

**Ardgillan College**

**Castlelands**

**Balbriggan**

**Co. Dublin**

**76129H**

School Improvement Plan

**LITERACY**

Issue Date*: May 2016*

**Main Strengths as identified in SSE Process 2015/16:**

* *A highly qualified and committed teaching staff who are enthusiastic and open to developing new ideas.*
* *Well-motivated students*
* *A broad balanced curriculum*
* *Positive examination outcomes for our students*
* *Subject areas showing an increase in the uptake of JC Higher Level*
* *Positive Reinforcement – Mol an Óige/Good Discipline*
* *Excellent collaboration among staff – willingness to be involved in peer observation and share good practice*
* *Staff Planning Groups- SSE, Literacy, Numeracy, Mol an Óige, AFL, Policy Review*
* *Good ICT facilities*
* *Introduction of staff iPads and Airserver*

*In relation to Literacy:*

* *A commitment to enhancing literacy across the curriculum.*
* *A focus by subject departments of the topic of literacy in subject areas – 3 strategies identified by all subject teams.*
* *Effective learning support.*
* *A range of strategies already in use to support literacy.*
* *Opportunities in the classroom for students to develop oral language (92% of staff feel they offer regular opportunities to students to improve Oral Literacy skills while 100% of students agree they are allowed time in each class to speak and listen to others)*
* *Percentage of students sitting JC HL English is increasing.*
* *Number of As at JC HL English also increasing.*

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| ***Evaluation Theme*** | ***Improvement Target*** | ***Required Actions*** | ***Persons responsible*** | ***Timeframe for Action*** | ***Success Criteria/Measurable Outcomes*** | ***Review Date*** |
| ***Quality of Learner Outcomes*** | *Uptake of HL JC English exam Results in JC and LC English to increase* | * *Mixed* *Ability classes in* 1st - *3rd Year.* * *All students encouraged* *to sit HL paper if at all possible* | *All members of English team.*  *Subject co-ordinator of English to track uptake and compare AG statistics with national statistics.* | *June 2014/15/16/17* | * *Uptake at HL to have increased to 95% in JC 2016 (75% nationally*.*)* * *Results to compare favourably with national statistics in both JC and LC.* * *10% As in HL JC 2015(9% nationally)* * *4% As in HL LC (9% nationally) We hope to reach the National Average by 2016.* | *September 2014/15/16/17* |
|  | *Increase number of students reading for pleasure. Decrease number of students NEVER reading for pleasure.* | * *Right to Read Week* * *DEAR classes* * *Book in the Bag Initiative* * *Motivation to Read* | *Literacy Group*  *English Teachers*  *All staff* | *2013/14*  *2014/15*  *2015/16*  *2016/17* | * *Re-administer Literacy Questionnaire to Students in order to ascertain if there is an increase in the percentage of students reading for pleasure.* * *Increase seen in number of students reading for pleasure from 40% to 50%. In 2016/17 we hope to increase this to 55%.* * *70% of parents are not concerned about their child’s reading standard* * *‘Red Read Wall’ - Red Notice Board in canteen covered with student reviews worked well this year. A Book mark competition was completed this year too in First Year as part of ‘Right 2 Read Week.’* * *Teachers as reading models – Teachers’ Reading Book displayed on classroom door during Right 2 Read Week.* * *Plan and develop the new school library to be in use by new school year.(Sept 2017)* * *Encourage Book in The Bag initiative.* | *Annually - after Right to Read Week* |
|  | * *Whole School Literacy Strategy* | * *Word of the Day* * *Key words on display* * *Print rich classrooms* * *Word walls* * *DEAR Classes* * *Motivation to Read* * *Right 2 Read Week* * *Exam Cover Sheet* * *Exam Booklet for Mock Exams* * *Literacy Code (Spelling, grammar and punctuation corrections in every subject department)* * *A focus on Oral Literacy* * *Transfer from Primary to Secondary Level* * *Book in Bag* * *Literacy page in Journal* | *Tutors*  *Subject co-ordinators*  *All staff* | *2013/14*  *2014/15*  *2015/16*  *2016/17* | * *98% of teachers have keywords for their subjects on display. This is up from 84% in 2015.We hope to increase this to 100% by this time next year.* * *92% of teachers have a print-rich environment. We hope to increase this to 98% by this time next year. We reached above our target this year.* * *66% of tutors ensure the students in his/her Tutor Group write the Word of the Day in their journals. We hope to increase this figure to 70%.* * *Vocabulary/spelling of students improving.81% of staff always correct a spelling/grammar mistake using the School Literacy Code. We hope to improve this figure to 85% for 2015/16.* * *English results improving.* * *92% of teachers allow for oral literacy as part of their classes.* * *70% of teachers found the Exam Booklet for the Mock Exams to be worthwhile. They will be used again next year.* * *More positive attitude towards reading.* * *67% of students read because they want to.* * *In 2016/17 we will continue to focus on encouraging reading.* * *A list of suggested reading material is sent alongside the two approaches of DEAR and the class novel to all first year students.* * *Introduction Booklet introduced and made available to all students and their parents/guardians.* | *Ongoing* |
|  | * *AFL* * *Assessment* * *New Junior Cycle* | * *Sharing aims of lesson.* * *Criteria for Success.* * *Comment Only Marking.* * *Quality Feedback.* * *Various AFL Strategies.* | *C. Dunphy*  *Subject co-ordinators*  *All teachers*  *Continued CPD on iPads to be arranged in coming academic year.*  *Some Policy Planning Groups formed in September 2015 to continue in the next academic year with the introduction of new ones too.*  *1.Literacy*  *2.Numeracy*  *3.AFL*  *4. Library*  *5. Awards*  *6. Student Council*  *7. Others to be decided.* | *2014/15*  *2015/16* | * *Embed AFL into Teaching & Learning so our students are more engaged & successful.* * *47% of teachers always start their lessons by communicating the learning objectives with 51% frequently sharing the learning objectives at the beginning.* * *Improve self-directed learning by students setting targets for themselves through improved teacher feedback.* * *60% of teachers give quality feedback to students on their work/ exams* * *71% of students agree that their teachers listen to them and pay attention to what they say. Students are involved in the class.* | *Ongoing* |

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| ***Evaluation Theme*** | ***Improvement Target*** | ***Required Actions*** | ***Persons responsible*** | ***Timeframe for Action*** | ***Success Criteria/Measurable Outcomes*** | ***Review Date*** |
| ***Quality of Students’ Learning Experiences*** | * *Feedback* | * *Group Work.* * *Continual Assessment.* * *Different ways to assess.* | *All teachers*  *English teachers* | *Academic Year 2014/15/16/17* | * *The use of Comment Only Marking is at 81%.* * *96% of students get an opportunity to participate in group work. Increased from 72% in 2014/15.* * *81% of staff agree that the introduction of iPads will prove to be worthwhile in their teaching.* | *Ongoing* |
|  | * *Common Literacy Code* | * *Literacy Code in Journal/Staff Handbook.* * *All students and teachers to understand.* * *To be used by all teachers.* | *All teachers*  *English teachers* | *Academic Year 2014/15/16/17* | * *Increase expectations and standards in writing across the curriculum by introducing a Whole School Literacy Code - every teacher is responsible for correcting spelling and grammar mistakes, not just the English teacher.* * *98% of staff are aware of and engage with the Literacy Strategies being prioritised in his/her subject.* * *All classrooms have the School Literacy Code clearly on display.* * *Literacy Code to be taught to students by English teachers at the start of the academic year.* | *March 2014/15/16* |

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|  | * *Students to be conscious of the importance of good grammar and spelling & to edit their own work* | * *Students’ attention drawn to their mistakes by use of a common Literacy Code used by all teachers.* | *All teachers*  *English teachers* | *Academic Year 2014/15/16/17* | * *Increase number of teachers correcting spelling & grammar mistakes in a student’s work from 72% in 2014/15 to 81% in 2016. We hope to increase this to 85% in 2016/17.* | *Ongoing* |
|  | * *Transfer from Primary to 2nd Level* | * *Induction Booklet.* * *Links with NS.* * *SEN.* | *T. Connolly*  *1st Year Tutors*  *MOL/NNM* | *Sept 2014/15/16/17*  *Ongoing*  *Ongoing* | * *Gain student feedback to ascertain that students feel welcome & confident.* * *88% of students in the Summary Data Student Questionnaire feel safe and cared for in this school.* * *Summary Data Student Questionnaire shows 88% of students are proud to be in AG. This has increased from 72% in 2015.* * *Good relationships & key information shared.* * *Summary Data Student Questionnaire shows that 70% of students are told by teachers how they can improve his/her learning.* * *Students’ needs are communicated and catered for. IEPs are drawn up.* * *CAT Scores of incoming first years are used to identify SEN/EAL/gifted students and also indicate which students may need extra support.* * *Summary Data Student Questionnaire shows 88% of students feel encouraged to work to the best of their abilities.* * *93% of parents feel the school helps his/her child’s social and personal development.* * *91% of parents think teaching in the school is good.* | *Ongoing* |

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| ***Teachers’ Practice*** | * *Subject co-ordinators* | * *Rotated position but all team members to have defined role* * *Consistency re: Assessment, AFL Peer Observation, Exams etc.* | *Subject co-ordinators* | *2013/14*  *2014/15*  *2015/16*  *2016/17* | * *Subject Department Plan in place for all subjects* * *PDST analysis of 2012, 2013 2014 and 2015 JC and 2015 LC results are available on Shared Folder for all subject teams. Subject teams to set realistic targets for the future and record them in their respective subject department plans.* * *The number of teachers setting common exams in 2015/16 is at 100%.Strive to continue with this figure for 2016/17.* * *98% of teachers agree they share resources in 2015/16. Increase this to 100% in 2016/17.* * *91% of staff participated in Peer Observation this year. We hope to improve this figure to 95% in 2016/17.* | *April*  *2014/15/16/17* |
|  | * *Subject Literacy Plans* | * *Subject teams to pick 3 key strategies to implement at the beginning of each academic year.* | *Subject co-ordinators*  *All teachers* | *August 2013/14/15/16/17* | * *Ensure that all subject teachers aware of key strategies in their subject area and are engaging with them* * *Ensure that students are more engaged in class and so improve upon exam results. (Subject teams to set their own targets)* * *100% of subject teams identified targets in 2013/14/15/16. We aim to maintain this in 2016/17.* * *60% of teachers give feedback in exams/work. We hope this figure will be increased to 70% in 2016/17.* | *August 2013/14/15/16/17* |
|  | * *School Journal* * *Staff Handbook* | * *Information pages on Literacy & Numeracy.* * *Strategies for all education partners.* * *Word of the Day.* * *Key Words.* * *Literacy Code* * *Checklists* | *A Mulhern*  *C Doherty*  *N Ní Mhurchú*  *All teachers* | *2014/15/16/17 Academic Year* | * *Literacy Strategy supported.* * *Huge increase in number of Tutors checking Word of the Day from 28% to 80%. We aim to increase this to 85% in 2016/17.* * *79% of staff give exam results in fractional form and encourage students to work out their percentage and decimal equivalent – following the School Numeracy Code.* * *98% of staff have the key words for his/her subject on display and are taught to students.* | *April 2015/2016/17* |
|  | * *Exam Cover Sheet* * *Peer Assessment Sheets* * *Comment Only Marking* | * *To give quality feedback to students.* * *Students aware of Criteria for Success and what they have to do to improve.* | *All teachers* | *2013/14*  *2014/15*  *2015/16*  *2016/17* | * *To re-evaluate how teachers note keywords and give constructive feedback on exam cover sheet.* * *Students receiving quality feedback which directs their future learning.* * *Students get regular homework which furthers their learning.* * *87% agree that their h/w is regularly checked and corrected.* * *Staff encourages students to try different approaches when solving problems before seeking help.* * *96% of teachers allow time for group work or* *Think/Pair/Share in lessons.* * *Students taking responsibility for their own learning.* * *64% of students find their classes interesting.* * *76% of students feel they are getting on well with their school work.* | *April 2014/15/16/17* |
|  | * *Peer Observation* | * *Comfortable with others in classroom.* * *Collaboration & sharing of best practice.* * *Filing of Peer Observation Sheets* | *All teachers*  *Subject co-ordinators to keep Peer Observation Sheets in Subject Department Plan.* | *Once a term*  *Ongoing* | * *Improved collaboration and sharing of best practice among teachers.* * *98% of teachers collaborated and shared resources on a regular basis.* * *Increase number of staff involved in Peer Observation from 77% to 85% in 2014/15 with a further increase from 85% to 92% in 2015/2016.* *Aim to increase this to 95% in 2015/16.* | *Ongoing* |