



## **1. Events and Activities**

Since our last meeting the following activities have taken place:

Performance at Kilmarnock Christmas Lights switch on  
Mentors in Violence Prevention White Ribbon Launch  
Red Wednesday  
Advent Morning Prayer  
Tree of Knowledge Mental Wellbeing Survey (second phase)  
Various Parental Engagement sessions (PEF funded)  
Prayer Lunch  
Book Fair  
Mr Marr's Advent Study Calendar  
Scottish Concert Band – Silver Award  
My WoW Ambassador led registration sessions  
YJS Publications  
S3 Hunterston Power Station trip  
Maths Department Sky Academy Trip  
Christmas Parcel Campaign  
John Muir Group trip to Dean Park  
Campus Partnerships – Nursery Murals  
Creative Industries Class Trip to Ayrshire College  
St. Andrew House Mass  
S6 Caritas/RE Residential  
Joyeux Noel Trip  
Princes Trust Tea Dance – Intergenerational Project  
Vibrant Communities – Disability Awareness Training in PE  
East Ayrshire Competitive Sport Volleyball Tournaments  
S1/S2 Football Team competitive games  
Wide Range of Charity initiatives in the run up to Christmas

- Elf Games
- Joe the Elf
- Bake Sale
- Rewards Assemblies
- Christmas Jumper Day and raffle
- School Lunch
- Christmas Photo Booth
- Staff v Pupils football tournament

'Strictly Come Dancing'  
East Ayrshire Young People of the year award – Runners up  
100 White Crosses Prayer Intentions and Tree of Hope  
S3 Computing Competition – Games Development  
S3 Reports issued  
Christmas Concert  
Start of Prelim Exams  
S3 into S4 Personalisation and Choice Event  
S3 Parents' Evening

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

### **Prayer Lunch**

#### **Extract from the Kilmarnock Standard titled 'Celebrating an historic Act'**

East Ayrshire pupils celebrated the centenary year of the 1918 Education Act this week with a special prayer lunch. The 1918 Education (Scotland) Act saw Scottish Catholic schools change from Diocesan control to State governance. And to mark the occasion, St. Joseph's Academy welcomed Bishop Nolan, Father Stephen McGrattan, Father Martin Chambers, Father Philip Kitchen and Father Gabriel Onoyima alongside pupils from every Catholic primary school in East Ayrshire to celebrate in a 'Prayer Lunch'.

Guests enjoyed a delicious lunch of soup and sandwiches, followed by a slice of cake. And to add a touch of festive spirit to the lunch, Tesco kindly donated eight poinsettias for the centre of each table. The lunch was a successful show of the school community's life and Catholic ethos. Ayla Murray was able to capture some of the celebration.

### **Christmas Charity Work**

Our Junior Leadership Team organised a wide range of events in the run up to Christmas. The bake sale led by Cona and Euan raised enough funds to buy additional stationary that can be accessed by any pupil in need.

Our annual Christmas Parcel initiative was well supported by the wider parent and pupil forum, and we delivered over 80 Christmas Parcels during December. Many of our internal charity events required submission of a tin of food that could be passed on to the local foodbank. The community of St. Joseph's Academy has now contributed over one tonne of food to the local foodbank and are the foodbank's biggest source of food for those in need. The Christmas raffle led by Amelie and Jack raised over £450 which was shared across our local parish communities.

Staff celebrated four wins out of four against the S4-S6 pupils during our charity football tournament and we celebrated the success of a number of pupils during our rewards assemblies.

### **Strictly Come Dancing**

Hildah and Krystian (S6) were crowned winners of the reinstated St. Joseph's Academy Strictly Come Dancing event. Despite the efforts of several staff couples, as well as some excellent dances from the other S6 pairs, Hildah and Krystian were rightly awarded a top score of 40/40 for their Samba. Kahoot was used on the day to gather votes and all in attendance thoroughly enjoyed the event.

### **Personalisation and Choice events**

Our Personalisation and Choice programme began with the S3 into S4 Personalisation and Choice event. We were joined on the evening by representatives from Skills Development Scotland, SQA and Ayrshire College. All parents/carers were given a support booklet to assist them as they work with young people to determine the correct pathways for next session's S4 cohort. Similar events will take place for S2, S4 and S5 pupils.

All presentations and supporting documentation can now be accessed on the homepage of our school website.

### 3. Staffing

Miss Smith (PT Technical, IDL and Enterprise) left us on Friday of last week and I would like to record our thanks to Miss Smith for her work with us during her short time here. East Ayrshire Council is processing internal paperwork that will trigger the release of this post to advert. When advertised, the post will change to PT Technical, Business Education and Computing. It is anticipated that interviews will take place in late February or early March, with a start date for the successful candidate to follow.

Mrs Todd (Music) will leave us at the end of the month after a decade of service to our school community. I would like to put on record my sincere thanks for the dedication demonstrated by Mrs Todd during her time with us.

Miss Meechan (PT English) returns from Maternity leave in early February, shortly before Mrs Duthie (Acting PT English) begins her own maternity leave. Mrs Kate Hutchens (English supply) will remain with us until the end of this academic year.

Mr Kane (HT) and Mr Cowan (DHT) have taken on classes to cover the timetables vacated by Miss Smith and Mrs Todd. Mr Ritson and Mr Ward in Technical will also take on classes previously allocated to Miss Smith.

Miss Hunter was appointed to the post of Clerical Assistant. Miss Hunter is currently covering for Mrs Drummond, and will take on a permanent role when Mrs Drummond returns from maternity leave later in the term. Miss Ward will continue to provide additional cover in the office until Mrs Drummond returns.

The following staff were appointed to PEF funded posts until June 2019 (subject to relevant pre-employment checks):

Mrs Kelly	PT Parental Engagement
Miss Devanney	PT Moderation
Mr Ritson	PT Intervention
Mrs Parker	PT Intervention

#### Annual Staffing Exercise

East Ayrshire's annual staffing exercise is due to commence in February 2019. This exercise allows Head Teachers and HR to plan ahead for the new academic session. In the short term, we will not advertise to replace Mrs Todd until the completion of the staffing exercise and S2-S5 options. Both Mr Cowan (DHT) and Mrs Marshall (PTPC) are Music teachers, and we can cover Mrs Todd's current timetable internally.

We have a vacancy to fill in PE but currently have both Mr Williams and Mr Irvine with us until June 2019. It is our intention to advertise the post in early March, with a start date of August 2019.

#### Supply staff currently in post

Post	Staff	Duration
English Maternity Leave	Mrs Kate Hutchens	June 2019
PE Vacancy	Mr Andrew Irvine	June 2019
Additionality	Mr James Williams (PE)	June 2019
Additionality	Mr Paul Blackhurst (Maths)	June 2019

## Vacancy Timelines

Post	Advertised	Interviews	Start Date
PT Business, Computing and Technical PE Teacher	February 2019 March 2019	February 2019 March 2019	April 2019 August 2019

## 4. Strategic Matters

### Curriculum Consultation

Please see supporting document.

### ASN/SfL Profile

Mrs Hoy has completed an initial exercise to profile ASN/SfL needs. East Ayrshire's figure for St. Joseph's Academy sits at 39%, meaning that according to records on the school management system, 39% of our pupils have an additional support need. The way that the data is recorded on SEEMIS means that this figure is often a misrepresentation of reality, as pupils with medical issues such as diabetes are included in this figure but may not have a support for learning need that impacts upon their learning.

Mrs Hoy's analysis shows that 14% of our pupils have an additional support need that does not impact upon learning, while 25% of our pupils have an additional support need that does relate to learning.

### New Promethean Boards and Telephony System

East Ayrshire council will begin to refresh all projectors and smartboards in late January 2019 into early February 2019. The new boards provide access to a range of apps that we cannot use at present. In addition, the new boards support casting from iPad devices, meaning that staff can showcase the work of pupils at a button press. A revised Digital Learning strategy will form part of our 2019/20 School Improvement Plan, and the arrival of new technology will allow us to pursue accreditation in this respect during 2019/20.

In addition, a new updated telephony system will be installed across the campus in February 2019.

### Tannoy System

The Head Teacher has asked Mitie for a quote for the installation of a site wide tannoy system. Many schools in other local authorities use tannoy systems as a means to:

- regulate school prayer
- pass on important messages e.g. school closure, health and safety
- maintain good order/positive ethos e.g. celebrating success, detailing expectations

The Head Teacher is waiting for Mitie to provide a quote.

### iPad Rollout/Refresh/Logistics

In late November, the Head Teacher took on responsibility for the iPad rollout and uncovered a number of internal and external issues to be addressed as a priority. Over one hundred unclaimed or broken devices (either software or hardware) were returned to East Ayrshire Council having been on site. Another eighty devices to be rebuilt were returned at the same time (these devices were gathered from former pupils).

Miss Ward in the school office is managing an inventory of devices as follows:

- Currently issued and working
- Currently unclaimed (parent/carer yet to sign agreement)
- Currently broken/awaiting repair/awaiting rebuild for reallocation (all in possession of EAC)
- Currently missing (never returned to us by former pupils)

Former pupils were sent a gentle reminder to return missing devices in December. A stronger letter making clear the legalities of the agreement between parents/carers and East Ayrshire was sent out in January 2019. We have recovered thirty devices since December and intend to request that the cost of devices be recovered from families yet to return the iPad issued to their child (being mindful of the need to use discretion in the event of genuine financial difficulty).

We have assurances from the IT department at East Ayrshire that the first batch of twenty iPad devices for our new S1 will be issued no later than Monday 28<sup>th</sup> January 2019. Once our current S1 are in possession of their devices, we will begin the process of following up with those families of pupils in S2-S4 who are yet to sign the necessary legal agreement.

Those in our current S5/S6 who intend to leave school in June 2019 will not be able to attend the school prom unless we are in possession of their iPad first. We will pick up returning S5 into S6 issues in August 2019 or on an as needed basis. We anticipate that East Ayrshire will be in possession of the devices needed for our 2019/20 S1 before school staff begin our summer holiday. Revised internal procedures should see a reduction in the issues encountered in recent years, particularly in relation to repair and rebuild times.

### **Launch of Inclusion Hub**

The appointment of Mrs Parker and Mr Ritson, as well as the recruitment of Mrs Demir allowed us to formally launch of internal Inclusion Hub. In the short term, Mr Ritson and Mrs Parker will priorities engagement with those S4 pupils currently at risk of securing no formal qualifications by the end of S4. This has been an issue on an annual basis for several years. Mrs Demir will work with S1-S3 pupils. While in its infancy, we have already managed to secure engagement from a number of previously disengaged S4 young people and their families. In relation to S1-S3, one particular pupil who was a school refuser is now engaging in classwork within the Inclusion Base. Tracking and measuring impact will form the basis of our work in the run up to the summer break.

### **Participatory Budgeting**

Discussion of bids from Science, PE and Modern Languages.

## **5. Forthcoming Events**

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

St. Sophia's Primary Consultation

- Monday 21<sup>st</sup> January 7pm at St. Sophia's – Mr Boyle in attendance
- Monday 28<sup>th</sup> January 7pm at St. Andrew's – Mrs Shearer in attendance
- Wednesday 30<sup>th</sup> January 7pm at Loudon Academy – Mr Kane in attendance

S2 into S3 Personalisation and Choice Event – Wednesday 23<sup>rd</sup> January

Closing Celebration of the Centenary of the 1918 Education Act – St. Sophia's, Thursday 24<sup>th</sup> January

S4/S5 Personalisation and Choice Event – Tuesday 29<sup>th</sup> January

Tree of Knowledge Mental Wellbeing Survey – Third Phase – Date TBC

S4 Parents' Evening – Tuesday 5<sup>th</sup> February