



Skills Policy

Context

The aim of the policy is to provide an overarching framework to explain the school's focus on developing the skills of all students. Skills are essential to the curriculum delivered at The John Frost School. The four skill areas are defined as: literacy, numeracy, digital competency and wider skills (personal effectiveness, creativity and innovation, problem solving and critical thinking, planning and organising). At the John Frost School there is a skills coordinator for each skill, line managed by a member of the Senior Leadership Team with overarching responsibility for skills.

Professional Learning

The development of skills at The John Frost School is centred around professional learning for staff. Since 2017/18 there has been once a week provision for professional learning for staff based on skills (on a four weekly pattern for each of the skills). To move forward with provision for skills at The John Frost School, weekly professional learning will continue and in addition, half termly AOLE meetings will be used to give support to AOLES in specific skill areas. In 2019/20 the following AOLES will focus on:

- Mathematics and Numeracy: Development of wider skills
- Expressive Arts: Development of the Digital Competency Framework
- Humanities: Development of literacy
- Science and Technology: Development of numeracy
- Languages, Literacy and Communication: The Development of reading/the Accelerated Reader Programme and the development of Cwricwlwm Cymraeg

Each AOLE (with the exception of Languages, Literacy and Communication) will work closely with the skills coordinator on the specific skill they wish to develop throughout the Key Stage Three curriculum. The Languages, Literacy and Communication AOLE will remain focused on the development of reading across their AOLE and the wider curriculum, alongside the development of Cwricwlwm Cymraeg across their AOLE and the wider curriculum.

Literacy

The English department have primary responsibility for the delivering of literacy skills to all students at The John Frost School. Literacy skills are applied, in a manner consistent with the teaching within the English department, in other subject areas when it is relevant and appropriate to do so. The main focus for The John Frost School in terms of literacy is to develop all three literacy skills for students with a specific whole school drive on the development of reading. One of our Star Student Non-Negotiables is that students leave Y7 with a reading age equivalent to their chronological age. We enable students to achieve this goal through professional learning for staff and through the embedding of the Accelerated Reader Programme until Y7, 8, 9 and 10 are all part of this intervention programme.

Accelerated Reader is developed primarily by the literacy coordinator and the teachers within the English department but is supported across the school with ten minutes of silent reading in every lesson (with the exceptions of those practical in nature and maths lessons).

Literacy skills are supported by form tutors who run the weekly 'word of the week' activity with students provided by our literacy skills coordinator.

Literacy skills are supported through a strong intervention programme within the department, linked with Accelerated Reader and also using the 'Lexonik (sound training)' intervention programme. Literacy skills are also supported through literacy intervention within our AEN base for those with particularly low scores in relevant tests.

Numeracy

The maths department have primary responsibility for delivering numeracy skills to all students at The John Frost School. Numeracy skills are applied, in a manner consistent with the teaching within the maths department, in other subject areas where it is relevant and appropriate to do so.

Numeracy skills are supported by form tutors who run the weekly 'Technique of the week' activity with students provided by our numeracy skills coordinator.

Numeracy skills are also supported through our times tables for Life campaign run as part of our Star Student Non-negotiables (all Star Students to be 'Times Table Masters'). Students focus on becoming fluent in their tables in maths lessons and form tutor periods with weekly homework supporting this goal.

Numeracy skills are supported through a strong intervention programme within the department and also through numeracy intervention within our AEN base for those with particularly low scores in relevant tests.

Digital Competency Framework

The Digital Competency Framework is developed at the John Frost School through our four weekly 'DCF deal' professional learning sessions. At the John Frost School, we also have a strong group of student digital leaders who support staff in this area. The cluster digital leaders group meets regularly to develop cluster practice in this area also.

Wider Skills

Wider Skills are delivered across the curriculum but there is a central focus on these skills in the Welsh Baccaalaureate qualification taught in Y9-13.

Monitoring and Evaluation of Skills

Outcomes in specific GCSE and KS3 areas are used to monitor the overall impact of the skills focus at The John Frost School. Areas such as English Language and Literature, Mathematics and Numeracy, ICT/Computer science and the Skills Challenge certificate all produce results at KS4 that can indicate the impact of the work on skills across the curriculum. At KS3 National test results are considered as well as Accelerated Reader data produced to analyse the impact of skills development at The John Frost School. Skills coordinators, alongside the leadership team, conduct regular learning walks, student voice activities and book scrutinies to analyse progress being made in different skill areas for our students.