



## **1. Events and Activities**

Since our last meeting the following activities have taken place:

- Parental Engagement sessions at St. Sophia's and St. Patrick's
- SCIAF Family Fun Run – Strathclyde Park – Saturday 4<sup>th</sup> May
- Bank Holiday Monday (6<sup>th</sup> May) – School closed
- S1 Reports – w/b 6<sup>th</sup> May
- Interviews for Maths, Modern Studies and Drama
- Ongoing Intergenerational project work with Craigie Nursing Home and Alzheimer's Scotland
- Ongoing SQA exam diet
- P7 Visit
- P7 Parental Engagement Group
- Caritas Awards Ceremony (Tuesday 28<sup>th</sup> May)
- Graduation Mass (Tuesday 28<sup>th</sup> May)
- Whole Staff Meeting (Tuesday 28<sup>th</sup> May)
- Ascension Thursday (30<sup>th</sup> May)
- School Prom (Thursday 30<sup>th</sup> May)
- S1 and S2 Awards Ceremony (Tuesday 4<sup>th</sup> June during school day)
- Rewards Day
- S3 Awards Ceremony (Thursday 6<sup>th</sup> June 7pm)

## **2. Further Detail - Snapshot**

### **Parental Engagement Sessions**

Acknowledging the difficulty that many parents/carers have in getting to school, we offered two drop in sessions in Galston (St. Sophia's) and Auchinleck (St. Patrick's). Forty-seven families attended and we provided access to NHS staff, Barnardos and East Ayrshire Council staff. Parents/carers received an informal update report on pupil progress and were able to raise any issues or concerns. Feedback was very positive and there are plans to offer similar session again next year.

Our Home Link Workers also offered a six week parental engagement programme to a targeted group of P7 parents/carers. The programme afforded parents/carers the opportunity to experience lessons and to hear from a number of external support services.

### **SCIAF Family Fun Run**

Mrs Shearer led a number of staff and pupils taking part in the SCIAF family fun run. St. Joseph's Academy provided the largest number of school based entrants. Thanks to all staff, parents and pupils who participated or came along to support.

## **3. Staffing**

Mr Stephen Cowan (DHT) was appointed as DHT at Grange Academy on Friday 7<sup>th</sup> June. I would like to place on record my sincere thanks to Mr Cowan for all that he has done as a member of staff here. It is not possible to advertise the vacant post until early July, and with July being the month when teachers are on holiday, it would not be pragmatic to advertise the post then. It is highly likely that the post will be advertised in late

August or early September. In the interim, the HT has asked for expressions of interest to fill the post on an acting basis.

Mrs Lauren McLean (PT Science) was appointed to the PT Science role at Grange Academy on Thursday 2<sup>nd</sup> May. I would like to thank Mrs McLean for her work during her time with us. The post is yet to go to advert. If it is not released soon, it will not be possible to interview before summer. This also impacts upon the vacancy in Chemistry. If the successful new PT is a Chemist, the vacancy will in fact be in Biology.

Mr Jack Kelly had been appointed to cover maternity leave in Biology as of August 2019. However, on Friday 7<sup>th</sup> June he was appointed to a full time permanent position elsewhere.

Mr Kane continues to liaise with HR in relation to the issues in Science. There is a live advert for either a Biology OR Chemistry teacher and it is hoped that short term recruitment to cover all three vacancies will be possible before summer.

Mrs Pauline Ferguson was appointed to the post of Drama Teacher. Mrs Ferguson takes up post in August and joins us from St. John's Primary in South Ayrshire. As Mrs Ferguson is switching sector, she will need to complete a period of conditional/provisional registration in Drama. The GTCS have confirmed that conditional/provisional registration will be offered in light of Drama specific credits in Mrs Ferguson's academic history. This provisional/conditional registration is valid for three years. Until such time as Mrs Ferguson's full registration is approved, we will only be able to offer BGE Drama. We are delighted to bring Drama back to the school and look forward to welcoming Mrs Ferguson in August. Mrs Ferguson is a former pupil of St. Joseph's Academy.

Miss Rachael Gibson (currently and NQT with us) was appointed to the full time permanent position in Modern Studies. We are delighted to keep Mrs Gibson with us.

Mr Martin Jones was appointed to the 0.7FTE one year post in Maths. Mr Jones is a former pupil and has worked in the school in the past. We look forward to welcoming Martin in August.

Miss Hannah Pettigrew was appointed to the post of IT Technician. Mr Campbell left us in early May to take up a post in Glasgow. Miss Pettigrew joins from HMP Kilmarnock, where she has sole responsibility for IT. Miss Pettigrew has previously worked within the EA IT Service and joins in early July.

Mr Andrew Irvine left us last week. I would like to thank Mr Irvine for the dedication shown during our time with us and wish him well.

Mrs Mitchell will retire after devoting almost all of her working life to the community of St. Joseph's Academy. Generations of families from across East Ayrshire are indebted to Mrs Mitchell for her work in the Maths department. We wish Mrs Mitchell every happiness in her retirement.

Mr Williams, Mr Blackhurst, Mr Mime and Mrs Hutchens will leave at the end of their NQT year/contracted employment with us. I wish them every success in the years ahead and thank them for their hard work this session.

## Overview of Staffing Turnover at start of 2019/20 session

The overview given is accurate at the time of writing, with recruitment ongoing both here and elsewhere.

Staff leaving	
Mr Cowan (DHT)	Grange Academy
Mrs McLean (PT Science)	Grange Academy
Mrs Mitchell (Maths)	Retiring
Mr Mime (Maths and Physics)	End of NQT year
Mr Blackhurst (Maths)	End of contract
Mr Williams (PE)	End of contract
Mrs Hutchens (English)	End of contract

Staff joining	
Miss Pioli (Computing)	Currently an NQT with us
Miss Gibson (Modern Studies)	Currently an NQT with us
Miss Pepper (English)	1.0 FTE 1 year maternity cover
Mr Jones (Maths)	0.7 FTE 1 year contract
Mrs Ferguson (Drama)	St. John's Primary, Ayr
Mr Fulton (PE)	Loudon Academy
Miss Pettigrew (IT Technician)	HMP Kilmarnock IT
Miss Hutton (PE)	NQT session 2019/20
Miss Girvan (Music)	NQT session 2019/20
Mrs Lanez (Art)	NQT session 2019/20
Miss Basharat (Modern Studies)	NQT session 2019/20

Vacancies	
PT Science	Hopefully advertised Monday 10 <sup>th</sup> June
Teacher of Chemistry or Biology	Advertised but unable to interview until the specialism of the PT is known.
Teacher of Biology (maternity cover)	Had appointed Mr J. Kelly, who advised on Friday that he was taking the Doon post. To query with HR.
Depute Head Teacher	To be advertised in August/September 2019

#### 4. Strategic Matters

The annual Standards and Quality report will be issued before the next PC meeting, and will detail all strategic progress in session 2018/19.

The majority of time given over to strategic matters this evening is in relation to planned PEF spend for session 2019/20. Mr Kane reported to the local authorities control board in April and again to all Headteachers across the authority on Friday. Our work was raised as an example of best practice in relation to the strategic decision making behind our PEF spend.

Our planned spend pre-consultation is as follows:

<b>Total allocation £98,400</b>	<b>Estimated Cost</b>	<b>Notes</b>
EA Planning and Support Costs	£4,240	
Bethany Trust Counselling	£14,000	Continuation of 18/19 arrangement
Home Link Worker	£9,000	Based at Mount Carmel, and split with Mount Carmel and St. Sophia's
Family Learning Materials and Programmes	£4,000	Facilitated via combination of HLW and PT Family Engagement
PT Family engagement	£4,300	Continuing work started in January 2019
PT Moderation	£4,300	Continuing work started in January 2019
PT Inclusion (x2)	£8,600	Continuing work started in January 2019
Inclusion Worker	£22,000	Subject to job sizing, working with SIMD1 and SIMD2 pupils to engage in activities within school/offer one to one support where needed
Accelerated Reader Software	£2,500	Specific software to support SIMD1 and SIMD2 pupils joining us from associated primaries and still working at first level (P1-P3) in literacy
Attendance Officer	£18,000	Subject to job sizing In attempt to address long standing issues of lowest attendance rate in East Ayrshire
Washing Machine installation	£1,000	Subject to quote
Breakfast Club and Uniform Supply	£2,000	
Support for Learning Worker	£16,000	Continuation of last year's arrangement. Should be noted that our core allocation has also been cut from 244 to 220 hours.
Vulnerability Fund	£3,000	In response to removal of EG vulnerability fund and to support families and young people to access excursions and wider achievement opportunities.
<b>Total</b>	<b>£112,940</b>	

NB – Our allocation for 2019/20 is £98,400 but there is an underspend on our current 2018/19 figure of £15,000 which accounts for the difference between our allocation and projected spend. We received a rebate of £9,000 for our Home Link Worker charge last session as it transpired we paid the share of both St. Andrew's and Mount Carmel in session 2017/18. In real terms our underspend sits at around £6,000 this session.

## **5. Forthcoming Events**

Dates stated are given in good faith. External providers may alter dates at short notice.

- Vision, Values and Aims – Invited Parents/Carers final week in term
- Morgan Stanley CV Workshops (Tuesday 11<sup>th</sup> June)
- Barclays Skills Launch event (Tuesday 11<sup>th</sup> June)
- SDS Inspection (Tuesday 11<sup>th</sup> June)
- Pupil Leadership team elections for 2019/20 session (June)
- London Trip
- Barcelona Trip
- Friday 28<sup>th</sup> June – End of term
- Pupils return Monday 19<sup>th</sup> August 2019.