

Excellent Teaching & Learning	Strengthen Newman College	Remove barriers to excellence (behaviour)
<ul style="list-style-type: none"> <li>Embed RICE and STAR principles</li> <li>Dedicated departmental time to develop feedback, homework and literacy.</li> <li>Develop the T&amp;L briefing on Tuesdays</li> <li>Undertake a curriculum review to optimise learning time</li> <li>Dedicated department time to develop curricular &amp; cross-curricular learning</li> </ul>	<ul style="list-style-type: none"> <li>Expansion of academies to lower school</li> <li>Reduction of within-College variation between subjects/pathways</li> <li>Develop systems to improve the consistency of pastoral monitoring and intervention</li> <li>To further develop curriculum links to KS4</li> </ul>	<ul style="list-style-type: none"> <li>Weekly monitoring and reporting of Class Charts focusing on key groups and individuals</li> <li>Preventative teaching of the Behaviour Curriculum and clearly defining expectations.</li> <li>Outline an escalating system for rewards and sanctions</li> <li>Increase staffing capacity to support student wellbeing and behaviour</li> </ul>
Excellent Catholic education and experience develop staff	Excellent environments - spiritual Catholic ethos at the heart	Excellent Environments - physical & on-line
<ul style="list-style-type: none"> <li>Strengthen our induction programme for all new staff</li> <li>Audit all UPS3 staff to harness their experience</li> <li>External courses for specialist knowledge (SIMS, data)</li> <li>CPD with PIXL, PTI, BOSCO etc</li> <li>Develop CPD for support staff</li> </ul>	<ul style="list-style-type: none"> <li>Provide clear expectations and routines for tutor time prayer and activities, including themes</li> <li>Develop Catholic leadership within school</li> <li>Set-up chaplaincy leadership team</li> <li>Ensure Catholicity of College provision is more explicit and upheld.</li> <li>Engage with CSYMI conference and curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Maintain list and review rolling programme of renovation and renewal (classrooms and corridors)</li> <li>Provide additional classroom space (T levels) &amp; review timetable (split breaks). Inc. toilet block, PITCH, external stairway</li> <li>Classroom &amp; corridor environment push</li> <li>Develop IT infrastructure</li> </ul>
Remove barriers to excellence (inclusion & attendance)	Leadership at all levels	Excellent Catholic education and experience (3-19 Catholic education)
<ul style="list-style-type: none"> <li>Analyse impact &amp; cost of internal &amp; external interventions &amp; Alternative Provision.</li> <li>Develop anti-racism, anti-sexism, SEND &amp; PP work and respond accordingly.</li> <li>Improve CPD for supporting students with unmet needs.</li> <li>Weekly monitoring and reporting of attendance, key group &amp; individuals focus</li> </ul>	<ul style="list-style-type: none"> <li>Use the SSAT Exceptional Education Framework to evaluate and enhance school performance</li> <li>Continue to develop Catholic leaders and all middle leaders</li> <li>Continue to develop student leadership opportunities and girls' leadership academy</li> </ul>	<ul style="list-style-type: none"> <li>Develop deeper partnership working with the Newman Family of Schools</li> <li>Middle leaders to visit, learn from and share with other schools in the diocese/city.</li> <li>Form subject-network groups across the city with deanery schools.</li> <li>Continue to help lead the anti-racism diocesan working party.</li> </ul>

