



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 shared vision centred on the learning of all learners.</u></p> <ul style="list-style-type: none"> Learners, parents/carers, the external community and other partners are invited to contribute to the school’s vision. 	<ul style="list-style-type: none"> When Covid restrictions allow, Foundation Phase LSA’s to organise craft morning (Christmas, Easter). To help organise and run charity events such as coffee mornings and sponsored walks. To organise events in line with class charities to develop ethical and enterprising learners. To source local businesses / people who can support school’s careers week / financial education week / local awareness. 	<ul style="list-style-type: none"> -The whole school organised a cake sale to raise money for Macmillan Cancer Research. -All classes have chosen their class charity and events are to be organised. Difficult with Covid restrictions. -Link with Refugee Kindness charity based in Wrexham. -Formula 1 project – discussion held regarding contacting local businesses for sponsorship. -Reindeer Run to raise money for Nightingale House Hospice. -Parent / Child craft morning to be held in the Summer Term. -Class Charity events to be held during the Summer Term.
<p><u>Creating and supporting continuous learning opportunities for all staff.</u></p> <ul style="list-style-type: none"> New staff receive induction support. Time and other resources are provided to support professional learning. 	<ul style="list-style-type: none"> LSA’s to share what information they would like to see in an induction booklet for new staff. LSA’s to identify professional learning opportunities for themselves and feedback to Performance Management lead. 	<ul style="list-style-type: none"> -Questionnaire completed March 2022 to identify job satisfaction and whether or not staff would like a change of role / year group in preparation for September. -Professional Learning Log completed to keep a track of completed courses. -Staff have identified any professional learning needs and relevant training has been sources. -Marking policy shared with



		<p>LSA's.</p> <ul style="list-style-type: none"> -LSA's have attended training in delivering a variety of Health and Wellbeing interventions (ELSA, Unearthing etc). -New staff handbook has been created by SMT and reviewed by LSA's. Any suggestions / improvements have been included.
<p><u>Promoting team learning and collaboration among all staff.</u></p> <ul style="list-style-type: none"> • Staff reflect together on how to make their own learning more powerful. • Staff learn how to work together as a team. • Trust and mutual respect are core values. 	<ul style="list-style-type: none"> • LSA meetings to be held every fortnight. • LSA meetings to have a different professional focus every fortnight. • Once a term, LSA's to meet without SMT to discuss any issues arising / needs. • Allocate a lead LSA who will feedback to SMT. • LSA's to be invited to any team building exercises that are being held. 	<ul style="list-style-type: none"> -Positive feedback received regarding the fortnightly meetings. All staff feel more involved and up to date with what has been happening in school. -LSA's are asked to recommend the topic for subsequent meetings. -Two LSA's have been named as the lead LSA's to feedback following meetings.
<p><u>Establishing a culture of enquiry, innovation and exploration.</u></p> <ul style="list-style-type: none"> • Staff are willing to take risks and experiment and innovate in their practice. • The school supports and recognises staff for taking initiatives and risks. 	<ul style="list-style-type: none"> • LSA's to identify professional learning opportunities for themselves and feedback to Performance Management lead. 	<ul style="list-style-type: none"> -Professional Learning Log helps staff to identify any training needs. -Information of training is shared with all staff. -Access to the GwE Bulletin.
<p><u>Embedding systems for collecting and exchanging knowledge for learning.</u></p> <ul style="list-style-type: none"> • Examples of good and failed practices are 	<ul style="list-style-type: none"> • If they would like to further develop their knowledge and experience, LSA's to organise a 'morning swap' with another 	<ul style="list-style-type: none"> -HLTA's attend INSET. -LSA's complete a Forms to identify their thoughts and feelings about their current setting. Opportunity to request to move



<p>made available to all staff to inform learning.</p>	<p>LSA to experience a new environment / year group.</p> <ul style="list-style-type: none"> LSA's to have an open invite to any staff meetings / staff training. 	<p>key stage when planning for the next academic year.</p> <p>-LSA's given the staff meeting overview – they can attend any meetings if they feel necessary for their professional development.</p>
<p><u>Learning with and from the external environment and wider learning system.</u></p> <ul style="list-style-type: none"> Partnerships are based on equality of relationships and opportunities for mutual learning. 	<ul style="list-style-type: none"> SMT to update the whiteboard in the staffroom with important events / information. LSA's to add to the whiteboard when necessary. Time allocated during the day to complete training etc. 	<p>-Member of the SMT ensures the whiteboard is updated.</p> <p>-Opportunity for LSA's to complete training during the day e.g. Forest Schools, Food Hygiene.</p>
<p><u>Modelling and growing learning leadership.</u></p> <ul style="list-style-type: none"> School leaders develop the culture, structures and conditions to facilitate professional dialogue, collaboration and knowledge exchange. 	<ul style="list-style-type: none"> Once a term, LSA's to meet without SMT to discuss any issues arising / needs. 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. Skills audit to be shared with SMT to help plan careers week etc. 	<p>-Meetings being held once a month.</p> <p>-Staff have been updating their online Professional Learning Log.</p>

