



# Ysgol yr Holl Saint – All Saints’ School



## School in Wales as Learning Organisations – LSA Action Plan 2021-2022

**Based on the results taken from the Schools in Wales as Learning Organisations questionnaire, the following actions are to be completed by July 2022.**

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>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>When Covid restrictions allow, Foundation Phase LSA’s to organise craft morning (Christmas, Easter).</li><li>To help organise and run charity events such as coffee mornings and sponsored walks.</li><li>To organise events in line with class charities to develop ethical and enterprising learners.</li><li>To source local businesses / people who can support school’s careers week / financial education week / local awareness.</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>Time and other resources are provided to support professional learning.</li></ul>	<ul style="list-style-type: none"><li>LSA’s to share what information they would like to see in an induction booklet for new staff.</li><li>LSA’s to identify professional learning opportunities for themselves and feedback to Performance Management lead.</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> <li>• Staff learn how to work together as a team.</li> <li>• Trust and mutual respect are core values.</li> </ul>	<ul style="list-style-type: none"> <li>• LSA meetings to be held every fortnight.</li> <li>• LSA meetings to have a different professional focus every fortnight.</li> <li>• Once a term, LSA's to meet without SMT to discuss any issues arising / needs.</li> <li>• Allocate a lead LSA who will feedback to SMT.</li> <li>• LSA's to be invited to any team building exercises that are being held.</li> </ul>	
<p><u>Establishing a <b>culture of enquiry</b>, innovation and exploration.</u></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> </ul>	<ul style="list-style-type: none"> <li>• LSA's to identify professional learning opportunities for themselves and feedback to Performance Management lead.</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>• If they would like to further develop their knowledge and experience, LSA's to organise a 'morning swap' with another LSA to experience a new environment / year group.</li> <li>• LSA's to have an open invite to any staff meetings / staff training.</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>Partnerships are based on equality of relationships and opportunities for mutual learning.</li> </ul>	<ul style="list-style-type: none"> <li>SMT to update the whiteboard in the staffroom with important events / information.</li> <li>LSA's to add to the whiteboard when necessary.</li> <li>Time allocated during the day to complete training etc.</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>Once a term, LSA's to meet without SMT to discuss any issues arising / needs.</li> <li>LSA's to complete a skills audit to identify previous experiences that may benefit the school. One LSA to lead on designing the questionnaire and ensuring it is completed.</li> <li>Skills audit to be shared with SMT to help plan careers week etc.</li> </ul>	

