



*Jesus and Mary College*

*Our Lady's Grove, Goatstown Road, Dublin 14*

**60891E**

## **School Improvement Plan**

Evaluation period: **Sept 2014 / May 2015**

Report issue date: **May 2015**

# School improvement plan

## 1. Introduction

### 1.1 The focus of the evaluation

A school self-evaluation of teaching and learning in Literacy, Numeracy and Assessment practices was undertaken during the period September 2014 – May 2015.

During the evaluation teaching and learning in all subjects was evaluated.

- Literacy :in all subjects – Improvement plan in place
- Numeracy: Understanding and using Mathematics – Improvement plan in place
- Assessment practices – improvement plan – Embedding practice September 2015

This school improvement plan sets out the actions that we will undertake. The main purpose of these actions is to improve our students' learning.

## 2. Summary of school strengths ( SSE report May 2015 )

2.1 Our school has **strengths** in the following areas:

- Student performance in the state examinations compares favourably with the national norms, taking due cognisance of school context.
- Excellent IT facilities are available for teachers use in all classrooms.
- High quality displays promoting the development of subject - specific learning in literacy and numeracy boards are evident.
- Expected learning outcomes are curriculum and syllabus linked and therefore relevant.
- Teachers regularly provide clear and focused feedback.
- Subject specific plans reflect the schools literacy and Numeracy strategy.
- Students enjoy working in pairs and small groups.
- Students are enabled to present their work to others.
- Management provided in school whole staff C.P.D. in Assessment for learning and also I-pad training.

We know this because we consulted with students, parents and teachers. We examined state examination results, surveyed students, parents and teachers and did follow up focus group interviews.

2.2 Our school has decided to prioritise the following **areas of development**:

- Assessment for learning practices – focus on embedding three selected and agreed strategies – Sharing the learning outcome, effective questioning and comment only marking for first years 2015.
- Sharing an understanding the language of assessment with parents of first years Sept 2015
- Reading – Further promote reading and focus on the students who have a below average reading score.
- Subject Specific Literacy, Numeracy and Assessment for learning action plans to be further developed and integrated into classroom practices in all subjects.
- Improve students' competence and confidence in oral expression and digital literacy.
- Encourage student reflection on their own work.
- Encourage greater accuracy in students' written work.

- Ensuring that first year students make adequate progress and improve their competence in a range of mathematical areas identified by a criterion referenced test such as fractions, decimals, ratio , problem solving etc.
- Monitoring of first year students at risk of underachievement.
- Promoting an awareness amongst students of the relevance of numeracy to all other subject areas and to many different careers.
- Creating a numeracy rich environment.
- Improving the students' ability to handle the numeracy demands of all subjects.

**JESUS AND MARY COLLEGE - School Improvement Plan for Literacy Numeracy and Assessment - Sept 2015**

Evaluation Theme (Literacy)	Improvement targets (related to student performance)	Required actions (related to teaching and learning that will help achieve the targets)	Timeframe for actions	Success criteria measurable outcomes	Review Date
Reading	1)To decrease the percentage of students who read for less than 1 hour from 46% to 36% 2)To increase the percentage of students who read for between one and three hours from 19% to 25%	D.E.A.R. strategy 6 times in the year  All 1 <sup>st</sup> years to join the library Survey of 1 <sup>st</sup> years to see level of membership. Any non-members then join the library.  Register our school to take part in the <b>Well- read initiative</b>	One year  Starting sept 2015 (2 <i>per term</i> )  Library membership survey Sept 2015	Measuring percentage change in reading by re-administering the original questions from student survey on Literacy.  We will ensure that there is 100% library membership in first year  Literacy team will be the steering committee External accreditation	May 2016
Reading Score	To improve reading scores through the comparison of first years 2015 to how they are in May 2016 i.e. the movement in percentages in low range, average range and high range.	In addition to the actions above, we will specifically teach reading Strategies pre-reading /during/post Subject Department will choose one strategy from each stage and use it in class.  Students who have a below average reading score to be assisted	Implementing strategy-ongoing	Analysis of movement in C.A.T. scores (S.E.N coordinator)  Feedback at departmental level from subject coordinator  Literacy team	May 2015 /2016
Accuracy in Written work	To increase the number of students who check their written work for mistakes from 58% to 68% Our initiative will focus on first years and second years.	Target spelling across subjects Each department will compile a correct version of commonly misspelled words in that subject area. Each department will decide the number of spellings to teach per week. Class teachers will test the spellings at their discretion daily/weekly/monthly Peer/oral/written  Written work checklist	Continue with the C.U.P.S initiative	Administer questionnaire to ascertain the percentage who now check their written work for accuracy.  Department discussion to ascertain degree of improvement in misspelled words.  First year and Second year to continue on each year depending on review.  Teacher discussion at department and whole staff level to ascertain if there has been an improvement in written accuracy.	May 2016  May 2015/May 2016
Oracy (student competence in oral expression)	To increase the number of students who are willing to present their work orally in class from 48%to 60% The target group will be first and second years	Regular Oral presentations in each subject (3 per year) Groups or individual Debates Presentations (digital) Etc.	May 2016	Administer the questionnaire to ascertain what percentage of students now feel comfortable presenting their work orally.	May 2016

Evaluation Theme (Numeracy)	Improvement targets (related to student performance)	Required actions (related to teaching and learning that will help achieve the targets)	Timeframe for actions	Success criteria measurable outcomes	Review Date
To improve the performance of First Years in the following areas Fractions V.A.T Percentages Problem solving	Targets to be set after the first years complete the test upon entry Sept 2016	First Year Maths teachers to constantly teach and reinforce these skills at every opportunity  All teachers return tests and students add up their own marks and create their own fractions. Students then calculate the percentages  Common Approaches – Resources showing the approach used by the Maths Department to be made available to all teachers and reinforced as appropriate in science and business studies especially	Commence: Sept 2016  Numeracy committee	Retest	May 2016
To enhance the awareness and importance of numeracy across the curriculum	Decrease the percentage of students who think they only need maths in maths class from 34% to 30%  Increase the percentage of students who think their teachers like maths from 39% to 45%	Develop numeracy boards on each corridor Members of Numeracy committee assigned Sept 2015  Numeracy Liaison person co-ordinates with the relevant Subject Co-ordinators  Teachers prepare students to take over responsibility of Numeracy Boards.	Oct 2015	Re-survey the first and second year students	May 2016
Promoting Problem-Solving Skills	To support the previous targets  Promoting an awareness of the relevancy of numeracy to different subjects and careers	Problem of the week initiative – sept 2015  Numeracy committee-person assigned sept 2015	First term	Monitor participation rates and numbers of both correct and incorrect Submissions	Oct /Nov 2015
Maths Eyes Initiative	To support the previous targets  Promoting an awareness of the relevancy of numeracy to different subjects and careers	Develop the 'Maths Eyes' Initiative for students. Sample photos available as examples for students. Student photos to be displayed in their own base rooms	First term	Monitor the number of participants initially and set targets for the next academic year	Dec 2015

--	--	--	--	--	--

Evaluation Theme	Improvement targets (related to TEACHERS understanding and practice)	Required actions (related to teaching and learning that will help achieve the targets)	Timeframe for actions/persons responsible	Success criteria measurable outcomes	Review Date
ASSESSMENT	Uniform rollout of A.F.L Practices for first years 2015 across <b>all</b> subject departments <ul style="list-style-type: none"> <li>• Sharing the learning outcomes</li> <li>• Effective questioning</li> <li>• Comment only feedback</li> </ul>	C.P.D requested - embedding effective questioning to be specifically addressed	Aug 2015-Dec 2015	Survey first years to establish their experience of initiative (SSE – Assessment committee )	Dec 2015
Subject planning	Subject specific plans to include detail of A.F.L practices.	Subject Department meetings Subject co-ordinator and subject teachers to discuss , agree and document . <ul style="list-style-type: none"> <li>• Sharing the learning outcomes</li> <li>• Effective questioning</li> <li>• Comment only feedback</li> </ul> Other A.F.L methodologies as appropriate to each subject to be discussed and subject schemes of work updated accordingly.	August 2015  Subject co-ordinator	Survey subject co - ordinators	Dec2015

