



Holy Family Secondary School

School Improvement Plan May 2024

Year 3 of 5 Year Plan (2021-2026)

Introduction

The school has formed and initiated a five-year improvement plan (HFSS SCHOOL PLAN 2021-2026) in consultation with all stakeholders. This strategic development plan is available to read on the school website; <http://www.holyfamily.ie/policy-2/>

The focus for the year's school improvement plan (SIP 2023/2024) examined one of the targets set in that School Plan under the target pillar of "Reimagining curriculum, teaching and learning" through the lens of "**Wellbeing Curriculum** - To comprehensively review the wellbeing curriculum offered". This follows a comprehensive Junior Cycle review of subjects offered, which was followed by a review of the Junior Cycle hour allocation offered to incoming first years 2025 across their subjects. The main method used is to embed this target across all wellbeing subject areas, with each department planning for their hour allocation and reviewing their current subject plans in light of changes incoming in 2025. This is supported by the Wellbeing and SSE committees. These committees are also tasked with the creation of a new curriculum for subject "Life Skills" in first year. Following consultation with staff, it was noted that to make this new subject most beneficial and make a tangible contribution to the students in the classroom, continuity and clear guidance on content would be essential. To ensure each subject department is conducting a review, updated subject plans will be submitted and reflect the changes proposed.

We continue to evaluate our progress towards achieving school plan targets. Both students and parents were surveyed on our performance in this area. This metric is proving extremely useful at charting our progress from baseline and directing us towards actions to improve. This document outlines findings and actions from 2023/24 and targets arising for 2024/25.

In aligning the 'Looking At Our Schools 2016' quality framework as a tool to support reflection, self-review and evaluation over the next 5 years for the school's standards and statements of quality. We aim to keep our focus on four core questions:

1. *What is our shared vision at HFSS that shapes our school community?*
2. *Who are our learners?*
3. *What is our vision of success for learning for each pupil?*
4. *How can we best improve practices in our teaching and learning community?*

Main Aim 2023/2024

We aimed to foster a culture in school life which overall increased our links with the greater community. We define this in more detail as: increasing our visibility in the community, building our students awareness and involvement in their local community and overall preparing our students to be active members of their community both now and after leaving formal education in HFSS. Equip with the knowledge of opportunities beyond school life, and the confidence of having been previously exposed to these clubs, facilities and charities, it is hoped that each student would have the opportunity for volunteerism, connection and inclusion throughout their lives. There are many well established pathways for community links already in the school and all plans for the year acknowledged the good work being done already and sought to build on this. Furthermore, we aimed to improve our sustainability as a school community, with a commitment to reducing our paper use as a school community.

Our student voice survey developed in 2021/22 was repeated for the third time and the data compared to the year previous. Parents were also invited to contribute the last two years. This metric continues to be used to direct and measure our progress towards the goals outlined in our school five year plan.

Summary of main findings 2023/2024

The following data details the schools progress towards our targets in the school plan areas largely based on survey results.

- Student satisfaction with subject choice has increased significantly compared to baseline survey in 2022 by over 15% with 76% agreeing they are content with subject choice. Most students cite the technical subjects as the areas they wish were available to study, with Woodwork ranked 1st as the most desirable subject for the third year in a row.
- Subject choice is the area of most discontent with parents with 50% unhappy with subject choices available.
- Students' satisfaction in school sustainability, the physical school environment and student voice remains high with scores remaining in the 70-85% agreement range. Areas for improvement here have been identified such as insect motels introduced and greater student voice during tutor time. This are being actioned.
- Parent satisfaction with our sustainability, student voice and links with the community has significantly increased with a minimum of 20% increase in satisfaction in all these areas from last years survey.
- Community engagement and awareness has significantly increased with an additional 13% of students saying they are aware of opportunities they wish to pursue and less that 4% of students saying they are unaware of options they wish to pursue.

Focus for 2024/2025

To comprehensively review the wellbeing curriculum offered in preparation for new Junior cycle hour allocation for incoming first years 2025.

HFSS School Improvement Plan 2024/2025

Actions

Actions taken in 2023/24:

- Presentation made to staff to highlight our school improvement plan target and its potential benefits to our students. Each department was requested to select one action their subject would take and submit to SSE coordinator on teams.
- Through the year subject coordinators were asked to reflect on target progress and grade them as “complete, ongoing, or not began”. This was submitted after term one and at the end of the year.
- Following last year’s subject review, Wellbeing and SSE committees met to discuss the best use of additional hours which could be allocated to wellbeing for incoming first years 2025. This data was collated and shared.
- MLT met to discuss would the hours be allocated solely to wellbeing or split between wellbeing and curricular subjects. Subject coordinators for these subjects were consulted and confirmed they would appreciate more hours. All feedback was given to MLT. They then voted by majority to split the hours between wellbeing, Geography and History.
- SLT met with Wellbeing and SSE coordinator to create a draft hour allocation for incoming first years 2025. This was presented to MLT. Subsequently it was presented to staff. Staff were then broken into feedback groups to reflect and share ideas of how the draft may be improved. All information was gathered and discussed at SLT meeting and informed the final draft.
- Review on past paper use in photocopiers conducted. Staff allocated less copying credits for the year ahead and asked to reduce use.
- Energy efficient photocopiers purchased and installed in May 2024.
- AP post review took place as per circular guidelines. All feedback was gathered from staff and reviewed by the Post Review Committee. Over several meetings the Assistant Principal posts for the next two years were selected in light of the current school needs.
- Subject coordinators were requested to document their progress towards their community link target by highlighting their goal in teams in green/red/orange, signifying complete, incomplete, or ongoing.
- Student survey took place with a random sample of students from each year group. Small revisions were made to the format to improve on learnings from last survey.
- Parents were surveyed for the second year, using a similar format on the school plan to the students survey. 43 parents responded.
- Data was collated and shared. Both surveys from current year was compared to previous year to note trends and highlight any areas of progression or lack thereof.
- This data was compared to the last two years and a report compiled. A summary was also prepared to share with students and parents via teams and the app.
- Some other actions arising from ongoing surveys and continuous SSE were:
 - Technical Graphics continues on the option line for incoming first years 2023/24. Agricultural science and Physical Education continue to be offered at Leaving Certificate. Politics and Society remains embedded in TY.
 - Many additional extra-curricular clubs created to equip all students with opportunities to get involved in something they are interested in.
 - Pollinator friendly garden created and insect motel.
 - Canteen tables to be replaced. Queuing system to be improved to aid flow of students on the corridors.
 - Ongoing commitment to facilitating additional colour and murals in school (already achieved and taking place).
 - Tutor time allocation each term dedicated to student voice deemed a success. Better links with SRC to be fostered during this time to facilitate students with additional pathways to communicate here.
 - Increased number of school lockers.
 - Continuation of improved student representative formal meetings with the Board of Management (BOM) and Senior Leadership Team.

	<ol style="list-style-type: none"> 1. Captain and Deputy Captains with BOM (December annually- School Captain's theme) 2. SRC and BOM in March annually <p>Actions for 2024/25:</p> <ul style="list-style-type: none"> ➤ Present 2023/24 findings from student and parents survey to staff. Share SIP for year ahead. ➤ Share summary of data with parents, teachers and students via teams and school app. Also, embed actions planned as a result into this document. ➤ Ensure that all subjects involved in Wellbeing curricular review are aware of their hour allocation from 2025 and are facilitated with planning time in department meetings throughout the year. ➤ Present to Parents Association at AGM to keep them abreast of progress made and areas we still are targeting for improvement. ➤ SSE committee for 2024/2025 to be formed and meet. ➤ Wellbeing and SSE committees to undertake a review of potential options the format of Life Skills in first year. Extensive planning to take place in this subject to create a full curriculum that reflects the needs of first years and will empower them throughout their first year in HFSS. All resources to be created and shared. ➤ SRC elections. SRC electives to meet with senior management and head of SSE to be informed about last report which can aid their planning for the year. ➤ Continued evaluation of targets success including those key aims outlined above. ➤ Continued use of school student/parent survey as a metric to identify areas for improvement and judge progress towards school plan targets to date.
Success Criteria	<ul style="list-style-type: none"> ➤ Required actions are met as specifically outlined above. ➤ Repeat survey yields increased positive data from year 2024/25 indicating progress when compared to year previous and/or baseline data. ➤ Life Skills has a clear curriculum and bank of resources on teams for the year ahead. ➤ All wellbeing subjects have submitted a new subject plan, altered and improved in light of increased hour allocation.
Persons responsible	Leader of SSE , Senior and Middle Leadership , all staff
Timeframe	September 2024- June 2025
Review Date	June 2025