



Developments in Teaching & Learning

A periodic update of teaching and learning at The London Oratory School | September 2007

The London Oratory School has over the past 12 months been recognised by numerous organisations for its achievements in education. In 2006, it was ranked at the highest 'Outstanding' rating by the OFSTED school inspectors. This preceded this year's excellent school examination results (Table One) and last week's Sutton Trust Report into individual schools' successes in gaining university entrance. In this report The London Oratory School ranked top amongst all non-selective state schools, second amongst all state schools (Table Two) and ranked 30th against all schools, including the independent schools.

To ensure that this performance continues and the School continues to meet the needs of its pupils and parents, we have developed a School Strategic Plan. This Plan has been developed by the Senior Staff and ratified by the Governors of the School using the process as described on page 4. It has been developed by input from pupils, parents and staff and represents the areas of future development for the next four years, after which it is hoped a new stage of development will commence under the Government's 'Building Schools for the Future' initiative.

TABLE ONE
2007 GCSE Results

	Achieving 5+ A* - C	Achieving 5+ A* - G
The London Oratory School	92	100
Local Authority	59	91
England	62	93

TABLE TWO
University Admissions by Individual State Schools

The table below shows what percentage of successful applicants to the UK's top research universities, the Sutton 13*, between 2002 and 2006. For further details of this report see our website www.london-oratory.org

School	School Type	Five Year hit rate (%)
Royal Grammar School, High Wycombe	SEL	81.9
The London Oratory School	COMP	62.4
Queen Elizabeth's School, Barnet	SEL	61.8
Henrietta Barnett School	SEL	54.7
St Olave's Grammar School	SEL	52.5
Reading School	SEL	52.1
Tiffin Girls School	SEL	51.4
Watford Grammar School for Boys	COMP	46.3
Judd School, Tonbridge	SEL	46.0
Tiffin School	SEL	46.0
Dr Challoners Grammar School	SEL	44.4
Lady Margaret School, London	COMP	40.8

SEL = Selective School

*The Sutton 13 Universities are: Birmingham, Bristol, Cambridge, Durham, Edinburgh, Imperial, LSE, Nottingham, Oxford, St Andrews, UCL, Warwick and York.

THE LONDON ORATORY SCHOOL STRATEGIC PLAN 2007- 2010

Our Purpose

To be a distinctive, Catholic school for London, maintaining high academic and personal standards within the traditions of a London Oratory education.

Our Core Values

Based on Catholic beliefs, we value:

- Faith** - Developing a personal and shared relationship with God
- Knowledge and understanding** - Enabling informed decisions and the quest for truth and freedom
- Excellence** - Striving to be the best you can be in all you do
- Respect** - Caring for yourself, others and the environment
- Individuality** - Valuing all people and honouring their individual gifts and talents
- Tradition** - Respecting and building on the foundation of the past
- Justice** - Recognising that a just and civilised society is tolerant, accepts difference, acts with forgiveness and supports the marginalised

Our Strategic Direction

Our strategic direction retains and extends The London Oratory School's strengths and distinctive characteristics realising the full potential in each pupil. We aim to develop young men and women strong in faith who will have the knowledge, courage and conviction to uphold moral values, strive for social justice, and serve others, with the capacity to be Catholic leaders in their homes, communities and workplaces.

Key to this will be to build upon the School's high standards and achievements through the following five themes:

- Catholic and personal development for all pupils
- Formation and development of staff
- Curriculum development
- Partnership
- Resources and infrastructure

CATHOLIC AND PERSONAL DEVELOPMENT FOR ALL PUPILS

Scope

Leadership programmes, faith formation, pastoral care, mentoring, personal excellence, community service, leading by example, co-curricular activities, health and well-being.

Outcomes

We aim to achieve the following outcomes:

- All pupils to have an active Catholic faith
- All pupils to have a strong work ethic and strive for personal excellence in all they do.
- All pupils to be reflective, advocates for justice and are actively involved in service to others.
- All pupils to become active responsible citizens who can lead by example

Measures

The following information will help us to assess the extent to which we are achieving the outcomes:

- Number of pupils practising their Catholic faith.
- Level of pupil participation in community service.
- The physical and mental health of pupils.
- Availability of opportunities for leadership development.
- Feedback from pupils, parents, staff and former pupils.
- Analysis of pupils' reports.
- Number of pupils involved in the life of the school.

Strategies

- **Audit of current Catholic and personal development structures and programmes, expectations of pupils, level of pupil participation and reasons for non-participation.**
- **Introduction of a Catholic and personal development programme to include leadership training days and enhancement of peer mentoring.**
- Review and develop the pastoral care system to include further positive approaches to discipline and early identification of barriers to learning and development.
- Review and enhance the House system and role of form Teachers.
- Consider a School and / or House Council for pupils.
- Extend the Citizenship and health programmes for all pupils (including nutrition and health education).
- Investigate the further expansion of reflective practice in the curriculum.
- **Review and extend the existing service and retreat programmes.**
- **Review and enhance awards and their presentations.**

FORMATION AND DEVELOPMENT OF STAFF

Scope

Professional, career and leadership development for all staff; coaching and mentoring of staff; standards and skills for teaching and pastoral care; staff induction, communication and participation; staff celebrations.

Outcomes

We aim to achieve the following outcomes:

- Happy and valued staff that have a strong sense of belonging.
- A dialogue about teaching and learning, and staff who work together to enhance teaching practice and innovation in the classroom.
- Open communication, shared vision and opportunities for staff input to the life of the School.
- Staff understanding of their role in pastoral care and the required skills and resources to carry it out.
- Reflective staff who are self-motivated to learn and develop and strive to achieve appropriate work/life balance.
- Staff who make a difference in the life of the School and are a model for others.
- Enhanced structures and programmes for professional, leadership and career path development and staff appraisal.

Measures

The following information will help us to assess the extent to which we are achieving the outcomes:

- Level of staff satisfaction.
- Feedback from staff, pupils and parents.
- Level of staff engagement in professional development.
- Extent of mentoring, coaching and peer support.
- Standard of teaching and classroom practice.
- Outcomes of staff appraisal.
- Participation of staff in the life of the School.
- Career progression of staff.

Strategies

- Review and enhance staff communication.
- Review the use of staff training days.
- Enhance ICT training for staff.
- **Analyse timetable for staff time and workload.**
- Review and enhance means of staff celebrations.
- **Introduce a coaching and mentoring programme for staff.**
- Enhance the staff induction programme.
- **Review and revise the teaching and non teaching staff performance management system.**
- Create professional development policy and structures.
- Introduce workshops led by staff to enhance teaching and learning.

CURRICULUM DEVELOPMENT

Scope

Subjects and programmes offered, curriculum and co-curriculum design (including and beyond statutory requirements), timetabling, personalised learning, study skills and independent learning, assessment and reporting, eLearning, homework policy, Specialist music programme, work experience, careers advice.

Outcomes

We aim to achieve the following outcomes:

- An Oratory education that embraces the academic and co-curricular, providing an extensive breadth of educational experience.
- An enriching and engaging curriculum that goes beyond statutory requirement and values sports, arts and culture, offering pupils opportunities they might not otherwise encounter.
- A timetable that enhances the quality of teaching and learning and strives to meet the needs of the individual.
- Assessment and reporting that - informs learning and teaching that integrates best practice in learning technologies and boys' education.
- Pupils who strive to achieve their academic and personal potential.

Measures

The following information will help us to assess the extent to which we are achieving the outcomes:

- Exam results.
- Analysis of pupils' reports.
- Analysis of schemes of work and classroom practice.
- Pupil engagement and behaviour.
- Feedback from pupils, staff and parents.

Strategies

- Evaluate alternative models of timetable.
- Review and develop monitoring, reporting and recognition of pupil performance.
- Review and develop the homework policy.
- Review curriculum provision, including consideration of vocational courses and work experience.
- Review ICT provision and develop an five year eLearning plan.
- Review and enhance careers education and advice.
- Enhance assessment to include more formative aspects.
- Review co-curricular provision.
- Develop programmes to enhance study skills and independent learning.
- Review and develop Junior House curriculum.
- Review policy regarding presentation for examinations.
- Review the role and function of all Special Needs provision throughout the school.

PARTNERSHIPS

Scope

Parent partnerships and communication, former pupils' network, community relationships, links to schools, parishes and local government.

Outcomes

We aim to achieve the following outcomes:

- Parents who are at the heart of their children's education and are fully aware of what is happening in the School.
- Opportunities for parental involvement, input and volunteering for the benefit of the life of the School.
- Assistance for parents in relation to their children's learning and development and support for families experiencing difficulties.
- Effective communication and public relations.
- A network of former pupils and their ongoing involvement.
- Partnerships and relationships with other schools for mutual benefit.
- Strong relationships with charitable organisations.
- A positive image and contribution in the wider community.
- Links with government, local government and universities.

Measures

The following information will help us to assess the extent to which we are achieving the outcomes:

- Feedback from parents on the effectiveness of communication.
- Level of parent involvement.
- Level of former pupil involvement.
- Extent of partnerships and relationships and benefits achieved.

Strategies

- Implement a comprehensive communication strategy for parents, including:
 - Use of the School website and email communication as an option.
 - Introduction of parent information evenings.
 - Review and enhance parent teacher meetings.
- Further develop the School website.
- Investigate Specialist School status.
- Investigate and introduce opportunities for parent involvement.
- Establish an Old Oratorians' Association.
- Introduce a structured programme of talks and presentations for pupils using parents and community members.
- Develop links and partnerships with other schools
- Build school links with parishes.

Scope

Buildings and facilities, playgrounds, sporting facilities, space, ICT, staffing, funding and resources, environmental sustainability, safety and security.

Outcomes

We aim to achieve the following outcomes:

- A flexible School design that maximises the School site.
- Create departmental learning areas.
- Refurbished classroom areas.
- Greater provision of accessible sporting facilities.
- Recreational space for sixth Form.
- Secure storage space for pupils.
- Access to technology to meet the needs of pupils and staff.
- A safe and secure School site.
- Sustainable site design and efficient resource usage.
- Staffing levels and funding to implement the strategic plan and achieve its outcomes.

Measures

The following information will help us to assess the extent to which we are achieving the outcomes:

- Impact of improvements in infrastructure on pupil learning and development.
- Computer to pupil ratio; computer to staff ratio.
- Number of dedicated classrooms to departments.
- Number and quality of staff.
- Level of energy utilisation and recycling of resources.
- Feedback from pupils, staff and parents.

Strategies

- **Create a long-term Master Plan for the redevelopment of the School site and associated facilities (re: Building Schools for the Future programme).**
- **Develop a maintenance plan.**
- Enhance the Junior House playground.
- Develop a five year ICT Plan (to include improved access to computers for pupils and staff).
- **Revise staff recruitment procedures.**
- Work with Hammersmith and Fulham authority regarding access to sporting facilities.
- Review the school structure and organisation.
- Establish an environmental sustainability policy.
- Review and enhance security of School site.
- Research and investigate funding sources.
- **Develop a school assets register.**

At Easter 2007, all parents, teachers and pupils were surveyed by the School for their viewpoints on a variety of School provisions and performances. The surveys helped to identify the current areas of strength and those that required further development.

These survey results were supplemented and expanded further by numerous workshops in June, involving representative pupil, parent and staff groups from our Community.

This information was collated, together with other recent School performance data and used by the School's Senior Team to develop a Draft Strategic Plan during week-ends in June and early July.

In August and September, representatives of the School Governors and Senior Team have been developing the draft into its final version. This document summarises the School's Strategic Plan as accepted by the Governors in mid September.

Our thanks must go to all those involved in the process and especially to those who attended workshops and the Senior Staff and Governors who spent many hours developing the Final Plan.

“To be a distinctive, Catholic school for London, maintaining high academic and personal standards within the traditions of a London Oratory education”

Our response

In each Key Theme, those strategies that have been bolded have been identified by the Senior Team as those actions which will be addressed first during the 2007-08 school year.

The school has already commenced some of the more obvious work that was required. For example, in the area of communication with home, we have already implemented the following:

- **New School Website** to improve information and interaction with the school.
- **Introduce a third report**, one per term, for Junior House and First to Fifth form.
- **New school report format** with an increase in information for parents.
- Introduction of a **pupil self report and parent-son goal setting programme**.
- Move all **parent evenings** earlier in the year, by the end of January, and trial **different formats**.

Each year we plan to produce an edition of 'Our Learning Solutions' document to keep you informed of the progress in the implementation of our School's Strategic Plan.