



# Ysgol yr Holl Saint – All Saints' School



## School in Wales as Learning Organisations – LSA Action Plan 2022-2023

**Based on the results taken from the Schools in Wales as Learning Organisations questionnaire, the following actions are to be completed by July 2023.**

The Seven Dimensions	Action	Evaluation
<u>Developing a <b>shared vision</b> centred on the learning of all learners.</u> <ul style="list-style-type: none"><li>The school's vision focuses on enhancing learners' cognitive and social-emotional outcomes (including their well-being), encompasses both the present and the future, and is inspiring and motivating.</li><li>Learners, parents/carers, the external community and other partners are invited to contribute to the school's vision.</li></ul>	<ul style="list-style-type: none"><li>School Council to produce a video sharing / describing our school's vision. Include Governors / church links / staff / pupils etc.</li></ul>	<p>March 2023 – Videos shared on Class Dojo including Criw Cymraeg, Active Travel Champions.</p> <p>NEED – Vision video on Dojo. Digital Leaders video.</p>
<u>Creating and supporting <b>continuous learning</b> opportunities for all staff.</u> <ul style="list-style-type: none"><li>Professional learning challenges thinking as part of changing practice.</li><li>Professional learning connects work-based learning and external expertise.</li><li>Time and other resources are provided to support professional learning.</li></ul>	<ul style="list-style-type: none"><li>Workspace made available for TA's to complete online courses.</li><li>TA's to speak to their line manager to identify any available courses and other professional development opportunities.</li><li>A lead TA to register for the GwE Bulletin and share available opportunities with TA's.</li></ul>	<p>March 2023 – Good communication with line managers and available courses and other professional development opportunities are discussed. Line managers are always happy to meet. GwE Bulletin shared with all TA's by Mrs Hayward-Baker</p>



<p><b><u>Promoting team learning and collaboration among all staff.</u></b></p> <ul style="list-style-type: none"> <li>• Staff reflect together on how to make their own learning more powerful.</li> <li>• Staff learn how to work together as a team.</li> <li>• The school allocates time and other resources for collaborative working and collective learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide opportunities for TA's to meet without members of the teaching staff or SMT present.</li> <li>• Lead TA to feedback any matters arising.</li> <li>• Training provided of managing behaviour strategies delivered for all staff.</li> <li>• TA's to take an active role in ensuring they are more aware of planning. For example, knowing the desired outcome at the end of a Literacy unit of work.</li> <li>• More whole school activities planned to encourage working together as a team.</li> </ul>	<p>March 2023 – TA meetings are planned with agendas and meetings planned where they can discuss areas without teaching staff or SMT.</p> <p>Some TA's attended Timian training. More opportunities in the future.</p> <p>TA's aware of weekly planning and the timetable for the class, but unaware of any Literacy outcomes. Need to ensure they are aware to fully support.</p> <p>Brew Monday was a huge success.</p>
<p><b><u>Establishing a culture of enquiry, innovation and exploration.</u></b></p> <ul style="list-style-type: none"> <li>• Staff are willing to take risks and experiment and innovate in their practice.</li> <li>• The school supports and recognises staff for taking initiatives and risks.</li> <li>• Staff are open to thinking and doing things differently.</li> </ul>	<ul style="list-style-type: none"> <li>• Training opportunities provided for those members of staff who support pupils with ALN.</li> <li>• To continue to develop the Forest School experimental practices and learning.</li> </ul>	<p>March 2023 – one member of each FP class has completed the Forest School training.</p> <p>Training provided for Autism, Lego Therapy, Speech and Language.</p>
<p><b><u>Embedding systems for collecting and exchanging knowledge for learning.</u></b></p> <ul style="list-style-type: none"> <li>• Structures for regular dialogue and knowledge exchange are in place.</li> <li>• Examples of good and failed practices are made available to all staff to inform learning.</li> <li>• Sources of research evidence are readily available and easily accessed and are used by staff to improve their practice.</li> <li>• Staff have the capacity to analyse and use multiple sources of data for feedback, including ICT, to inform teaching and allocate resources.</li> </ul>	<ul style="list-style-type: none"> <li>• To develop a noticeboard with examples of good practice that can be magpied by other members of staff.</li> <li>• Provide opportunities for TA's to give feedback following any courses that have been attended.</li> <li>• TA's to be aware of the staff meetings planned and given the opportunities to attend if wanted.</li> <li>• To set up a TA's What's App group / Teams group to share ideas.</li> <li>• A lead TA to set up a TA network meeting with other TA's from the cluster to discuss / share ideas.</li> </ul>	<p>March 2023 – Noticeboard in the staffroom. TAs need to discuss how best to use it now.</p> <p>TAs WhatsApp group set up to share ideas.</p> <p>Mrs Hayward-Baker has emailed cluster schools to try to organise TA network meeting. Only a couple of responses.</p>



<p><b><u>Learning with and from the external environment and wider learning system.</u></b></p> <ul style="list-style-type: none"> <li>• Staff collaborate, learn and exchange knowledge with peers in other schools through networks and/or school-to-school collaborations.</li> <li>• Partnerships are based on equality of relationships and opportunities for mutual learning.</li> </ul>	<ul style="list-style-type: none"> <li>• TA's to develop links with other schools in the cluster and arrange visits / training to share good practice.</li> <li>• A lead TA to set up a TA network meeting with other TA's from the cluster to discuss / share ideas.</li> <li>• Develop links with external providers to provide training e.g Speech and Language, Literacy Service, Physio etc.</li> </ul>	<p>March 2023 – Mrs Hayward-Baker trying to organise a cluster TA meeting that will lead to arranging visits. Little support from other schools for this so far. Some TAs have these links if their line of work requires e.g. Physio for those children who require support.</p>
<p><b><u>Modelling and growing learning leadership.</u></b></p> <ul style="list-style-type: none"> <li>• School leaders develop the culture, structures and conditions to facilitate professional dialogue, collaboration and knowledge exchange.</li> <li>• School leaders ensure an integrated approach to responding to learners' learning and other needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide opportunities for TA's to share interventions that they deliver and to share what works well and what doesn't.</li> <li>• TA's to demonstrate how interventions work with other schools in the cluster.</li> </ul>	<p>March 2023 – TAs were going to share their interventions but INSET was cancelled. Will rearrange for September INSET (1/2 day Mental Health workshop, ½ day interventions carousel).</p>

