

ST MARY'S SCHOOL POLICY FOR MORE GIFTED AND TALENTED STUDENTS

BELIEFS AND VALUES

At St Mary's Catholic School we believe that all children are entitled to an education that will enable them to develop their full potential, be that intellectual, physical, aesthetic, creative, emotional, spiritual or social, finding appropriate challenge in our learning environment.

All students have individual needs, which put personalised learning at the heart of our teaching and learning.

St Mary's Catholic School is committed to providing a sufficiently challenging curriculum for all its students. In addition we will provide opportunities to identify and nurture those who are more able and define in a Broad definition Gifted and talented students as those with academic ability 'who in some aspect of human potential and/or achievement are far more advanced beyond that which would normally be expected D. GEORGE 1997'.

Dfes Ofsted define Gifted children show above average ability in academic subjects and talented children above average ability in art, music, drama, dance and P.E.

All students have an entitlement to the following at St Mary's:

- Staff commitment and training to develop students full potential at all times.
- Lessons that stimulate, engage, challenge, inform, excite and encourage through partnership and dialogue with teachers and other students and active participation in the lesson.
- Courses that lead to examinations and accreditation.
- Skilled, well prepared and informed teachers who have a perspective and understanding of whole school needs, problems and policies, especially those concerning issues related to those students identified as more able.
- An entitlement beyond subject teaching, including preparation for adult life and preparation for the world of work. This should include extracurricular activity, personal and social education, careers guidance and counselling, visits to local industry, work experience and community service.

Definition

In defining what is meant by the term 'more able', we have adopted the following definitions:

- Those who show an exceptional ability. This might be in a curriculum area such as mathematics, music, art or sport or be a less easily acknowledged talent such as leadership, creative imagination or social maturity.
- Those students who possess a general academic learning ability that is significantly greater than that of most of their peers

Identification of Gifted and Talented Pupils at St Mary's

No one method of identification can be entirely accurate since specific subject criteria will develop. Therefore, we endeavour to obtain as much information about students as possible.

The methods employed are as follows:

- Information from any previous schools
- Objective test data [CATS, SATS, ALIS, YELLIS and examination results] Internal and external assessment and testing.
- Referral from teachers in line with the subject policy for identification. Specific criteria developed by subjects departments using own expertise and provided by outside research.
- Teacher/parent/peer/self nomination.

- Inclusion in the cohort is not permanent at St Mary's. If it is perceived that inclusion is no longer relevant or beneficial, students may be moved out either temporarily or permanently.
- Students may be added at any time in the school year if they meet the criteria or perform to a level which answers the criteria.
- A register of 'Gifted and Talented' Students is published and up dated annually.
- At St Mary's all staff have a copy.

Evaluation

As with all our school polices, the transfer to consistent practice across the school is of paramount importance and thus we must evaluate our progress. The responsibility for evaluation will fall to the G&T Coordinator, who will report directly to the Headteacher and part of the SM Team and Governors. Results will be discussed at Department management meetings. Also shared with all colleagues through a variety of methods of communication, staff briefing Learning Coordinators. All schemes of work are regularly reviewed to ensure adequate provision and each department will monitor and review this process.

Arrangements for Coordinating Provision at St Mary's

- The appointment of Mdm Harris as G&T Coordinator.
- The identification of a key link person in each department and learning coordinators to liaise with the G&T Coordinator to establish methods for monitoring progress of more able students.
- All schemes of work now include specific enrichment material and ideas on a module basis.
- All staff are involved in the identification of more able students based on subject specific criteria and the need to make the curriculum sufficiently challenging.
- G&T Coordinator has gathered information, with guidelines from the Head and SMT team. A copy of subject specific criteria was supplied to departments 2 years ago to aid identification.
- A register has been completed by the G&T Coordinator that is a living document that is regularly reviewed and published to all staff.
- CPD for all staff that addresses the implications of more able students, within individual subject areas and develops teaching and learning styles that takes into account of differentiation, enrichment and extension.
- The effective assessment of students' potential and performance.
- The still not fully established monitoring and reporting, to the G&T coordinator of individual student performance.
- The provision of mentoring, where appropriate.
- Opportunities for more able students to work together.
- Recognition, celebration and rewarding of achievement of all students.
- Close liaison by the school with external support agencies and the home.
- Mechanisms to identify and address underachievement.
- St Mary's will seek to discover and utilise a range of strategies to enhance teaching and learning of gifted and talented.
- An audit of enrichment and extension opportunities provided by the wider extra curricular programmes led by the G&T Coordinator.

Responsibilities Curriculum Coordinator has

To facilitate opportunities for learning for Gifted and Talented students.
Subject Leaders to identify with colleagues students and pass on information to Gifted and Talented Coordinator.
To provide SOW that contains extension opportunities.
To ensure that enrichment extension material is being used by subject leaders.
Assist Head to liaise and work with G&T Coordinator.
To include items regarding G&T provision on meeting agendas.

Teachers will be given useful information to assist them in planning for the needs of pupils in the cohort.

St Mary's will provide opportunities for extension beyond the curriculum through an enhancement programme.

Pupils will be encouraged to be involved in national and regional competitions, master classes or coaching sessions.

Enhancement to the Curriculum will be provided, where possible, in the form of residencies, workshops and master classes.

All will be offered entry to the National Academy.

Monitoring the effectiveness of our policy

All subject teachers have records of the pupils they are teaching and report each term on the progress and attainment of those pupils.

These are collated and passed on to the Learning Coordinators who then send them to parents and provides copies for Form Tutors.

Form Tutors are the pupils and parents first contact regarding monitoring and mentoring process. Learning Coordinators follow up concerns about a pupil's progress and attainment. The School Planner now provides individual pupils an opportunity to record their G&T provision in lessons or extra curricular activities.

There are regular reviews of work within each year group and pupils of all abilities can showcase their work and receive praise for their endeavours.

The students talented in areas such as dance, music, drama and sport have ample opportunity to perform in Year Assemblies, School Masses, Retreats, Sports Days Inter House events and Extra Curricular activities, also School Productions.

The developing partnership with parents will be a valuable contribution to the monitoring of the effectiveness of our policy.

Evaluation

The success of this policy for the more able, gifted and talented is evaluated annually.

The G&T Coordinator writes a report on G&T provision at the end of the school year, the report is circulated to Governors and SM team where it is presented and discussed. Targets are proposed by G&T Coordinator and discussed at SM level.

Responsible Governor Committee: Curriculum