



Llantwit
Major
School

Ysgol
Llanilltud
Fawr

School for the 21st century at the heart of the community

Post Inspection Action Plan

2017

Llantwit Major School

We believe that:

As a community, in the community, for the community

People are our greatest asset

We are therefore committed to consistently creating high quality learning experiences that ensure opportunities to add value to all pupil outcomes in a safe, supportive environment.

Recommendation 1: Improve the performance of more able pupils

Objectives	Actions	Who?	Resources Cost	Time scale	Monitoring Systems	Indicator
To improve identification of MA&T students and ensure that identification happens at an earlier stage.	Use year 6 data from primary schools to identify MA&T pupils Identify 5A*-A pupils from Yr7	DLD	N/A	Sept 2017	SLT Meetings	Pupils identified and both predicted and actual 5A*-A and 3A*-A PIs improve.
To improve tracking of MA&T students.	Leaders of Core subjects to work with AHT (Curriculum & Data) to identify MA&T students and to specifically track their progress	DLD/MA M/CEP/PA B	N/A	On going	SLT Meetings	Tracking data exist and 5A*-A rises to 25% by 2018 A level data 3A*-A rises to 9% by 2018
	Leaders of Core subjects to work with AHT (Curriculum & Data) to quality assure target setting procedures within school ensuring that all targets are aspirational but realistic	DLD/MA M/CEP/PA B	N/A	On going	SLT Meetings, TMG Meetings	2018 results more closely match targets
To improve interventions employed with more able and talented students.	Leaders of Progress to report half termly to SLT on the make-up and current performance of MA&T pupils	TR/DWP/ AL/ED/KR W	N/A	On going	SLT Meetings	Predicted and actual 5A*-A and 3A*-A PIs improve.
	Develop MA&T interventions across subject areas	SLT	N/A	On going	SLT/LoL Meetings & SLT Meetings	Predicted and actual 5A*-A and 3A*-A PIs improve Predicted and actual 5A*-A and 3A*-A
	Continue to work with the 'Brilliant Club' charity to ensure appropriate representation of different groups of students (e.g. e-fsm students) in the MA&T programme	CEP	£1920	On going	SLT Meetings	PIs of e-fsm and MoD pupils improve
	Promote the Honours Group at KS 5	KF/KRW	N/A	On going	Post 16 student voice	3-A*-C performance improves to 9% by 2018

Recommendation 2: Improve provision for, and pupil outcomes in, Welsh at key stage 4

Objectives	Actions	Who?	Resources Cost	Time scale	Monitoring Systems	Indicator
Improve the management of the delivery of GCSE Welsh (particularly the short course)	<p>Introduce improved tracking of pupil progress across the department and specifically at GCSE</p> <p>Improve delivery' moderation and tracking of CATs</p> <p>LoL Welsh to report specifically on GCSE progress of Yr's 9, 10 & 11 fortnightly at SLT line management meetings</p> <p>Review and improve schemes of work across all year groups</p> <p>Develop an internal mentoring programme for the LoL Welsh from another successful MLL</p>	DH/LEP/CEP	N/A	2018	LEP/DH Line management Meetings Target Monitoring Group Meetings	Overall Yr 11 pass rate across short course and full course rises to 72% by 2018
Improve T&L of Welsh throughout the school.	Secure a departmental support package from a recognised successful Welsh department via the CSC.	DH/LEP /JC	£1000	Summer 2017 – Summer 2018	Support plan developed and implemented	Overall Yr 11 pass rate across short course and full course rises to 72% by 2018
Increase the proportion of students entered for GCSE Welsh qualifications	Ensure that all students are prepared for and enter the Welsh GCSE Examination	DH	N/A	2019	LEP/DH Line management Meetings	98% of Year 11 students entered for Summer 2019 GCSE Welsh Examination
Improve the profile of the Welsh Language across the school.	<p>Launch a 'Bilingualism Action plan' across the school to raise and improve the profile of Welsh including:</p> <ul style="list-style-type: none"> ○ Whole staff training 	DH/LEP	£500	Summer 2017	LEP/DH Line Management Meetings Staff working party.	<p>Improved student voice returns from the 'A School in Wales' Questionnaire</p> <p>Overall Yr 11 pass rate across short course and full course rises</p>

	<ul style="list-style-type: none"> ○ and support ○ Improved whole school documentation ○ Promotion of Welsh throughout transition ○ Improved publicity- ○ Greater involvement in the Celebration of Success programme ○ Engage 'Student Voice ○ Audit current provision 					to 72% by 2018
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Recommendation 3: Improve the consistency and quality of middle leadership

Objectives	Actions	Who?	Resources Cost	Time scale	Monitoring Systems	Indicator
Improve the impact of SLT Department Review Days in closely monitoring performance	Bring forward the first SLT review day to Sept 11th to ensure early intervention for departments and staff members identified as 'causing concern'	FG/VMB	N/A	Aut 2017	SLT Review day minutes	Underperforming department performance as identified by FFT reduces in 2017 and again in 2018
	Improve the consistency of documentation used to monitor departmental performance at SLT review days	FG/VMB	N/A	Aut 2017		
	Improve the range of both internal and external support available to support both departments and staff members identified as 'causing concern'	FG/VMB	N/A	Aut 2017		

Enhance the role of the Governor's Target Monitoring group.	Provide clear guidelines for governors on the role and remit of a 'Link Target Monitoring Governor'	FG/VMB /DM	N/A	Sum 2017	Target Monitoring Group minutes	Staff and Governors can fully articulate the role and strategies employed by the governing body in challenging departmental underperformance.
	Clearly identify to staff and governors the range of support and challenge that will be used in addressing areas of school performance identified as 'causing concern'	FG/VMB /DM	N/A	Sum 2017	Staff meeting Records Full Governing Body Minutes	Underperforming department performance as identified by FFT reduces in 2017 and again in 2018
	Ensure that the work of the Target Monitoring group is effectively reported to the Full Governing Body in such a way as to ensure the level of challenge from the Full Governing body is appropriate	FG/VMB /DM	N/A	Sum 2017	Full Governing Body Minutes	
Improve the performance of middle level leaders and the consistency with which leadership processes as Outlined in the Toolkit and Review Calendar are delivered.	Introduce more formal opportunities for the SLT to report back on and share best practice in working with MLL	FG/VMB	N/A	Sum 2017	SLT meeting minutes	A formal programme of sharing of best practice exists
	Introduce a mentoring programme where effective MLL are linked to support colleagues	FG/VMB	£500	Aut 2017	Mentoring Programme; staff meeting minutes & SLT meeting minutes	Underperforming department performance as identified by FFT reduces in 2017 and again in 2018
	Introduce a range of professional development opportunities to support the development of MLL at various stages in their professional development	FG/LEP	£2000	Sum 2018	Programme of targeted CPD developed	

Improve the consistency and rigour of Performance Management processes across the school.	By sharing best practice improve the consistency of DIP and DSER documentation	FG/VMB	N/A	Sum 2017	Departmental Documentation	HT assessment of PM documentation indicates improved rigour and consistency
	Introduce more exemplar material sharing best practice from across the school in Performance Management documentation and impact.	FG/VMB	N/A	Sum 2017	Exemplar material	

Recommendation 4: Ensure that all monitoring processes focus well upon the progress that pupils make, including the development of their skills

Objectives	Actions	Who?	Resources Cost	Time scale	Monitoring Systems	Indicator
Improve the observation grids used to monitor student performance.	Introduce a new lesson observation grid more clearly focussed on student performance than teacher performance	KF	N/A	Aut 2017	SLT analysis of new documentation	Student performance against all PIs improves
	Introduce a new student work monitoring grid more clearly focussed on the quality of student work and the quality of teacher/student dialogue	KF	N/A	Aut 2017		Analysis of the new documentation provides clear identification of areas of concern
Improve the management structure of Literacy and Numeracy across the school.	Adjust the SLT 'Contribution to School Performance' grid giving Line Management responsibility for the Literacy and Numeracy co-ordinators to the LoL English and Mathematics respectively	VMB	N/A	Sum 2017	Staff meeting Records Full Governing Body Minutes	A robust audit of the delivery of skills across departments is produced and maintained New line management structure published and agreed by Governors
Improve the evidence base	Increase the non-contact time	VMB	N/A	Aut 2017	Governors	A robust audit of the delivery

quality assuring the coverage and quality of Literacy and Numeracy delivery across the school.	for both the Literacy and Numeracy co-ordinator to allow more effective monitoring of delivery across all subjects including lesson observations' work scrutiny and student voice				Curriculum Committee Minutes	of skills across departments is produced and maintained
Develop an effective delivery model and monitoring procedures for Digital Competency across the school	Create annual departmental portfolios evidencing the effective delivery of the Literacy and Numeracy Framework across the school	LoL/ CEP/ MAM	N/A	2017-18	SLT Meetings & SLT Review day notes	B/M Quartile 1 achieved across all aspects of WNT testing analysis
	Working in partnership externally with the CSC and SIG and internally with LoL, the literacy co-ordinator and the numeracy co-ordinator develop a model more delivery of and evaluation of the Digital Competency Framework producing a Digital Competency Delivery Plan	DLD/ MJB	£800	Sum 2017	SLT Meeting Minutes/ DLD/MJB Meeting minutes Digital Competency Delivery plan	Portfolios exist and have been quality assured by Literacy & Numeracy co-ordinators Plan exists and has been implemented

Additional areas to address

Objectives	Actions	Who?	Resources Cost	Time scale	Monitoring Systems	Indicator
Improve post 16 performance across all indicators.	Ensure that all staff have a clear understanding of new post 16 performance measures	KF/KRW /LoL	N/A	Sum 2017	Staff meeting notes	Post 16 performance across all indicators improves. By 2018 3A*-A to 9% 3A*-C to 70% Valued added of at least 0 across all subjects
	Ensure that post 16 students' options ensure They are in a position to achieve all performance Indicators	KF/ KRW	N/A	Sum 2017	Options return	

Improve communication between the school council and wider pupil population.	Improving tracking of Student performance Against all post 16 indicators, identifying and addressing underperformance of students and departments	DLD /KF	N/A	2017-18	SLT Minutes SLT/LoL Line management Minutes	Student Voice indicates that over 90% of students are aware of the activities of the student council and positive about their activities
	Introduce a post 16 performance board	VMB/ KF	N/A	Sum 2017	Performance board minutes	
	Include student council reports in each school newsletter.	LEP	N/A	Sum 2017	Newsletters	
	Run student council assemblies termly	LEP	N/A	Sum 2017	Assembly Rota	
	Continue to update student council notice board and publicise to all year groups	LEP	N/A	Sum 2017	Notice board	
	Update the role of student council year reps and Form reps to facilitate clearer lines of communication between the council and the student body.	LEP	N/A	Sum 2017	Student Council Minutes	
Improve the consistency with which teachers apply policies in order to help improve behaviour.	Launch a cross staff review of the behaviour policy and relaunch a revised and updated policy	LEP	N/A	On-going	Working party minutes & Staff Meeting minutes	Revised policy launched by working group. Fewer behaviour referrals recorded. Student Voice and parent voice data on behaviour recognises improvements
	Continue to provide Support and challenge for staff members struggling to maintain appropriate levels of behaviour in their lessons	LoL/ LEP	£600	On-going	SLT Review day records Performance Management minutes	2018 results more closely match targets

Improve whole school target setting procedures.	Launch a new target setting group consisting of the AHT (Curriculum and Data) and the Leaders of the core subjects to take and modify FFT targets to produce individual student targets that are both aspirational and realistic	MAM/ CEP/ PAB DLD	N/A	Aut 2017	SLT Meetings, TMG Meetings	Quality assurance from SLT and CSC
Ensure that the whole school SER is less descriptive and more evaluative.	Using the ESTYN PIC and the ESTYN report as a guide re-write the school SER and SIP documents to come into line with the new ESTYN CIF and be more evaluative and less descriptive.	VMB	N/A	Sum 2017	SER Document	
Rec Improve the extent to which the school recognises, respects and celebrates diversity amongst pupils	Involve pupil council in running annual School diversity week promotion. Engage role model speakers to enhance assembly and PSE provision.	LEP	N/A	Sum 2018	Pupil council minutes; school diversity week actions	Pupil focus group responses.

Additional notes on the PIAP

Estyn's Inspection report and this Post Inspection Action Plan will be two documents that will be central to the school's on going Self Evaluation and Review processes leading to the production of the 2017-18 School Improvement Plan and beyond.

In order to ensure that the improvement priorities are the focus of all stakeholders, and that they remain our focus in practice as well as planning, the school will run a selection of 'working party' groups based on the teaching and learning strands of the Post Inspection Action Plan. There is a shared remit, approach and timeline, and staff can elect which group they will take a lead role within. The groups will be convened in a twilight in June 2017, and will culminate in a feedback twilight in June 2018. The school will ensure that the Post Inspection Action Plan is be shared with parents by relevant communication and by subsequent posting on the school website. The actions of the Post Inspection Action Plan will be delivered and reviewed in conjunction with pupils, parents and governors through their termly triad forum meetings.