

## The St Julian's School Development Plan 2009-11

**Objective:** To enrich teaching and learning in the school

**Timeline:** September 2009-11

### The Development Plan: St Julian's 2009-11

#### **(1) To devise a strategy for working together as a whole school**

**Priority:** short term

**Action Plan:** Form a representative working committee with established calendar and agenda (completed). Assign three complete days for whole staff inset and meetings (completed). Review job descriptions of SMT members (pending). Review development issues as a whole school (continuing).

**Financial Implications:** none

#### **(2) To focus on the development of a balanced and holistic education for our students**

**Priority:** short term

**Action Plan:** To engender a cultural shift in our understanding of the profile of a St Julian's teacher who should be empowered to: deliver the formal curriculum, be a tutor, take an active role in extra curricular activity, to recruit, where possible, from the independent sector in Britain, to recruit, where possible, young professionals (ongoing) To review salary scales and actively consider performance related pay for those educators who embody the desired St Julian's model in their work at the school (pending). To extend the school day in order to facilitate this (mandated). To make strategic development appointments for key stages in curriculum (completed)

**Financial implications:** potentially high

*Stated aim of St Julian's School: "to achieve a balance between academic, social, cultural and physical activities and to integrate emotional, spiritual and intellectual development"*

#### **(3) To achieve a positive and effective relationship between staff development and the development of the school**

**Priority:** short term

**Action Plan:** To create a more rigorous and comprehensive professional development and appraisal policy this links the development of the teacher with a wider framework of school development (ongoing)

**Financial implications:** high but already absorbed: expecting staff to manage colleagues takes time, appointments to development positions and primary appointments have already had financial implications which are now factored in as staff salaries, coordinators and heads of faculties have had minimal adjustments made to their teaching loads to facilitate this.

#### **(4) To ensure that time, space and professional expertise is devoted to the support and extension of students with special educational needs**

**Priority:** medium term

**Action Plan:** To create a whole school support department for learning support, extension and EAL (ongoing). To direct the necessary staffing resources to this area (ongoing), to find designated



spaces in primary and secondary which allow SEN education to happen in a controlled, quiet and spacious environment (pending).

**Financial Implications:** low

*Stated aim of St Julian's School: to promote academic excellence, encouraging and enabling all our students to achieve their full potential in every aspect of the curriculum*

**(5) To make staff training in ICT systemic and ensuring that all classrooms are equipped appropriately**

**Priority:** medium term

**Action Plan:** OF initiatives: clever boards, re-equipping of classes (ongoing) Serco extension (pending). ICT provision (ongoing)

**Financial implications:** partly budgeted for (clever boards), ongoing costs budgeted for.

*Stated aim of St Julian's School: to foster among students intellectual curiosity and love of learning that will last throughout their lives*

**(6) To appoint a school counselor and work for the integration of different approaches to pastoral care into a whole school strategy for PSRE**

**Priority:** long term

**Action Plan:** develop the pastoral discussion at whole school level (pending), create a pastoral committee to review the effectiveness of what we do through the key stages of schooling, in service training (already widely implemented in primary), job description for the school counselor, and discussion about this appointment at SMT level (pending). Review of Head of Year role to ensure that it is pro-active rather than reactive (ongoing)

**Financial implications:** counselor salary in the medium to long term if decision to appoint is taken.

*Stated aim of St Julian's School: to help each member of our community become a responsible, involved and articulate presence in society*

**(7) To develop effective partnerships with the parent and student body responsibility in the educational enterprise and making our school more inclusive**

**Priority:** long term

**Action Plan:** Involvement of parents and students in whole school working committee for school development (completed), parent involvement on steering committee (completed), review of representative student bodies through the school (pending), discussion about the development of a St Julian's Foundation and systematic fund-raising feeding into school development (SMT, Governors, Association pending) reactivation and redesign of past pupils body (ongoing).

**Financial implications:** low

*Stated aim of St Julian's School: to cultivate a sense of belonging, commitment and pride to St Julian's*

**(8) To meet the linguistic challenges synonymous with our public identity as a British "International" School**

**Priority:** long term

**Action Plan:** appointment of a development director who will review language delivery and attainment throughout the school (completed). To have a whole school discussion about how we balance our language curriculum (pending), to take a survey from the wider community as to our language offer (pending) and reconcile the need we have to encourage the learning of English and Portuguese with our responsibility to our aims as a school (pending).

**Financial Implications:** low in the short to medium term

*Stated aim of St Julian's School: to affirm and celebrate our school's diversity of cultures and nationalities*

**(9) To design an outdoor education program for the whole school**

**Priority:** long term

**Action Plan:** Appointment of a development director for this area and extra curricular (completed), development of Prémio (ongoing), staff inset on defining what outdoor education actually means in schools (pending), staffing for extra as well as formal curriculum (ongoing), development of resources through budgeting (ongoing) creation of a designated office (pending). Review and rewriting of all school health and safety policies relative to off site trips (completed).

**Financial implications:** will fall under performance related pay issue.

*Stated aim of St Julian's School: to nurture a sense of moral and social responsibility, and responsibility for the environment*

**A powerful facilitation decision for school development at St Julian's is a mandated extension to the school day to come into effect from September 2009. This affects the secondary school and the Portuguese section of the school and allows for their harmonization. It will also facilitate more adventurous approaches to curriculum in the middle years, a more focused preparation for IB through Years 10/11, and a crucial extension of formal teaching time for the IB Diploma years. It is proposed that the secondary school day will begin at 8.25 am and terminate at 4.00 pm. The Portuguese section of the school will also terminate at 4.00 pm.**

**Management of Change:**

The whole school has been presented with the development plan and the whole school and the parent body have prioritized their response to it. A **whole school working committee** comprising of SMT (Primary, Secondary, PS) and teachers from all sections, PACT and school prefects will meet over the next year to formulate action plans regarding the school development issues outlined above. This committee will be chaired by the SSP and their work will be guided by a **steering committee**, comprising of a board member, association member, headmaster, and parent and staff representative. Ad hoc working committees will be formed to deal with issues arising from the plan and will involve staff and management.