

## **HEADTEACHER'S GOVERNORS' REPORT** **SUMMER TERM 2018**

### **Introduction presented by Mr S M Jones, Headteacher**

Cardiff High School has had another successful year in terms of performance, whether that be academically, culturally or socially. Cardiff High School continues to lead much of the agenda in Wales for school improvement and it is a pleasure to present this report in what has been a record breaking year, in conjunction with the school Newsletter.

### **Performance Management presented by Mr S Thompson, Deputy Headteacher**

The current performance management cycle has now come to an end. This has involved every member of the teaching staff. Smart targets focused on school and departmental improvement plans (set up a year ago) have been successfully completed and achieved. This improvement planning cycle contributes significantly to the on-going professional development of all staff and new this year was the process of Action Enquiry. Every member of staff has been working, in collaboration with peers, on improving an aspect of their pedagogy in the classroom that is linked to the new professional teaching standards. They have been given additional non-contact time to facilitate an enquiry process which has allowed them to research, test and trial new practices in the classroom. This culminated in a very successful whole school teach-meet inset session in June 2018 where all members of staff shared their experiences and presented to one another. The cycle will formally complete in September with staff appraisal meetings to review progress made in 2017-2018 and to set new targets for 2018-19 based on the new school improvement planning cycle.

### **Improvement Hub Update presented by Mr S Thompson, Deputy Headteacher**

Cardiff High School continues to very successfully operate as a School **Professional Learning Improvement Hub** for the Central South Consortium. The school has been at the forefront of the improvement hub agenda and to date Cardiff High School staff have been involved in providing training and professional learning opportunities for over 250 staff from the five neighbouring Local Authorities which make up the Central South region. In this academic year, Cardiff High has been responsible for training colleagues in the areas of:-

- Olevi Outstanding Teacher Programme
- Olevi Outstanding Leadership in Education Programme (oLE)
- Olevi Outstanding Senior Leadership in Education Programme (SoLE)
- Newly Qualified Teacher ASPIRE Programme
- The lead school managing and coordinating the Future Senior Leaders Programme : Secondary
- Providing senior staff to support newly qualified teachers across the region in the role as External Mentors

In addition to providing school-to-school support for general professional learning, the school has now developed a range of programmes and has led subject specific professional learning opportunities for both core and foundation subjects as a Curriculum Hub and Lead Practitioner in a number of different curriculum areas.

This work benefits the school through a range of excellent networking and collaborative partnerships to support it in improving its own practices.

In May 2018, the school was recognised as a key partner with Olevi, "The international teaching organisation", and successfully completed the assessment process to become the first Olevi Designated Centre of Excellence in Wales. This recognises the high quality provision which the school offers in its training and facilitation of Olevi programmes and is also recognition of the aspirational culture and ethos in the school which is centred around improving learning and teaching, leadership and the professional commitment to ongoing staff development.

Furthermore, in June 2018, the school was also successful in becoming an accredited provider of the Outstanding Teacher Assistant Programme (OTaP) and is excited to offer this high quality professional learning opportunity to support staff at both Cardiff High and wider in the region.

### **Attendance Presented by Mrs A Yarrow, Deputy Headteacher**

Mrs Vicky Ataou has settled very well in to the role of Attendance Officer and has been an asset to both the Achievement Team and to our cluster of primary schools. Cardiff High School continues to set itself hugely aspirational attendance targets. We were delighted to report to the Local Authority that our target was, once again met and we were able to submit the figure of 96.5% for the academic year 2017 – 2018. This represents a rise of over 3% since 2010 and will place the school in the top quarter of similar schools in Wales for attendance.

### **Exclusions presented by Mrs A Yarrow, Deputy Headteacher**

Despite our bid to explore a whole range of alternatives, the school regrettably had no alternative other than to issue a permanent exclusion this year in line with our zero tolerance stance on the selling of illegal substances on school site.

The staff at Cardiff High work incredibly hard to support pupil wellbeing and to modify inappropriate behavior within lessons and around the school in a respectful and positive manner. This was an area of challenge for the school last year; within these figures (2016 – 2017) however, a number of very serious one-off offences were included, often undertaken by the same few pupils.

Year	Fixed Term Exclusion Figure (number of days)
2017 - 2018	24
2016 - 2017	69
2015 - 2016	32
2014 – 2015	49
2013 - 2014	60

The Restorative Room continues to act as a formal strategy for modifying behaviour and repairing relationships.

The purpose of the Restorative Room is to provide an **internal exclusion** with the unique aim of encouraging learners, with appropriate support, to reflect upon unacceptable behaviour; to undertake work provided by subject teachers and to access bespoke programmes such as Anger Management and Raising Self-Esteem. The timing of the day within the Restorative Room is not in line with the remainder of the school so that students are denied the privilege of having lunch and break with their peers.

The appointment of Mrs Sue Orpin to supplement the work being undertaken in this crucial aspect of school life has further enhanced the level of guidance we have been able to offer to pupils and has definitely supported us in our bid to reduce fixed term exclusions whilst maintaining very high standards of behaviour for learning. The number of fixed term exclusions this academic year is at its lowest since 2013 – 2014.

### **Performance Management for Support Staff by Mrs A Yarrow, Deputy Headteacher**

Although there are still no statutory requirements in place for school support staff in terms of Performance Management, Cardiff High School remains committed to equality in the development of all staff. In light of this, the school effectively carried out the Central South Consortium Performance Management protocol for support staff in the year 2017 – 2018.

The current performance management cycle has now come to an end. This has involved every member of the non-teaching staff. Targets have been successfully achieved and a range of training opportunities have been embraced. This improvement planning cycle contributes significantly to the on-going professional development of all non-teaching staff.

We are particularly pleased to be able to offer, as of September 2018, on site Olevi accredited training for all Learning Support Assistants.

The cycle has now commenced again with targets being set for 2018/2019 based on the specific needs of designated areas.

### **ICT & New Technologies Update presented by Mr R Brown, Director of New Technologies**

Over the past few months the ICT Support Team has been focusing on the core of the school's ICT Infrastructure and with this in mind, the team have been working hard to improve the user experience of all ICT systems, Improving the speed and stability of core systems and further enhancing the functionality of ICT across all areas of the school.

One of the largest changes made last year which has made the most difference to all users, is the new centrally managed wireless network which has shown to be a very productive move and has proven to be very well received by many of the students and staff.

We have also now begun the transition away from our current VLE (Virtual Learning Environment) Moodle to Google Classrooms. This is a very exciting project which has followed on from the decision by Welsh Government to offer the Google education tools via the HWB Platform.

This technology has been extensively embedded across the curriculum at a large number of schools in England and several in Wales have completed the migration away from Moodle with great success and we are extremely happy to be able to offer these free modern tools to all members of the school community from the first day of the new term.

### **Estates Department Update presented by Mr C Newton, Estates Manager**

In the last reporting period we have carried out a variety of improvements and refurbishments around the school. In keeping with our commitment to maintain the highest standards of facilities for pupils and staff the student male toilets in the canteen block were refurbished and a student female toilets is planned for refurbishment in summer 2018. The installation of light sensors in the sports hall has ensured that we do not waste any energy lighting up a large facility that is not being used therefore reducing our utility expenditure.

As a result of an Emergency Lock Down rehearsal a number of rooms were identified as not being able to be secured properly so an audit of room security was carried out and a number of locks replaced and further works will be carried out in the summer to replace ageing doors that are also difficult to secure. A number of faults with the heating system in the canteen block meant funds were diverted to replace some large cost pumps. A couple of science lab blinds were replaced in the Biology department and upgrades to the emergency shut off devices in the Design Technology workshops made for a safer teaching environment. Due to the increased number of students who were cycling into school additional areas were identified and bike stands were installed to accommodate the extra cycles.

### **Finance presented by Mr S M Jones, Headteacher**

The school was pleased to have a balanced budget this year. The school continues to invest in the infrastructure of the school and staff training using many of the income streams the school has developed in recent years.

### **Staff Changes**

It has again been a busy year for recruitment. I enclose below a list of all new staff, teaching and non-teaching.

#### **New Staff**

#### **Teaching**

Rhian Thomas, Permanent Teacher of Maths  
Liam Powell, Permanent Teacher of Design Technology  
Laura Waters, Permanent Teacher of Religion & Philosophy  
Joshua Maddocks, Temporary Teacher of Biology  
Angharad Thomas, Temporary Teacher of Welsh  
Isla McMail, Temporary Teacher of Design Technology  
Donna Leach, Temporary Teacher of Design Technology

#### **Non Teaching Staff**

Rowsonara Begum, Temporary Teaching Assistant