



# School Development Plan

21-22 extension to 2018-21

**Section 7** - overview

*“St Malachy’s College, as a Catholic school, is dedicated to providing academic excellence in the context of a Christian community ethos. It seeks to preserve its traditions of spirituality and learning so that all pupils, staff and parents can experience continuity in achievement and further their own spiritual, educational and personal growth in a pleasant interesting, and stimulating environment. “*

Five phrases attempt to capture and articulate what it means to be a Catholic College in the 21st Century

**Person centred**

**Reflective & Worshipping**

**Gospel inspired**

**Life-affirming**

**Welcoming & Inclusive**

Our College Mission statement, while not explicitly using the terminology, reflects these emphases.  
This is what we are about in St Malachy’s College.

*‘... education is not and must never be considered as purely utilitarian. It is about forming the human person, equipping him or her to live life to the full – in short it is about imparting wisdom. And true wisdom is inseparable from Knowledge of the Creator...’ (Pope Benedict XVI)*

**The 2021-22 Extension to the School Development Plan 2018-2021** is designed to help the College live its mission, providing ‘a rounded education for the whole person’, forming ‘good citizens and good people’ for the future.

Below is an overview of the 2021-22 Extension. Parts 2 & 3 are in many ways necessary “feeders” for parts 1a) & b) which are about continuing to raise our already excellent standards in important areas of College life. The 2021-22 Extension will place emphasis on academic and pastoral positive engagement following the impact of Covid 19. The continual review, self-evaluation and monitoring of the targets set within the SDP, including collegial quality assurance, will help to ensure that the quality of provision, outcomes of our learners and leadership at all levels will be sustained at the highest standards and continue to improve. Furthermore, the overall SDP Extension will be a feeder to all other development plans throughout the College – KS3, KS4, KS5 → Pastoral Yr 8-14 → Every Department.

## **1a Raising Standards through High Quality Teaching & Learning**

Leader: Vice Principal (*Curriculum*)

By the end of the 2021-22 Extension to the SDP 2018-21 the all students will experience high quality Teaching and Learning across all subject areas and the overall experience in the classroom will be at least very good according to ETI descriptors. The continued improvement of the quality of provision, monitoring the effectiveness and impact through Planning, Teaching and Assessment will remain a focus, with an emphasis placed upon positive engagement following the impact of Covid on Teaching & Learning;

At **KS3**, raising expectations, improving the quality of provision and outcomes at KS3 will secure continued sustained improvement for the long term. Every student will have made progression to be adequately prepared for GCSE study and in a position to make an informed choice on a pathway towards GCSE success.

At **KS4**, the College will build upon the sustained improvement brought about during the SDP 2015-18, embedding practices such as early intervention, mentoring, parental engagement, increasing ownership of learning and improving attainment at A\*- B grades.

At **KS5**, the excellent trends in the 3+ grades A\*-C will continue, with a continued focus within A\*-B category. Continued work on developing independent learning will remain here.

**Academic Targets:** By the end of the 2021-22 Extension to the SDP 2018-21 the College outcomes will continue to be in line with the College Academic Targets which are set annually. Annual academic targets will be set in the same way as in SDP 2015-18. These have proved to be accurate and well informed within a +/-2% tolerance. With the absence of benchmarking data for 2020 & 2021 due to the pandemic, the 2022 Academic Targets will be set based upon the most recently published benching marking data, reflecting on all academic data, coupled with pastoral information available on the individual students.

# 1b Raising Standards through High Quality Pastoral Care

Leader: Vice Principal (*Pastoral*)

By the end of the 2021-22 Extension to the SDP 2018-21:

- 1 The culture of recognising student achievements and success established and embedded in Key Stage 3 will be adapted in an age appropriate way and embedded in KS4 and will be incorporated into the Positive Behaviour Policy in clearly structured and stepped way.
- 2 The Positive Behaviour Policy and Stepped Consequences (reviewed in August 20 (to include a Covid Addendum) and in June 2021) will be embedded in a relevant manner across all Key Stages
- 3 The Student Council will have reconstituted in June 21 and its role will have been enhanced through the formation of sub-committees for each Key Stage
- 4 A safe and enabling learning environment for all will be maintained through robust Child Protection and Safeguarding procedures that are effective, reviewed regularly and reflect statutory requirements.
- 5 The Preventative Curriculum embedded across all Key Stages will be further enhanced through a continued programme of Resilience Training and will be flexible and responsive to the needs of the pupils and will focus on positive engagement following the impact of Covid on well-being
- 6 Attendance figures will be in line with or exceed the NI average for schools of a similar type and will be monitored to ensure that issues can be identified and addressed promptly. Monitoring systems will be adjusted as required to comply with any Covid procedures
- 7 The statutory requirements of the new SEND Act (NI) 2016 will be introduced and implemented
- 8 SEN Provision Mapping, Future Planning and a proposal to EA for a consistent package of provision will be completed

## 2 Curricular & Extra-Curricular Development to include Collaboration and CEALG

Leader: Vice Principal (*Curriculum*) & Bursar

By the end of the 2021-22 Extension to the SDP 2018-21 the quality of curricular and extra-curricular provision will ensure that:

- 1 All KS3 students have opportunity to understand and practise the wider skills and dispositions
- 2 The vast majority of KS4 students will have the opportunity of study at KS5 (2019-85.8%, 2020(CAGs) – 90.0%, 2021 (CDGs) – 88.45%)  
Annual targets will continue to be set
- 3 The vast majority of students in KS5 will have the wider skills, dispositions and qualifications to follow their chosen career path (annual targets will be set)
- 4 The College, through its internal mechanisms and also through Shared Education, will resume a menu of activities which have been impacted by Covid and continue to enrich the student experiences and promotes better outcomes
- 5 The College will continue to resume and further develop the Careers provision through the continued involvement of Alumni, parents, external organisations and the wider College community to inform and inspire students regarding future opportunities and organisation of transferable skills. Every department should seek to link up with an alumnus!
- 5 There will be continued focus on maintaining the College's renowned reputation of excellence within levels of extra-curricular participation and performance, so that all students and staff can "experience continuity and achievement, furthering their own spiritual, educational and personal growth in a pleasant, interesting and stimulating environment" (Section 1, Schedule Regulation 4).

## 3a Building Capacity through Pupil & Staff Development

Leader: Vice Principal (*Pastoral*)

By the end of 2021-22 Extension to the SDP 2018-21:

- 1 There will be increased opportunities for Student Leadership with the Student Leadership Team taking a leading role in encouraging extra-curricular involvement and positive engagement following the impact of Covid on well-being, acting as Anti-Bullying and Resilience Mentors and acting as role models regarding behaviour management and routines
- 2 Opportunities will be given to students to be active contributors to the life and work of the school and to the local and global community
- 3 The College will be acting as a “teaching College” with CPD delivered through in-house expertise and links with the ALC and there will be a clear focus on continuous improvement with regular opportunities for all staff to review and refresh pedagogical practice and build expertise and capacity particularly with regard to blended learning and positive engagement
- 4 The development of middle leaders, (focused on in SDP 2018-21), will be continued enabling them to demonstrate clear and effective strategic and pastoral leadership within their areas of responsibility, informed by professional knowledge and expertise;

## **3b Building Capacity through Accommodation & Resources Investment**

Leader: Bursar

The College, despite financial constraints, will endeavour to maintain a break even financial position.

**Capital Building plans will include**

- 1** SEP 2 - £4m funding (heating and electrical refit, sports hall staff and reception extension, windows refurbishment, listed wall, canteen kitchen roof)
- 2** Refurbishment of areas in listed building to create 2 new classrooms
- 3** Any other minor works granted by DE
- 4** Developing plans and seeking funding for development of the former seminary site as a creative and expressive hub - £8.365m
- 5** Extension of Alumni network