



# Ysgol yr Holl Saint – All Saints’ School



## School in Wales as Learning Organisations - Action Plan

**Based on the results taken from the Schools in Wales as Learning Organisations questionnaire, the following actions are to be completed by July 2021.**

The Seven Dimensions	Action	Evaluation
<p><u>Developing a <b>shared vision</b> centred on the learning of all learners.</u></p> <ul style="list-style-type: none"><li>• Learning and teaching are oriented towards realising the vision.</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>• Planning and the whole vision of the New Curriculum to ensure the four purposes and school vision are realised.</li><li>• Parental workshop to help define their vision for the New Curriculum.</li><li>• Parents to actively contribute to the New Curriculum through home learning tasks and engaging in other aspects of school life.</li></ul>	
<p><u>Creating and supporting <b>continuous learning</b> opportunities for all staff.</u></p> <ul style="list-style-type: none"><li>• New staff receive induction support.</li><li>• All staff have access to coaching and mentoring support.</li><li>• Professional learning is focused on the learner’s learning and the school’s goals.</li></ul>	<ul style="list-style-type: none"><li>• Induction mentor identified and handbook produced for any new staff.</li><li>• SMT to undertake coaching and mentoring modules to support the induction of new staff.</li></ul>	



	<ul style="list-style-type: none"> <li>• Performance Management process to take place within a coaching context.</li> <li>• SMT to present professional learning against SDP targets for previous year.</li> </ul>	
<p><u>Promoting team <b>learning and collaboration</b> among all staff.</u></p> <ul style="list-style-type: none"> <li>• Staff reflect together on how to make their own learning more powerful.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff to be given allocated time to undertake curriculum development work collaboratively – new humanities planning.</li> <li>• Reflection journals to be updated on Teams following meeting with Dr Paula Owens.</li> </ul>	
<p><u>Establishing a <b>culture of enquiry</b>, innovation and exploration.</u></p> <ul style="list-style-type: none"> <li>• Staff engage in forms of enquiry to investigate and extend their practice</li> <li>• Enquiry is used to establish and maintain a rhythm of learning, change and innovation</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching staff to engage with Bangor University professional enquiry project.</li> </ul>	
<p><u>Embedding systems for collecting and <b>exchanging knowledge</b> for learning.</u></p> <ul style="list-style-type: none"> <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>• MH to provide latest education research developed by EEF, Impact Wales and others.</li> <li>• Staff to identify opportunities for peer observation.</li> </ul>	



<p><u>Learning with and from the <b>external environment</b> and wider learning system.</u></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>• The school forms partnerships with higher education institutions, businesses, and/or public or non-governmental organisations in efforts to deepen and extend learning.</li> <li>• Partnerships are based on equality of relationships and opportunities for mutual learning.</li> </ul>	<ul style="list-style-type: none"> <li>• CC to lead on the PSQM.</li> <li>• Staff to engage in cluster activities – moderation, standardisation, LAC, MAT enrichment days.</li> <li>• Staff to contribute to articles for professional journals.</li> <li>• Staff to contribute to the New Curriculum professional learning playlist on Hwb.</li> </ul>	
<p><u>Modelling and growing <b>learning leadership</b>.</u></p> <ul style="list-style-type: none"> <li>• School leaders model learning leadership, distribute leadership and help grow other leaders, including learners.</li> <li>• School leaders promote and participate in strong collaboration with other schools, parents/carers, the community, higher education institutions and other partners.</li> </ul>	<ul style="list-style-type: none"> <li>• All members of staff to be given an area to lead based on their expertise.</li> <li>• Staff to build strong relationships with parents and the community to assist in whole-school projects e.g. Outdoor Areas, Careers in the world of work, sporting events etc.</li> <li>• SMT to build strong partnerships with Bangor University, Chester University, Edge Hill University and the Open University.</li> </ul>	

