

We have a joint responsibility to **inspire, promote and encourage interest** amongst our pupils as we achieve the four purposes of the curriculum:

- ambitious, capable learners, ready to learn throughout their lives
- enterprising, creative contributors, ready to play a full part in life and work
- ethical, informed citizens of Wales and the world
- healthy, confident individuals, ready to lead fulfilling lives as valued members of society

We aim to achieve this over a three year period 2018-2021 by operating as a “School as a Learning Organisation” and by adopting “Education in Wales: Our national mission”.

Priorities for professional learning

During the next few years it will be essential that we empower our school to achieve the four purposes of the new curriculum in all contexts and improving the quality of Assessment for Learning.

Our teachers will collaborate to formulate a new and pioneering vision for our school by:

- ✚ ensuring that we continue to develop an educational system that combines **fairness and excellence**
- ✚ **set high expectations** for all our pupils and staff
- ✚ **commit to the success and wellbeing of all learners**
- ✚ **develop our teachers to be committed students** and professional life-long learners in order that they can raise standards for all pupils.
- ✚ **Develop leaders that are:**
 - **inspiring and collaborative**
 - **committed to raising standards and closing the attainment gap**

In line with the priorities for professional learning we can expect all practitioners to take responsibility for their development and Professional Learning and to contribute towards the learning of others.

We can reinforce the whole staff Professional Values by ensuring that every member of staff receive:

- ✚ support and appreciation in order to continue to:
 - **ethical, informed citizens** of Wales and the world
 - **healthy, confident individuals**, ready to lead fulfilling lives as valued members of society
- ✚ opportunities and the right to develop as:
 - **ambitious, capable educators**¹, ready to learn throughout their lives
 - **enterprising, creative contributors**, ready to play a full part in the life of the school

¹ Or making a contribution towards teaching in the school and that contribution is recognised

We can do this by ensuring that the schools Professional Learning Aims are to:

- maintain a focus on **improving teaching and learning**
- ensure that **all practitioners** have access to effective professional learning
- enable us to continually to develop and improve **leadership and pedagogy** in current practice
- **prepare for the future through supporting the development of the new curriculum**

We must nurture the ability of all practitioners and leaders through:

- ✚ Recognising outstanding practitioners²
- ✚ Ensuring opportunities for practitioners to:
 - See outstanding practice in operation
 - Experience good practice

Ysgol Gyfun Cwm Rhymni timetable for implementation³

As a school we will ensure that we are:

- A strong inclusive school that is **committed to ensuring excellence, fairness and wellbeing**
- **Develop inspiring leaders** that collaborate to raise standards
- **Develop a teaching profession of the highest quality.**

During 2018-2021 and in the context of the four purposes of the new curriculum we will:

- Continue to grow as a **Learning Organisation** by focusing on **using dependable pedagogic research** by ensuring that any strategy is reflected upon effectively
- **Commit to sharing research and effective practice**
- Increase our contact with universities and beyond initial teacher training and build on their role in supporting a profession participating in research
- Develop a basis of knowledge, expertise and research for the self-appraisal system by supporting collaboration within the school and in collaboration with other schools, regional consortium and higher education establishments
- Build on our commitment to fairness in education by preparing for the new legislation framework to identify and support learners through the **Additional Learning Needs and Education Tribunal (Wales)** bill.
- Give our practitioners freedom to use their professionalism and creativity to meet the needs of every learner including **Children in Care** and **Young Carers**.
- Contribute towards developing a way of working that transforms in relation to teaching, learning and assessing Welsh by operating as a **hub establishment for the Welsh language**.
- Expanding and encouraging wider experiences for learners so that learners benefit from the best possible learning opportunities in school and beyond.
- **Supporting a high quality summer learning programme** by ensuring that our young people do not lose ground during the summer to help reduce the attainment gap.
- **Develop more effective collaboration with local agencies including the local health board**

² Including practitioners in other educational establishments

³ Se National timetable

- **Monitor the performance of groups of learners** by using all available data with a specific focus on closing the attainment gap between learners from under privileged backgrounds and their peers.
- **Improve outcomes and provision for our sixth form learners**
- **Continue to collaborate and build on the success of the Seren network**

In the short term, in order to build capacity, we recognise that rapid progress needs to be made with supporting our education professionals to:

- utilise the relevant technologies and skills to transform the digital competence of our learners
- improve classroom practice in the science, technology, engineering and mathematics (STEM) subjects ahead of the new Areas of Learning and Experience (AoLEs) and revised A level courses
- share best practice in Foundation Phase teaching across all settings/schools
- meet the needs of all learners with ALN, in keeping with the requirements of new legislation
- teach Welsh as a living language and ensure that greater numbers can work effectively in Welsh-medium and bilingual settings
- improve the quality of teaching in order to extend our most able learners in all settings/schools, including improving outcomes for learners in our sixth forms
- secure the most effective safeguarding practices (including online safety) and support improved well-being by developing a workforce that is ACE (adverse childhood experiences) aware
- encourage positive behaviour dispositions and improved transition for all our learners across all key points.

To achieve this we will plan to do the following

2018-2019

- Continue to grow as a **Learning Organisation** by focusing on **using dependable pedagogic research** by ensuring that any strategy is reflected upon effectively
- **Establish Professional Teaching Standards are central to the schools Achieving Potential system**
- Continue to prepare for the new curriculum and to use it by providing leadership and professional learning on a school level and in collaboration with other schools.
 - Continue to trial the curriculum and to test it; planning and preparing for the changes
 - Responding to the consultation on the curriculum and the new assessment arrangements (Easter 2019)
- Introduce activities to improve teaching in the summer (*Summer 2018*).
- Collaborating with partners in Wales and beyond on **effective ways of measuring learner wellbeing**.
- meet the needs of all learners with ALN, in keeping with the requirements of the **Additional Learning Needs and Education Tribunal (Wales) bill**.
- Supporting key partners to develop professional learning opportunities to enable key practitioners to become **aware of adverse childhood experiences (ACE)**.

Specifically we will⁴:

- **Continue to develop a progress Monitoring system, appraising and improving attendance and punctuality across the school.**
- **Continue to plan for the Successful Futures curriculum**
- **Appraise KS4 and Post 16 achievement standards by responding to outcomes**
 - Use ALPs as a way of analysing data and setting challenging targets for KS4 and Post 16
- **Continue to develop a continuous for staff Professional Learning**
 - Develop a strategy for Action research
- **Continue to improve transition arrangements for all our learners across all key stages**
- **Continue to lead and develop collaboration across the cluster in preparation for the Additional Learning Needs and Education Tribunal (Wales) bill:**
 - Lead the cluster in develop MAT strategies
 - Continue to develop strategies to support young Carers in school, cluster and two other cluster within the LA.
 - Lead the cluster in developing a wellbeing strategy
- **Continue to improve teaching standards to stretch our pupils⁵**
 - Improve the performance in the main key measures as well as pupils skills
 - Improve the wellbeing of our pupils by paying particular attention to attendance
 - Improve leadership by continuing to work as a “School as a learning Organisation” (SLO)
 - Continue to operate as a pioneering school in the following areas; Successful Futures, Creative Arts and Global learning.
 - Reduce the range in the teaching by developing pupil voice and learning walks to collect wider evidence with a specific focus on diagnostic feedback and AMAG.

2019-2020

- **Respond to the 2018-19 self-appraisal**
- Introduce the new curriculum
- Collaborate with the new Initial Teacher Training programmes
- Cydweithio gyda darparwyr rhaglenni addysg gychwynnol athrawon newydd.
- Comply with the Additional Learning Needs and Education Tribunal (Wales) bill
- Include professional conversation on the ETLF in Teacher Achieving Potential
- Develop digital Competence further
- Develop in collaboration with the cluster an assessment system for Successful Futures
- Implement the outcomes of the Action Research 2018-19

2020-2021

- **Respond to the 2019-20 self-appraisal**
- Implement the successful futures assessment system
- Recognition as a Digital Competence Pioneering School
- Implement the outcomes of the Action Research 2019-20

⁴ Action Plan 2018-19

⁵ Improve practitioners in the classroom in the science, technology, engineering and mathematics subjects (STEM)

School to School Collaborations

South East Wales Welsh medium partnership: The Triad of Welsh medium Secondary Schools' Ysgol Gyfun Cwm Rhymni, Ysgol Gyfun Gwent Is Coed and Ysgol Gyfun Gwynllyw have formed a Learning Support Network with the EAS to collaborate as they develop further understanding of Pedagogy and implement effective leadership strategies across Welsh medium education in South East Wales.

The work of the network is led by the Senior Management Team who take responsibility for ensuring high quality and sustainability of activities through the Strategy for Developing the Educational Partnership for the Triad of South East Wales Welsh medium secondary Schools.

HEXAD

The partnership of six schools collaborates in developing leadership in line with the EAS strategy. Ysgol Gyfun Cwm Rhymni, Ysgol Gyfun Gwent Is Coed, Ysgol Gyfun Gwynllyw, Ysgol Gyfun Risca, Ysgol Uwchradd John Frost and Ysgol Uwchradd Lliswerry.

Sources of Finance

The school receives grants from various sources:

Sources of Finance		Expenditure on the Plan
SIG	School Improvement Grant	£35,153
PDG	Pupil Deprivation Grant	£21,594
GDP ⁶	Professional learning Grant	£55,288
Ysgol	School expenditure	£69,669

Calendar of Whole School Activities

In Service Training Days (INSET)

Monday (03/09/18): Pedagogy

Whole School Training

- Successful Futures: The Schools response to National Strategy
- Standards of Teaching and Learning: Implementing the ETLF
- Strategies for Wellbeing and Attendance
- Standards in the Classroom: "Ready to Learn"
- Professional Standards

⁶ Grant Dysgu Proffesiynol

Friday (23/11/18) : CYDAG/WJEC/Successful Futures	
School Training	
South East Wales Welsh medium partnership	
Additional Learning Needs Training for Classroom Assistants:	
<ul style="list-style-type: none"> • Awareness of the Brain (ACEs) • Restorative methods • Additional Learning Needs Practice • Learning with ASD • Barriers to Learning Toolkit 	
WJEC Training	
(Teachers attend Welsh medium courses held in schools across South Wales)	
<ul style="list-style-type: none"> • Welsh Baccalaureate – KS4 Conference • GCE Sociology • GCE Welsh • GCE Medical Science • GCE Mathematics + Further Mathematics • GCE/ GCSE Drama • GCE/GCSE Chemistry • GCE/GCSE Physics • GCE/GCSE Physical Education • GCE/GCSE Religious Studies 	<ul style="list-style-type: none"> • GCE/GCSE Biology • GCE/GCSE Music • GCE/GCSE Geography • GCE/GCSE History • GCE/GCSE English Literature • GCE/GCSE Modern Foreign Languages • GCSE Applied Sciences • GCSE Welsh First Language • GCSE Wels Literature
Monday (07/01/19): Pedagogy	
Whole School Training	
<ul style="list-style-type: none"> • Middle Leadership:Self Appraisal • Successful Futures:The schools response to National Strategy • Wellbeing and Attendance • Literacy :Key Components, Basic expression and communication - Pyramids • Behaviour Steps: Consistency as you implement “Ready to Learn” • Professional Development – The schools Professional Learning Plan 	
Friday (22/02/19): CYDAG/WJEC/Successful Futures	
Whole School Training	
<ul style="list-style-type: none"> • Successful Futures:Planning for implementation in September 2019 • More Able and Talented: Strategy for mapping across the curriculum • Learning Environment: Whole school Strategy • Numeracy: Strategy for mapping across the curriculum • Middle Leadership: Effective Tracking and the use of ALPS • Digital Competence: Strategaeth mapio ar draws y cwricwlwm • Additional Learning Needs Training 	
WJEC Training	
(Teachers attend Welsh medium courses held in schools across South Wales)	
<ul style="list-style-type: none"> • GCSE Mathematics • GCSE English Language 	<ul style="list-style-type: none"> • TAG Psychology • GCSE Design and Technology

3 Monday evening Twilight Sessions (15:15-17:00)

January (21/01/18)
Whole School Training <ul style="list-style-type: none">• Learning Environment• Successful Futures – Planning the Eisteddfod week• Departmental (Preparing tasks discussed above)• Action Research
March (11/03/19)
Whole School Training <ul style="list-style-type: none">• Successful Futures:Planning for implementation in September 2019• Literacy :Key Components, Basic expression and communication - Pyramids• Additional Learning Needs Training
May(13/05/19)
Whole School Training <ul style="list-style-type: none">• Successful Futures:Planning for implementation in September 2019• Middle Leadership: Self Appraisal• Additional Learning Needs Training
Pedagogy Meetings: Developing Middle Leadership <ul style="list-style-type: none">✚ Milestones Hydref (16/10/18)✚ Milestones Rhagfyr (11/12/18)✚ Milestones Mawrth (19/03/19)✚ Self Appraisal 2018-2019 (21/05/19)✚ Development Plan 2019-2020 (18/06/19)