and "I passes" produced for inclusion students which have the same principles as an IEP.
- Themes for assemblies have not get been scheduled for the year, but British values and the prevent agenda have been addressed in assemblies.

SECTION D – leadership and management

- The senior leadership team meet twice a week and the head teacher has weekly line management meetings with each member of the senior leadership team
- Middle leaders secondary meet on a 2 weekly basis – minutes are recorded
- Subject teams and the primary team meet on a weekly basis
- Middle leaders in core subjects are held to account with weekly meetings with the deputy head
- All subject leaders have a half termly meeting with the head teacher
- Performance management has been streamlined and made more effective using the school aspect management system
- All staff will be observed in the autumn and spring terms and joint observations are providing training for new subject leaders.
- In the secondary phase subject reviews are held to gather information through lesson observations, book scrutiny, learning walks, pupil voice and tracking of progress. This term English, Maths, ICT / Technology and PE have been reviewed. Areas of requires improvement are re- visited by line managers on a frequent basis.
- Learning walk week is timetabled into the calendar and frequent drop in learning walks are undertaken. Currently Jim Taylor is doing a weekly learning walk looking at marking in the secondary phase.
- The role of the middle leaders is being developed with the targeted training from ECM , who are leading training on securing good teaching and outstanding subject leadership
- Middle leaders also meet once a fortnight as a team to discuss their subject development and implement whole school improvements
- Middle leaders are asked to visit other schools and bring back experiences and good practice to the middle leaders group.
- The support staff structure is being developed so that teaching staff feel fully supported in their role. Recent changes to some roles have proved a challenge, especially with very tight funding

SECTION E – Student numbers and marketing

- The head teacher's surgery is now a drop in on a Tuesday afternoon. Currently only a few parents and visitors have popped in.
- The head teacher and Clare Ellis meet on a weekly basis to discuss promotion and advertising of the school.
- Katherine Jones, our new hub manager has taken over the co-ordination of the articles for the St Martins magazine and is always looking for new ways of getting the school into the community
- The heads blog and twitter are being used effectively to drop bite sized information out through the website and social media
- Links with the Shropshire star and the Advertiser have been strengthened. With some key pieces about the school
- The community curriculum is continuing to be a fantastic success. The Pepys show was seen by over 100 key stage 1 children and more than 100 parents, last week, with fantastic reviews. Well done Carol Jones, Ceri James and Helen Crighton-poli for your hard work on this production.
- We are extending the number of schools we work with. Criftins and Pentre have had visits from the head teacher and Criftins joined us for a Science session in our labs.
- The new website continues to be improved and parents are increasingly using it as their first place for information.
- We have now created a team of year 7 tutors that will induct year 7 year on year. Each tutor has taken responsibility for one of our transition events.
- A nursery brochure has been produced and we now need to look at more advertising for the nursery
- Last year we developed a summer holiday transition pack for year 6. This year it will be developed to include all subjects.
- Our PTA has met several times this term with Clare Ellis and Liz Devismes in the driving seat. Dec the 3rd will be our Christmas fayre, organised by the PTA.
- The sports hall is starting to play a major part in the community. We now need to market the activities on offer more widely and develop a management committee.
- We have appointed Katherine Jones to the hub manager's job and she has had a major impact on the library and the teaching of literacy and reading. She will soon turn her attention to linking the hub area with the community in a wider context.

Pupil premium update

In the financial year 2015- 16 we will receive £ 135,815

The money is spent on a range of interventions:

- Creating smaller groups – 43 students in 3 groups in year 10
- One to One literacy and numeracy support delivered by the additional needs team.
- Small group work, involving pupils working together with support from staff to improve Literacy and numeracy skills.
- Daily Reading sessions supported by our Learning Resource Hub staff and Teaching Assistants.

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- Inclusion programs, to support pupils who find main stream school setting difficult.
- Tailored programs including, personal development work, anger management, self awareness and supporting good attendance.
- Family support programs, working with family and young people building relationships in the community and supporting positive parenting.
- Transitional programs for pupils who have moved from other school mid phase or have been identified as needing support when moving up to key stage 3.
- Accessing 'Enhance' workers from other agencies and specialists to advice / work with Pupils with special educational needs.
- Work of learning mentors who tailor interventions, support in class rooms and support Pastoral staff to positive manage pupils leaning.
- Training for staff to access support as part of the early help assessment team.
- Supporting pupils of Traveling families.
- Supporting before and after school clubs and extra curricula activities.
- Enabling students to access work placements.

PE sport grant update

This financial year we received £ 8,400 in PE sports grant. This money is targeted at improving skills in primary age children, but also coaching for primary staff. This year we are spending the following approximate amounts:

- £ 4,800 on secondary PE staff teaching primary PE and coaching staff and teaching assistants
- £ 1,200 on swimming lessons for all students, lifeguards and use of the pool
- £ 2,400 on after school and during school specialist coaching in varying activities depending on the term delivered by specialist coaches.

Targets for this year:

- Ensure increased participation in sport for both boys and girls
- Improve agility and speed
- Every child will be able to swim by the time they leave the primary department

British values / prevent agenda

- All classrooms display British values and they are being referred to during lessons
- PSHE schemes of work have been re written to include work on the British values and radicalisation
- Assemblies have tackled British values and the terrorist attacks in Paris and what we can do to prevent British citizens being radicalised.

'Thoroughness' update

- Teaching pairs will be working together to watch, review and improve each other's teaching
- Through staff meeting fortnightly
- Student leadership group working across both phases
- Learning mentors working fantastically together in the pastoral team
- Sports leaders year 10/11 working with primary students
- Secondary teachers teaching PE, French, ICT and Music during primary teachers planning and preparation time

Exclusion data

	boys	girls	SEND	TOTAL
2014/15 summer term	30 days	4	12	34
2015/16 summer term	19	0	0	19
2013/14 Whole year	101`	19(14 one student)	Info not available	120 1 permanent
2014/15 Whole year	40	12	2	52 2 permanent

Attendance update

nursery	reception	1	2	3	4	5	6	7	8	9	10	11
n/a	n/a	95.7	96.2	93.4	95.6	94.1	93.9	95.1	94.25	96	94.3	94.7

Students on role – total - 500

nursery	reception	1	2	3	4	5	6	7	8	9	10	11
20	28	21	25	30	32	32	22	60	57	55	43	75
							209					500