



# Ysgol yr Holl Saint – All Saints' School



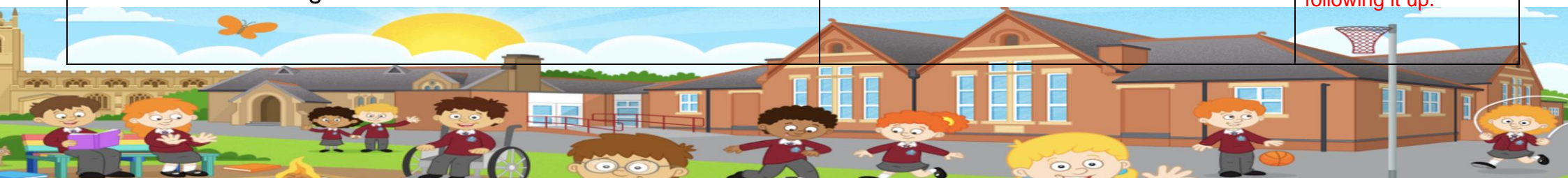
## School in Wales as Learning Organisations – LSA Action Plan

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
<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 is the outcome of a process involving all staff, including governors and other stakeholders.</li></ul>	<ul style="list-style-type: none"><li>LSA's to take active role in developing ideas that form the vision for the new curriculum.</li><li>LSA's to be invited to staff meetings.</li><li>Engagement in relevant Professional Development courses / training.</li></ul>	LSA's are invited to certain INSET and always have the opportunity to join staff meetings if they would like to.
<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></ul>	<ul style="list-style-type: none"><li>Performance Management process to take place within a coaching context. Each LSA has a Performance Management link with the SMT.</li><li>LSA's to be empowered to identify their own professional learning needs.</li><li>SMT to present professional learning against SDP targets for previous year.</li></ul>	Each LSA has a Performance Management link with the SMT. They meet at the start of the academic year and identify two targets that they will work on during the year. LSA's to take ownership of their targets and actively find ways of improving their knowledge and understanding to meet the target.



<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>Regular LSA meetings in place when COVID allows.</li> <li>LSA's to be brought into any collaborative working parties when developing the new curriculum.</li> <li>LSA's are encouraged to keep a Professional Development reflection journey / log to identify their training.</li> </ul>	<p>Unfortunately, due to Covid, whole LSA meetings haven't been able to happen. Any information is shared via email or Business Continuity WhatsApp groups.</p>
<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> </ul>	<ul style="list-style-type: none"> <li>LSA's to engage in professional research activities to support an evidence-based approach to interventions.</li> <li>Use the SLO research folder to extend good practice.</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> </ul>	<ul style="list-style-type: none"> <li>LSA's to offered peer observation opportunities to develop and inform their learning.</li> </ul>	<p>Peer observations will be able to continue once Covid restrictions have been relaxed.</p>
<p><u>Learning with and from the <b>external environment</b> and wider learning system.</u></p> <ul style="list-style-type: none"> <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> </ul>	<ul style="list-style-type: none"> <li>All LSA's to be provided opportunities to develop links with Open University, Bangor or Edge Hill if would like and they meet the relevant criteria.</li> </ul>	<p>Any opportunities to develop links with different establishments are always shared with LSA's and they can then be proactive in following it up.</p>



	<ul style="list-style-type: none"> <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 develop the culture, structures and conditions to facilitate professional dialogue, collaboration and knowledge exchange.</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management process to take place within a coaching context. Each LSA has a Performance Management link with the SMT.</li> <li>LSA's to offered peer observation opportunities to develop and inform their learning.</li> </ul>	<p>LSA's to follow the Performance Management procedures put in place. Targets to be taken from the Teaching Assistants Standards and objectives put in place to meet them. Peer observations to take place when Covid restrictions are relaxed.</p>

