

St Alban's Strategic plan 2021 – 2025 – reviewed Sep 2023

Our vision

Our vision for St Alban's Catholic Primary School is filled with hope. We offer an holistic education for all children within an outstanding 21st century provision where the development of all children, staff and stakeholders is central to everything we do. With positive partnerships between Church, parents, families and school staff as well as across Hallam Diocese, local and Doncaster wide schools, St Alban's is an evolving school that offers a dynamic curriculum for our children which moves with social, cultural, technological and economic advancements but is firmly rooted in Catholic principles educating all of our children to be successful moral citizens of the future. We hope all our children know they are cherished during their time at St Alban's and leave equipped with all they need to live a full life. Items in bold were added in 22-23 and those in capitals in 23-24 at review point.

OBJECTIVES	JAN 2021 – SEP 2021	2021/22	2022/2023	2023/2024
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<p>OBJECTIVE 1</p> <p>An all encompassing curriculum that nurtures the whole child</p> <p>H</p>	ACTIONS	<p>Research and purchase a Curriculum to improve intent, implementation and impact</p> <p>Purchase resources to support the development of the curriculum</p> <p>Introduce PSE and RHE curriculums</p> <p>Improve outdoor learning facilities – Forest School cabin, field areas and wooded area</p> <p>Early adoption of new EYFS framework</p>	<p>Extend age range to include Nursery FS1 3 year and 4 year olds and 2 year old provision</p> <p>Embed Essentials curriculum across foundation subjects</p> <p>Develop further formative and summative assessment tools to impact on outcomes</p> <p>Improve the after school club provision ensuring a broader range of activities building on the existing cultural capital</p>	<p>Further develop mastery approach to teaching and learning across the curriculum</p> <p>Evaluate curricular offer and action plan – started Summer 2022</p> <p>Active playtimes that engage all children in activities including athletics, fitness, sports/games and leadership.</p> <p>ADAPT CURRICULUM TO MAKE IT MORE ENGAGING AND BENEFICIAL FOR OUR CHILDREN AND INTRODUCE ADVENTURES IN LEARNING EXPEDITIONARY CURRICULUM USING ESSENTIALS CURRICULUM</p> <p>ACCESS ART, PIZAZ AND 2SIMPLE EMBARKED UPON TO IMPROVE ART AND DESIGN, SCIENCE AND COMPUTING WHICH HAVE HAD IMMEDIATE POSITIVE IMPACT FOR CHILDREN AND STAFF</p>	<p>Develop curricular offer with purchase of further resources to enhance teaching and learning.</p> <p>CONTINUE TO WORK ON ACCURATE ASSESSMENT OF SUBJECTS</p> <p>ENGAGE IN SPORTING TOURNAMENTS</p>
		OUTCOMES	<ul style="list-style-type: none"> ▶ Consistent improvements in mastering skills in all areas of the National Curriculum 	<ul style="list-style-type: none"> ▶ Curricular and non-curricular opportunities offering rich and varied opportunities ▶ Continually increasing outcomes for all groups of children at every stage 	<ul style="list-style-type: none"> ▶ Children who have a love of learning and deep reflection on all that they do in and out of school.

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<p>OBJECTIVE 2</p> <p>Staff development opportunities that create excellence</p> <p>0</p>	ACTIONS	<p>Develop teaching staff middle leaders' and curriculum leaders' skills and confidence</p> <p>Develop HLTA skills and confidence in mentoring and coaching</p> <p>Reintroduce CPD for TAs via mentoring and coaching support from HLTAs and training from SENCO and SLT</p> <p>Restructure staffing to ensure retention, value for money and all roles reviewed to ensure staffing is suited to the needs of school – continued in 21-22</p>	<p>Introduce structured performance management for all support staff – Administrative, HLTAs, TAs and other staff eg. Site Supervisor and Lunchtime Supervisors – Autumn 2022</p> <p>Teachers to develop coaching and mentoring skills to support other teachers in professional development</p> <p>Introduce an Induction Pack for new employees</p>	<p>Encourage teachers to become SLEs or complete NPQs to enhance their development further – already started 21 -22</p> <p>PHASE and SENIOR Leaders asked to lead on initiatives to support others</p> <p>TA CPD weekly and courses to develop experts eg. NELI, ELSA, Team Teach, RWI, 2 year old assessment, TAs to HLTAs, HLTAs to Teachers.</p>	<p>Lead school in both CMAT and local area offering capacity and school improvement support to other schools</p>
	OUTCOMES	<ul style="list-style-type: none"> ▶ CPD needs are identified and linked to professional development needs and aligned with school improvement needs 	<ul style="list-style-type: none"> ▶ CPD opportunities timetabled weekly for all staff improves practice within school and has a positive impact on outcomes for children in addition to externally provided training 	<ul style="list-style-type: none"> ▶ Staff engage in professional qualifications and their skills are recognized at local level eg. LLE ▶ Staff start to develop and are successful in securing promotions due to the CPD they have engaged in 	<ul style="list-style-type: none"> ▶ Staff engage in professional qualifications and their skills are recognized at regional or even national level eg. SLE or NLE

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<p>OBJECTIVE 3</p> <p>A leading 21st century Catholic school</p> <p>E</p>	ACTIONS	<p>Purchase iPads and laptops to support teaching and learning</p> <p>Refurbish Rosedale Reception classroom indoors</p> <p>Improve outdoor area of Rosedale Reception classroom</p> <p>Improve drainage on playground</p> <p>Create a daily mile track to provide all weather exercise</p> <p>Improve front shared area of school</p> <p>Develop first floor of school building to provide library, meeting/intervention rooms, reprographics room, first aid room and reflection room</p>	<p>Develop main office, Head's office, small office – store room, second floor corridor, staircases, Nursery and Rievaulx classroom</p> <p>Purchase an outdoor classroom/stage and add to active mile track to include all sections of the field – 22 -23</p>	<p>Develop Whitby, Fountains, Selby, Roche, Technology rooms and staff room – Summer 2022</p> <p>Improve sporting and PE provision within the hall – Summer 2022</p> <p>Led Good Shepherd Service at St Marie's due to recognition of previous efforts to support through Lent -CAPTIALS</p> <p>Improved connectivity through DfE connect the classroom – CAPITALS</p> <p>Safeguarding and SEN support worker who is also Early Help Practitioner appointed to support increasing needs of community</p>	<p>Develop fixed outdoor sports facility – MUGA</p> <p>Replenish and improve devices eg. iPads, laptops and whiteboards</p> <p>EXTEND NURSERY PROVISION</p> <p>SECURE OUTSTANDING OUTCOMES IN CATHOLIC LIFE AND MISSION AND COLLECTIVE WORSHIP IN S48 INSPECTION</p>

OBJECTIVES		JAN 2021 – SEP 2021	2021/22	2022/2023	2023/2024
	OUTCOMES	<ul style="list-style-type: none"> School refurbishments offers modern, purposeful learning provision to meet the needs of our children eg. intervention rooms, learning spaces, prayer room, outdoor learning classrooms 	<ul style="list-style-type: none"> Resources enhance learning provision both within the building and outside in the grounds taking increased amounts of learning outdoors 	<ul style="list-style-type: none"> The whole school building is fully refurbished meeting the demands of a modern classroom and the needs of our dynamic learners 	<p>A successful rolling programme of updated technology hardware and other resources such as books, are continually updated to meet the demands of our growing children</p>
<p>OBJECTIVE 4</p> <p>Positive partnerships with all stakeholders</p> <p>P</p>	ACTIONS	<p>Improve methods of communication with parents</p> <p>Introduce a Mini Vinnies group</p> <p>Improve relationships with parish of St Alban's</p> <p>Fill all Governor vacancies</p> <p>Strengthen partnerships with Diocesan schools</p>	<p>Support a Friends of School group – 22-23</p> <p>Encourage stakeholders to frequently volunteer</p> <p>Improve relationships with parish of English Martyrs – focus 22-23</p>	<p>Strengthen working relationships with both CMAT schools, across the two CMATS</p> <p>Rebuild strong links with local schools</p>	<p>Recognition of strengths of St Alban's across the CMAT enabling the school to support others</p>
	OUTCOMES	<ul style="list-style-type: none"> Relationships continue to develop, despite the COVID restraints, with all stakeholders and the community consider St Alban's the school of choice locally 	<ul style="list-style-type: none"> School has a wider community that support and enhance the provision at St Alban's making it a school at the very heart of it's community where all stakeholders can engage in learning within St Alban's 	<ul style="list-style-type: none"> St Alban's has a successful succession plan in place to ensure the Governing Body has a strong team of Governors, the Friends of School group has an abundance of parents supporting and parishioners visit and work with children both in school and at Church. 	<ul style="list-style-type: none"> St Alban's team have a variety of professional relationships with colleagues across the CMAT and are recognized as leaders within their field.