

AREA	ACTION	COMPLETION DATE	Progress and Recommendations
Child Centred Provision  Effective Leadership & Management	Invest in ICT re pupil behaviour (ETI highlighted the link between stimulating lessons and good pupil behaviour)	Ongoing	English and Science are priorities re: ICT provision. Need to establish levels of ICT equipment and usage. Consideration of both English and Science ICT requirements were discussed at a meeting with HOD Science and English on 1 <sup>st</sup> April. Meeting took place with S Comer and A Morrow, SELB. Additional funding has been allocated for Interactive Whiteboards in English and Science and a plan for better allocation of resources throughout the school drawn up. <b>Five interactive whiteboards for English and Science. All English and Science Staff received off-site ICT training.</b>
High Quality Teaching & Learning  Effective Leadership & Management	Train Staff re use of data for subject specific target	Ongoing	Training day planned for Tuesday 31 <sup>st</sup> May. Focus on use of data, tracking and target setting. <b>Training completed plus update in Staff Meeting.</b>

NEWRY HIGH SCHOOL

POST-INSPECTION ACTION PLAN

CHRONOLOGICAL ORDER SUMMARY

<p>Child Centred Provision</p> <p>High Quality Teaching &amp; Learning</p> <p>Effective Leadership &amp; Management</p>	<p>Consult with SELB advisor on promotion of SEN as whole school responsibility</p>	<p>Ongoing</p>	<p>Production of a series of action points following meeting with T Young 11/03/11. SENCO and Principal attended Department of Education Special Educational Needs and Inclusion Capacity Building Programme. SEN now a standing item on all meeting agendas. Time allocated in August Baker days for SEN updates.</p> <p><b>SEN updates completed, new IEPs – subject specific, more manageable targets in place.</b></p>
<p>Child Centred Provision</p> <p>Effective Leadership &amp; Management</p>	<p>Set up senior management team with major focus on pastoral care</p>	<p>As soon as possible</p>	<p>Heads of Year Meeting Monday 14<sup>th</sup> March. Agenda included: Priority items on PIAP, Issues arising from Discipline sub-group. Minutes to be sent to Governors Sub Group. Agenda went out by Friday 11<sup>th</sup> March to allow some time for consideration by Year Heads etc.</p> <p>Respect is major focus for all stakeholders. Sub-group being considered. BOG Sub-Group for Discipline invited to Heads of Year Meeting on 12.05.11 (Mr D Ross attended).</p> <p><b>Senior Management Team has been established and have met, focussing on response to School Development issues.</b></p>

NEWRY HIGH SCHOOLPOST-INSPECTION ACTION PLANCHRONOLOGICAL ORDER SUMMARY

Child Centred Provision Effective Leadership & Management	Train staff re use of reasonable force & de-escalation	January, 2011	Agreed for August 2011. MH has contacted relevant board personnel to arrange training. A Curran, Behaviour Support Team <b>was</b> booked for 25 <sup>th</sup> August.
Child Centred Provision Effective Leadership & Management	Appoint Deputy Designated Teacher	January, 2011	In place. Appropriate training has been received.
Child Centred Provision	Replace Safeguarding posters around the school	February, 2011	Posters produced and displayed.
Effective Leadership & Management	Analysis of Staff absenteeism data, reintroduction of Return to Work Interviews, informed tracking by SLT	From February, 2011	Currently being tracked by Principal. Individual cases being monitored by SLT. <b>Return to Work Interviews are now more informal for short absences.</b>

NEWRY HIGH SCHOOLPOST-INSPECTION ACTION PLANCHRONOLOGICAL ORDER SUMMARY

Effective Leadership & Management	Principal to ensure more strategic direction, less delegation, open forum staff meetings, important issues addressed, constructive criticism accepted	From February, 2011	<p>A staff meeting took place on Wednesday, 13<sup>th</sup> April updating Staff on Post Inspection Action Plan progress and discussing issues of concern.</p> <p>All communication meetings have taken place. Minutes shared with SLT and members who attended.</p> <p>SLT/<b>SMT</b> meetings take place sometimes after school and sometimes in school time.</p>
Effective Leadership & Management	Establish protocols for effective communication from Staff questionnaire feedback	From February, 2011	Communication meetings producing suggestions to be collated. Whole staff questionnaire was produced.
Effective Leadership & Management	Regular meetings between SLT , union reps and Staff Welfare Committee	From February, 2011	FP has consulted with CL regarding need for and frequency of union meeting. Principal to decide on what is appropriate. <b>Meeting to take place termly with Union Rep.</b> Staff Welfare Committee meeting took place on Monday, 11 <sup>th</sup> April.
Effective Leadership & Management	Internal audit by all departments of progress and to identify targets for SDP	February, 2011 to April, 2011	FP and MH have conducted some of these meetings. FP/MH have liaised with HODs who are line managed by IB. <b>New cycle for these now in place.</b>

NEWRY HIGH SCHOOLPOST-INSPECTION ACTION PLANCHRONOLOGICAL ORDER SUMMARY

<p>Effective Leadership &amp; Management</p> <p>A School Connected to its Local Community</p>	<p>Complete and analyse questionnaires for pupils, parents, Staff and Governors</p>	<p>February, 2011 to May, 2011</p>	<p>Questionnaire completed 13<sup>th</sup> April. Results have been circulated to all Teaching Staff. Staff Meeting <b>took</b> place after Easter to discuss further strategies for improvement.</p>
<p>Child Centred Provision</p>	<p>Short, regular review meetings of pastoral team</p>	<p>Spring term, 2011</p>	<p>Strategic Pastoral Meeting between IB and MH and others as appropriate to take place monthly after school. This will serve as preparation for 6 weekly pastoral team meeting – being built into cycle for next year. <b>Cycle now in place, first meeting has focussed on new procedures for detention after school.</b></p>
<p>Child Centred Provision</p>	<p>Set regular targets for focus on behaviour management</p>	<p>Spring term, 2011</p>	<p>Set focus for behaviour management to be agreed by pastoral team. This will remain focus until June. Subsequent meetings to agree what is to be done, implement strategies for improvement and monitor progress. Assembly on ‘Respect’ took place during April and was reinforced in Assembly on 26<sup>th</sup> May. Staff are constantly reinforcing the issue. <b>Time on August, 2011 Baker Days used to train and update on Code of Conduct and after-school detention procedures.</b></p>

**NEWRY HIGH SCHOOL****POST-INSPECTION ACTION PLAN****CHRONOLOGICAL ORDER SUMMARY**

Effective Leadership & Management	Identify and address low Staff morale. Arrange Teambuilding activities.	From March, 2011	Teambuilding idea/activity has been discussed with Staff Welfare Committee. Questionnaire has been put out to all Staff for ideas/feedback. <b>No way forward agreed for this as not considered a priority by Staff.</b>
Child Centred Provision  Effective Leadership & Management  A School Connected to its Local Community	Update school website re Safeguarding information	March, 2011	Information has been placed on website. Enhanced versions to replace on completion.
Child Centred Provision  High Quality Teaching & Learning	Deliver training for Tutors and Year Heads, including sharing of good practice	April, 2011	Training <b>took</b> place on 25 <sup>th</sup> August Baker Day by A Curran from Behaviour Support Team <b>in regard to Use of Reasonable Force and also by MH in regard to general discipline. Sharing good practice to be implemented through the Monday meeting cycle.</b>

NEWRY HIGH SCHOOLPOST-INSPECTION ACTION PLANCHRONOLOGICAL ORDER SUMMARY

<p>Child Centred Provision</p> <p>Effective Leadership &amp; Management</p> <p>A School Connected to its Local Community</p>	<p>Complete audit on ethos to include Staff, pupils, parents and community</p>	<p>Easter, 2011 – <i>moved to Term 1, 2011</i></p>	<p>This questionnaire will be the same as the one used in previous section. Pupils and parents questionnaire to be carried out <b>in Autumn Term.</b> <b>After discussion with Board of Governors, this has been moved to Term 1, 2011.</b></p>
<p>High Quality Teaching &amp; Learning</p> <p>Effective Leadership &amp; Management</p>	<p>Review and audit current CEIAG provision</p>	<p>Spring/summer, 2011</p>	<p>Ongoing through departments. <b>Key Stage 3 audit completed and feedback provided to staff.</b></p>
<p>Effective Leadership &amp; Management</p>	<p>Produce new School Development Plan with whole school involvement</p>	<p>June, 2011</p>	<p><b>SLT have engaged in consultation process with Staff re School Development Plan.</b></p>
<p>Effective Leadership &amp; Management</p>	<p>Review and redefine roles of SLT</p>	<p>June, 2011</p>	<p>Due to the absence of Mr Brown, this had to be deferred to next Academic Year.</p>

NEWRY HIGH SCHOOLPOST-INSPECTION ACTION PLANCHRONOLOGICAL ORDER SUMMARY

Child Centred Provision High Quality Teaching & Learning Effective Leadership & Management	Set SMART targets for tracking behaviour	June, 2011	No longer an immediate priority – the decision was made to establish the academic tracking first then review the Discipline Policy before moving on setting targets for tracking behaviour.
Child Centred Provision Effective Leadership & Management	Review school rules	June, 2011	Review started in May, 2011.
Child Centred Provision	Complete training for Principal and VPs on managing pastoral system, with child centred focus	June, 2011	M Houston <b>attended</b> an RTU course on 8 <sup>th</sup> June, 2011 – looking at pupil voice and pastoral issues.
Child Centred Provision Effective Leadership & Management	Update Safeguarding policy	June, 2011	Meeting set up with J McCann of CPSSS on 10 <sup>th</sup> June, 2011. <b>Policy updated 03.10.11 by MH and CAM and has been sent to CPSSS for ratification before being sent to Governors for same.</b>

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Child Centred Provision A School Connected to its Local Community	Create short Safeguarding leaflet to send home	June, 2011	<b>Will be completed once the new policy has been ratified by CPSSS and Board of Governors.</b>
Child Centred Provision A School Connected to its Local Community	Translate Safeguarding leaflet into EAL languages	June, 2011	<b>Will be completed once the new policy has been ratified by CPSSS and Board of Governors.</b>
Child Centred Provision High Quality Teaching & Learning Effective Leadership & Management	Train staff re use of data to identify underachievers	June, 2011	<b>Training took place on 31<sup>st</sup> May, 2011, and Refresher Training took place on August, 2011 Baker Days. Tracking system in operation.</b>

NEWRY HIGH SCHOOLPOST-INSPECTION ACTION PLANCHRONOLOGICAL ORDER SUMMARY

Child Centred Provision High Quality Teaching & Learning Effective Leadership & Management	Demonstrate whole school tracking model to staff	Summer term, 2011	<b>Took</b> place on training day on 31 <sup>st</sup> May. <b>Tracking system in operation.</b>
Child Centred Provision	Review current range of healthy eating programmes	Summer term, 2011	<b>Two</b> SNAG group meetings have taken place.
Child Centred Provision	Review use of vending machines	Summer term, 2011	
Child Centred Provision Effective Leadership & Management	Review detention system and implement proactive early intervention for repeat offenders	Summer term, 2011	<b>New detention system in place for 1<sup>st</sup> September, 2011.</b>
Child Centred Provision Effective Leadership & Management	Review report and supervised support systems	Summer term, 2011	<b>Report system reviewed and found to be satisfactory. Supervised support moved to Room 26 where the pupils are supervised by duty staff and are no longer outside Senior Leadership Team offices.</b>

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Child Centred Provision Effective Leadership & Management	Use ethos audit to rewrite pastoral policy	Summer term, 2011	<b>Awaiting review after completion of Ethos Audit.</b>
Child Centred Provision High Quality Teaching & Learning Effective Leadership & Management	Make SEN a permanent agenda item on departmental and pastoral meetings	Summer term, 2011	In place already.
High Quality Teaching & Learning Effective Leadership & Management	Feedback CEIAG review findings to Staff	August, 2011	<b>Feedback to Staff during recent staff meeting.</b>
Effective Leadership & Management	Train staff on classroom management	August, 2011	<b>Training given by MH on August, 2011 Baker Days.</b>
Effective Leadership & Management	Self-evaluation cycle in place	September, 2011	<b>Ongoing process for SLT and HODs, with all Staff involved. Formal programme to be put in place with new School Development Plan.</b>

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High Quality Teaching & Learning	Pilot tracking system for Year 12 pupils	September, 2011	<b>System in operation. First track in November.</b>
High Quality Teaching & Learning Effective Leadership & Management	Complete exam analysis including internal & external benchmarking and standardised format	September, 2011	<b>Standardised pack of exam analysis given to all HODs – includes internal, external and benchmarking data. Standard format for HOD to analyse and produce policy circulated.</b>
High Quality Teaching & Learning Effective Leadership & Management	Initial use of benchmarking, Yellis, MidYis and C2K data	September, 2011	<b>Staff trained on Training Day plus additional support session after school.</b>
High Quality Teaching & Learning Effective Leadership & Management	Set departmental targets based on data as key element of self evaluation	September, 2011	<b>Department policies completed. Exam meeting planned with all HODs to evaluate effective use of data.</b>
High Quality Teaching & Learning Effective Leadership & Management	Produce strategic plan for development of ALC	September, 2011	<b>Initial meeting took place in Spring Term (FP, MH, IB, EMM and CL). No further developments. New deadline set in ALC/EF development plan.</b>

NEWRY HIGH SCHOOLPOST-INSPECTION ACTION PLANCHRONOLOGICAL ORDER SUMMARY

Child Centred Provision	Review pastoral responsibilities at all levels	September, 2011	<b>Year Heads' responsibilities have been reviewed in regard to their responsibilities re After School Detention.</b>
Child Centred Provision  Effective Leadership & Management  A School Connected to its Local Community	Complete audit on ethos to include Staff, pupils, parents and community	Term 1, 2011	<b>After discussion with Board of Governors, this was moved from Easter, 2011 to Term 1, 2011.</b>
High Quality Teaching & Learning  Effective Leadership & Management	Review current EF provision	November, 2011	
High Quality Teaching & Learning	Investigate and action curriculum provision for Gifted & Talented pupils	November, 2011	
High Quality Teaching & Learning	Investigate and action curriculum models to allow further ALC collaboration	November, 2011	

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High Quality Teaching & Learning	Identify and implement further areas for curriculum development	November, 2011	<b>Curriculum Leaders to meet next week.</b>
Effective Leadership & Management	Review and clarify roles and responsibilities of Middle Managers. Expand SLT through Professional Development Programme.	December, 2011	<b>New Senior Management Team in place with seven Middle Managers involved in weekly meetings to look at Whole School issues. (This is a voluntary role).</b>
Effective Leadership & Management  A School Connected to its Local Community	Identify strategies to improve standing of school in community and relationships with parents. Obtain feedback via questionnaires from parents, community and pupils. Market school more proactively.	December, 2011	<b>MH to issue google docs questionnaire along with School Newsletter aimed at feeder Primary School parents and pupils.</b>
High Quality Teaching & Learning	Interim review of Year 12 tracking pilot	December, 2011	
Child Centred Provision  High Quality Teaching & Learning	Review progress of extended healthy eating programmes	January, 2012	

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High Quality Teaching & Learning Effective Leadership & Management	Review implementation of strategies for monitoring & evaluating careers provision	January, 2012	
High Quality Teaching & Learning	Full review of Year 12 tracking pilot	May, 2012	
High Quality Teaching & Learning	Expand tracking pilot to other year groups	September, 2012	
High Quality Teaching & Learning Effective Leadership & Management	Set advanced elements of departmental planning and self evaluation	September, 2012	
Child Centred Provision High Quality Teaching & Learning	Develop health, fitness, lifestyle links with PE dept and integrate into school planning	2011-2012 SDP	