

St Joseph's Academy

Head Teacher: Mr Joseph Kane

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Ref: JK/MMcC

Date: 19th November 2018

Dear Parent / Carer,

For the first time in several years, we have no temporary promoted post holders or any unfilled permanent teaching vacancies.

Appointments since February 2018

Head Teacher	Mr Kane	February 2018
English	Miss Ferguson	February 2018
PT Support for Learning	Mrs Hoy	March 2018
DHT	Mr Boyle	June 2018
DHT	Mr Cowan	June 2018
Chemistry	Mr Hannah	August 2018
History	Mr Marr	August 2018
English	Mrs Kelly	August 2018
Computing	Miss Pioli	August 2018 (Newly qualified teacher)
Chemistry	Miss McComb	August 2018 (Newly qualified teacher)
Maths/Physics	Mr Mime	August 2018 (Newly qualified teacher)
Modern Studies	Miss Gibson	August 2018 (Newly qualified teacher)
Modern Languages	Mrs Donaghy	August 2018
Music	Miss Thomson	August 2018
PT Pastoral Care	Miss Preece	October 2018
PT Pastoral Care	Mrs Marshall	October 2018
PT PE/HE	Mr Howson	October 2018
PT Expressive Arts	Mrs Whiteford	October 2018

Upon appointment, I made a clear commitment to resolve long standing recruitment issues and I am delighted that we can now turn our attention to strategic progress in the months and years ahead.

Code of Conduct and Promoting Positive Relationships

Significant staff turnover on a near annual basis, particularly at Head Teacher, Depute Head Teacher and PT Pastoral Care level, has meant that for around eight years, the school has operated without a fully shared, referenced and agreed code of conduct for young people. The vast majority of rules are assumed by stakeholders. This can lead to some unintentional inconsistency in interpretation by staff, pupils and Parents / Carers. Given the fact that we have many new staff, I feel it appropriate to revisit our code of conduct this session.

The attached version will be launched on Monday 26th November 2018 and promotes an environment conducive to good order and purposeful learning and teaching. There is an accompanying document that you can find on our school website that provides more detail around the reasons for including each point on our code of conduct. You can access the document via our homepage.

<https://blogs.glowscotland.org.uk/ea/stjosephsacademy/>

In the medium term, we will work collaboratively with all stakeholders to develop a revised positive relationships policy, which will include a fully agreed code of conduct.

Parental Engagement

A small part of our PEF funding for this session will be used to appoint a PT of Parental Engagement. This member of staff will contact you before Christmas to ask that you complete a parental engagement exercise. We hope to capture Parent / Carer views on a range of matters and will also ask that you share with us any contribution that you feel you can make to taking our school community forward. Your feedback will inform our planning and ongoing engagement with you.

Curriculum Consultation

All Parents / Carers of pupils currently in **S1 and S2** are invited to a consultation evening on **Thursday 6th December 2018 at 7.00pm**. We are consulting on proposed alterations to our S3 curriculum structure and warmly invite all Parents / Carers of those who may be affected by the proposed changes to join us on the evening.

Pupil Achievement and Reporting a Concern

You will recall that we launched two specific mechanisms by which you could let us know of pupil achievement or any friendship concerns. Since June, we have received fifteen notifications of pupil achievement and five concerns around relationship issues. Please utilise both forms as and when necessary; the forms can be found on the homepage of the school website.

Parent Council

The minute of Parent Council meetings is always uploaded to the Parent / Carer section of the school website. The Parent Council are keen to extend an invitation to all interested Parents / Carers and next meet on Monday 26th November 2018 at 7.00pm in the school boardroom.

Mass in School

We are very fortunate to have four local priests who are all keen to support the Catholic Ethos of our school community. Mass is celebrated on most Tuesdays at 1.15pm. All pupils and Parents / Carers are welcome to join us.

Please note that Mass will not be celebrated in school on Tuesday 20th November 2018, due to a clash with the Catholic Education Week Mass in the Cathedral. Our next Mass in school takes place on Tuesday 27th November 2018.

Update on Litter

I am pleased to report that the vast majority of pupils responded well to concerns raised in my earlier letter. As such, there has been no need to alter the current arrangements at break time or during lunch. The situation will be monitored on an ongoing basis. Thank you for your support in relation to litter.

Communication

In the coming weeks, Mrs Shearer, Mr Cowan and Mr Boyle will write to you to provide an update on a wide range of ongoing work this session. Each Depute Head Teacher has a very specific remit, and the updates will include information on pupil participation, pastoral care and reporting to Parents / Carers amongst other matters pertinent to the aims of this year's improvement plan.

Twitter Accounts

For those of you using twitter, we operate eighteen different accounts and update each account as and when possible. In the main, these accounts are used to celebrate the success of our young people or to draw your attention to forthcoming events.

Please follow us and like and share our tweets to raise awareness of the good work taking place within our school community.

@stjoacad	Whole School feed
@stjoacadysjs	Young Journalist Society feed
@stjoacadre	RE department feed
@stjoacadps	Pastoral Care department feed
@stjoacleaders19	Senior Pupil Leadership Team feed
@stjosephshwb	PE and Home Economic department feed
@stjoacss	Social Subjects department feed
@stjoacadjlt	Junior Pupil Leadership Team feed
@stjoacadcareers	SDS Career Advisor feed
@stjoacadhlw	Home Link Workers feed
@stjoac_dofe	Duke of Edinburgh feed
@stjoacadmaths	Maths department feed
@stjoacad_tech	Technology department feed
@stjoacadsci	Science department feed
@stjoacadeng	English department feed
@stjoacadarts	Expressive Arts department feed
@stjoacadmodlan	Modern Languages department feed
@stjoacadlib	Librarian's feed

Kind Regards



Mr Kane
Headteacher