



## **POLICY: Curriculum, Assessment and Teaching Policy**

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# CURRICULUM, ASSESSMENT AND TEACHING POLICY

***'Ensuring our students know more, remember more and understand better'***

## Introduction

This policy combines the features of effective curriculum design with teaching and assessment methodologies which have clear and substantial evidence from respected research that they are effective in helping students know more, remember more and understand better. The methodologies employed have been evidenced as being particularly helpful for disadvantaged students and students with SEND, whilst at the same time preventing an excessive workload for staff.

## Curriculum design and rationale

JMHS teachers have spent many hours over the past three years developing the JMHS Curriculum. They have planned subject curriculums so that all students know more, can remember more and understand better. To do this they have:

- Ensured the most important facts and key knowledge are taught near the start of the course and are revisited many times gradually building complexity.
- Sequenced learning so that new knowledge can be linked to previous learning and that topics are taught in an order that helps students to know more, remember more and understand better.
- Linked ideas and knowledge to key concepts, showing students the big ideas within each subject.
- Determined end points for each module of learning that are clear and precise.
- Detailed small components of learning to achieve the end points.
- Identified the key vocabulary students need to know and use within each module.

The JMHS curriculum is broad and balanced. We cover all of the Key Stage Three National Curriculum in Years 7 and 8.

We prepare students for life in modern Britain through developing 'British Values', high quality Personal, Social and Health Education, Relationships and Sex Education, numerous cultural experiences and good quality careers education. There is wide range of enrichment activities in the arts, sport and many other areas in which all students are encouraged to participate. Leadership opportunities including sports, arts language leaders, and prefects provide the chance for our students to develop character and interpersonal skills.

We ensure that there is a strong academic basis to our curriculum with every student studying English, maths, combined or triple science, either history or geography, and the vast majority studying a modern foreign language until the end of Year 11. This academic basis is balanced by the opportunity to choose subjects which the student loves and can excel in from Year 9 including vocational, creative and practical subjects.

For us Year 9 is the first year of Key Stage Four courses, but is used as a transition year. In Year 9 students learn the key knowledge and start to develop the skills that underpin their future GCSE and BTEC courses. This enables students to work with confidence and fluency in Year 10 and Year 11 building more detailed knowledge, and by Year 11 the ability to solve more complex problems. As an 11-18 school, we ensure the Key Stage Four courses are excellent preparation and link in well with our Sixth Form studies.

Our Sixth Form, JM6, has over twenty high quality courses in artistic and creative subjects, humanities and social sciences, mathematics, science and vocational subjects. The transition courses and masterclasses in Year 11 and careful coverage of the key concepts and foundational knowledge at the start of Year 12 enables students to gain confidence and make excellent progress during Year 13 to achieve high A level results. As a result of this and individual guidance and support, Year 13 students progress onto excellent university courses, employment or apprenticeships. In addition to our academic and vocational courses, JM6 provides a broad Social, Moral, Spiritual and Cultural education and a wide range of exciting enrichment and leadership opportunities.

## Curriculum Design Methodology

Our curriculum subjects follow the process outlined below to design our curriculum to enable our students to know more, remember more and understand better and gain cultural capital:

1. Identify the key knowledge and most important concepts for each subject.
2. Plan the best way to sequence teaching so that students gain an excellent understanding of the key knowledge and most important concepts.
3. Divide learning into carefully sequenced modules or blocks of learning.
4. Determine 'end points' for each module which encapsulate what students will know and will be able to do at the end of each module.
5. Detail the small components of learning necessary to achieve the end points within each module
6. Identify the key vocabulary students will need to understand and use within each module.
7. Sequence the small components of learning so that students are building upon and connecting to previous knowledge to maximise understanding and long-term memory of knowledge.
8. Design teaching sequences to effectively teach the small components of learning and achieve the 'end points' including constant spiralling to revisit key knowledge developing understanding and embedding in long-term memory.
9. Design resources including presentations to be used in lessons, including application and problem-solving tasks to be used in lessons and homework that reviews current or previous learning
10. Design assessments to measure how well students have learnt, remembered and understood the key knowledge and identify gaps in learning still to be addressed

The curriculum is designed so that students know the most important knowledge and it is embedded in long term memory. Students then apply the knowledge in a variety of contexts with increasing complexity to increase their skill level and understanding. We continuously review and improve the curriculum following SLT or School Improvement Partner review, results of assessments and Curriculum Implementation Checks

**We use collaborative planning for all stages of curriculum design where teachers use INSET days, Faculty Training Afternoons and weekly Faculty Planning Time to work together on each of the stages above.**

## Time Plan for Curriculum Design

- 2019-22: Complete planning of all curriculum overviews and modules (stages 1 to 8 above)
- 2022-23: Review Year 7 and Year 9 and ensure high quality resources for these year groups
- 2023-24: Review Year 8 and Year 10 and ensure high quality resources for these year groups
- 2024-25: Review Year 11 and Sixth Form and ensure high quality resources for these year groups
- 2025-26: Review and revise overall structure of the curriculum

Note: Curriculum subjects may choose to prioritise different year groups during a given year

## Teaching - features and rationale

At JMHS we have used respected research evidence to identify the most effective teaching strategies as well as strategies that we should *not* use because there is no evidence that they are effective or because the methods involve excessive workload for staff. We continually review these methods by taking an outward looking perspective by asking 'why do we do it this way?', 'what do other schools do?' and 'what does the research tell us?'

JMHS teaching has the following key elements:

- A. Simple, effective and research driven teaching;
- B. Continually striving to close the gap by supporting disadvantaged students and those with SEND to learn more, remember more and understand better;
- C. The importance of regular review of knowledge and deliberate practice increasing fluency and skills with the application of knowledge;
- D. A strong emphasis on helping all students become confident and competent readers who develop a love of reading; and
- E. Developing expert teachers who have strong subject knowledge and pedagogical knowledge and apply this skilfully in the classroom.

### Simple, effective and research driven teaching

Note: Our research on teaching methodology is based upon reliable and respected sources including:

1. Rosenshine's 'Principles of Instruction'
  2. Education Endowment Foundation research
  3. John Hattie's 'Evidence Based Teaching'
  4. OFSTED subject reviews of research
- We strongly believe that in order to become highly effective, teachers should eliminate strategies and/or activities that have little or no impact on student outcomes and instead focus on the activities that help students learn more, remember more and understand better.
  - Collaborative planning is a requirement of all teachers at JMHS. It is our belief that regardless of the teacher at the front of the class, the students all have access to the same high-quality explanation, modelling and resources. This can only be achieved through collaborative planning. Collaborative planning in the longer term reduces teacher workload. By releasing teachers from planning lessons, we free up time for them to prepare, adapting the planned lesson for the particular class they are teaching.
  - We recognise the importance of metacognition and strive to ensure that students are taught the reasons behind our teaching, actions and expectations. Via assemblies, tutor time and particularly teacher narration in lessons, students are taught about how we learn, the key findings from cognitive science and most importantly how to employ these techniques to their learning both in and out of school. This knowledge coupled with the development of the key qualities of being conscientious, considerate and co-operative enables our students to succeed not only whilst at school but throughout their adult lives.
  - The principles and features of our streamlined, teaching model are based upon research into cognitive science, how the brain acquires and uses new information, and on the studies of classroom practices of teachers, schools and countries whose students show the highest gains.

### All teachers follow a streamlined, research driven teaching model consisting of:

1. **Review:** All lessons start with reviewing previous learning. This strengthens long term memory and leads to fluent recall. Homework tasks always review recent or previous learning. Skilful planning and sequencing of the curriculum ensures key knowledge is constantly reviewed and built upon. Half termly tests require students to recall and apply key knowledge. Student marking of the tests in class



enables further review, particularly when through the marking the teacher identifies key knowledge and application of knowledge that requires further practice.

2. **Explain:** Lessons are teacher led as opposed to activity or student lead. Explanations are carefully planned with the core message, audience and misconceptions in mind. When introducing a new topic teacher explanation is used in preference to questioning students. Teachers use their expert knowledge to link to previous learning and give clear, precise and concise explanations. During or after the teacher explanation students record a summary of the key knowledge in their exercise books to help with recall and revision.
3. **Model:** Modelling is completed using 'I do, we do, you do'. Numerous models and worked examples and non-examples are provided for students helping them to learn methods, solve problems and identify and focus on the specific steps in learning. Modelling is used particularly when applying learning and starts with simple examples before gradually building complexity. With problem solving, teachers understand that this is context specific and not a generic skill'.
4. **Questioning:** Questioning is used with the teacher in charge using the cold call technique. This involves initially asking closed questions for the whole class to consider, then selecting an individual student and expecting them to follow up their answer with an explanation. Question sessions are short, sharp and concise to help all students with focussing and learning. Teachers will not accept students 'opting out'. Teachers use questioning to identify misconceptions and then address these misconceptions.
5. **Deliberate practice:** Teachers understand that of all teaching techniques we use that we must devote most time to deliberate practice carefully planned to optimise learning the knowledge taught and then applying the knowledge in scenarios of gradually increasing complexity. Techniques used for deliberate practice include:
  - Opportunities for frequent practice/oral rehearsal (call and response /drilling of key facts with a narrow focus to ensure that the facts are learnt and stored in long term memory before progressing onto applying the knowledge.
  - Exercises to practice methods taught and applying the knowledge following teacher explanation and modelling.
  - More complex activities that involve combining knowledge from different parts of the curriculum and problem solving in a specific context following teacher modelling. Examples of this can include writing an essay, devising a piece of music, dance or drama, planning and carrying out an experiment.
6. **Plenary test:** Students complete a plenary at the end of each lesson in order to review the learning and assess what they have learnt and their knowledge application. Completion of a plenary test holds students accountable for their learning during the lesson as well as providing teachers with key information that can be used to inform preparation for the next lesson.
7. **Feedback:** Feedback takes many forms such as verbal feedback and discussion, whole class feedback, visualiser feedback, questioning, self and peer feedback and low stakes quizzing.
8. **Peer teaching:** A student quietly helping their neighbour to learn by explaining a key idea, showing a student where to find a fact or explaining a misconception is helpful. Research has shown that carefully structured peer teaching is effective in helping students learn more, remember more and understand better especially the student who is explaining or teaching.

### **Lessons share the following common traits:**

#### **1. A calm purposeful environment for learning**

- Every classroom provides students with a calm, purposeful and safe working environment. All classes have a seating plan with students seated facing the teacher and the board. The seating plan is designed to maximise learning and help all students especially SEND and disadvantaged students succeed.
- All classrooms are well equipped with modern recently purchased touch screen monitors, visualisers and traditional whiteboards to enable high quality direct, explicit and interactive teaching. We are refurbishing all classrooms so that they are well decorated and have good quality flooring, blinds, desks and tables.

- We keep classrooms tidy and free of clutter. Any wall displays that are in classrooms actively contribute to student learning.
  - Our behaviour for learning policy is designed to ensure thoughtful and considerate behaviour and strong focus and concentration at all times. This ensures teachers can teach and students can learn.
2. **Focussed starts to lessons with students reviewing previous learning**
    - At the start of each lesson students go straight to their allocated place on the seating plan. They do not wait in corridors for teachers to ask them to go into class.
    - They immediately commence the starter task which is on the touch screen monitor working in silence whilst the teacher marks the class register and deals with any minor issues at the start of the lesson.
    - Starter tasks are designed to review previous learning with carefully graduated questions so that all students can feel confident and make a positive start to the lesson. Within each starter task there are challenge or extension questions, so that students who work rapidly are working continuously and are challenged.
    - Starter tasks are usually designed to last for approximately 10 minutes. This can be varied eg if the main learning task for the lesson is going to take up most of the lesson or if the teacher feels that students would benefit from longer reviewing previous learning
    - Starter tasks always review previous learning, and in many cases focus on prerequisite learning for the main teaching points of the lesson
    - Following the starter task, the teacher goes through the correct answers rapidly and the students mark and correct in green pen, before teaching the main content for the lesson.
  3. **Sharp focussed plenaries designed to test how students have understood the key learning points and calm orderly ends to lessons**
    - During the final 5-10 minutes of each lesson, the teacher leads a plenary activity that tests students' understanding of the key teaching points for the lesson.
    - Following this, students assist the teacher in ensuring the classroom is tidy and ready for next lesson.
    - Students then stand quietly behind their desks. The teacher reinforces the key learning points and dismisses on the bell at the designated finish time.
    - The teacher checks the corridor as students leave to ensure they move quietly, quickly and calmly to their next lesson.
  4. **Reading is an integral aspect of most lessons.**
    - Teachers use extended text or textbooks for students to read.
    - We do not encourage students to read via digital media. As identified by Alex Quigley and others, this can encourage skim reading and impair their facility to read deeply.
    - We believe that students should have a textbook in each subject that they can use in class and at home to check key information and to help them complete tasks set to a high standard.
  5. **Students complete a large quantity of high-quality written work.**
    - Key facts, formulas and ideas are written clearly in their books.
    - Writing clear notes that can be used for review and revision helps students commit key learning to long term memory.
    - Each subject specifies key vocabulary students need to know and understand each term in learning schemes and on the school website. Teachers help students learn this vocabulary accurately and use it effectively in their written work.
    - Students write in full sentences using accurate spelling, punctuation and grammar in all subjects.
    - Students have regular practice with extended and formal writing in a wide range of subjects.
  6. **ICT is used only when it is the most effective learning strategy**
    - ICT is used in ICT, computing and computer science lessons where specific applications and programming languages are formally taught.
    - ICT is used in graphics, art and 3D design as part of the design process.

- ICT is used to research specific businesses and organisations in subjects such as business studies, travel and tourism, health and social care. How to effectively research these organisations is taught explicitly to students and modelled before the students undertake the research.
  - We teach students how ICT can be misused including examples such as fake news, discriminatory comments and language, and for grooming young people and others.
  - ICT is not used for teaching new knowledge. In order for students to be successful they need clear, explicit explanation, modelling followed by practice, testing and feedback. The key resource in all of our lessons is the teacher. Using computer-based learning to replace the teacher or using the teacher merely as a facilitator is not as effective in helping students know more, remember more and understand better.
  - For some homework eg learning vocabulary in languages or answering multiple choice questions, ICT is a useful strategy as students receive immediate feedback on the accuracy of their work. However extended use of ICT or practice exercises in lessons is less effective than teacher led sessions.
7. **Teaching knowledge is a primary focus in the majority of lessons.**
- Students receive a knowledge checklist at the start of each module or unit.
  - Knowledge checklist are glued into exercise books. These enable students to track their own learning.
  - Lessons are based upon knowledge acquisition and then the application of knowledge. Students are taught, practice and perfect proven knowledge recall techniques, and are then taught how to apply the knowledge accurately in all year groups.

**We do not use methods or strategies that have little or no impact on student learning. Research shows that the following have very little or a negative impact on student progress:**

1. **Excessive or imprecise praise:**

- Carol Dweck in 'Mindset' and others have identified how excessive praise can lead to developing a fixed mindset, where students believe that natural ability is more important than endeavour.
- Excessive praise for what students are supposed to be doing leads to a lowering of standards and wrongly communicates that we have low expectations.
- Specific, precise, and proportionate praise can have a beneficial effect *eg You have used many of this term's key vocabulary accurately in your paragraph; this demonstrates you are increasing your knowledge of the atomic structure, eg You have set out your solutions clearly showing every stage of working out. This will help you be precise and accurate and to remember how to solve equations.*

2. **Discovery learning and investigations:**

- The discovery learning method is ineffective when teaching students up to and often beyond graduate level.
- If we want students to learn we need to provide clear, explicit and direct instruction.

3. **Use of word searches and anagrams:**

- These do not help students with comprehension or learning the meaning of key vocabulary.
- They make learning more difficult for students who are dyslexic or have reading difficulties.

4. **Excessive use of handouts which are stuck into students' books:**

- Students learn more when they write key notes and diagrams into their books rather than sticking handouts and worksheets in.
- Valuable learning time can be lost to activities that involve students cutting out and sticking into their books.

5. **Differentiated outcomes and expecting less of students with lower attainment or those with SEND**

- Expecting the same outcomes from all students and putting in place scaffolding and support where needed is more effective.

- Expecting less of disadvantaged students eg letting them producing less written work increases their level of disadvantage rather than closing the gap.
- 6. Tasks that encourage students to use guesswork, or trial and error, rather than using facts and methods learnt:**
- Students need to be confident of the facts and evidence they are using to answer questions.
  - Use of guesswork on questions students cannot figure out does not encourage resilience, it gives the message that they are not good enough to work it out.
- 7. Use of exam questions too early in the course:**
- This gives the impression that the main purpose of learning is to pass the exam.
  - Learning, gaining cultural capital and becoming more knowledgeable and skilful are equally important
  - Talking about exams too early in the course can increase anxiety.
- 8. Addressing low confidence/aspirations:**
- Addressing low confidence/aspirations first does not lead to success.
  - Reliable research shows that the effect of achievement on self-concept is stronger than the effect of self-concept on achievement.
  - Poor student motivation is due to repeated failure.
  - The simple answer to addressing low confidence and aspirations is achievement.
- 9. Group work:**
- We recognise that the most important resource in the classroom is the teacher.
  - With the exception of identified specialist practical subject classrooms, all tables in classrooms are arranged in rows facing the front of the class ensuring that students can track the teacher and the teacher can ensure all students are focussed and on task.
  - It is the expectation that students will work in silence or work quietly when working individually.
  - Organising effective group work to help students learn beyond paired peer teaching requires excellent class management skill, meticulous preparation, and great clarity of expectations. It is our advice at this stage to avoid larger group work and focus on paired learning when discussion is necessary, with the exception of practical subjects such as PE, dance or drama.
- 10. Teaching to learning styles:**
- Research shows that there is no link between learning styles and outcomes.
  - Presenting something in a way that appeals to a visual learner is not going to help them improve.
  - Teachers should follow the streamlined, research-based teaching model above that is proven to improve student progress and outcomes.
- 11. Having students move about in the classroom does not lead to more effective learning**
- The learning pyramid was developed years ago to show the link between how much material would be retained and how active the students, and was believed to be true.
  - There is no evidence or research to back up the learning pyramid and it is completely unsubstantiated.
  - If we want students to learn we need them to think about what we are teaching, being physically active makes no difference and having students move around the room can disturb others and disrupt concentration.
- 12. Complexity in the task itself or unclear instructions**
- We aim to gradually build students knowledge, understanding and confidence so that they can understand and apply complex knowledge and solve complex problems.
  - However, tasks that are overly complicated and involve complicated instructions force students to use their limited working memory to figure out what they need to do rather than using this to apply their knowledge effectively.
  - Therefore, teachers keep instructions clear and simple. They avoid complicated task design.



## **The importance of 'closing the gap'**

It is our ambition that disadvantaged students and students with SEND achieve as well as their more advantaged peers. We have listed below our two key strategies to help disadvantaged students and SEND students close the gap:

- 1. Teachers and support staff aim to get to know disadvantaged students and SEND students especially well to understand their barriers to learning, how to motivate them and their strengths**
  - Strategy guides have been prepared for students with an Educational, Health and Care Plan, Looked After Children and other vulnerable students. These detail reasonable adjustments to be made to help these students succeed.
  - Teachers seat disadvantaged students with others who will help them succeed.
  - Teachers put suitable scaffolding and support in place to ensure disadvantaged students can be successful in their lessons.
  - Teachers prioritise feedback for disadvantaged students.
- 2. Figuring out what the students do not know and teaching them this knowledge**
  - Teachers gather evidence about student progress of these students through ongoing formative assessment.
  - Teachers look at books regularly and use the information to help them plan lessons that meet the needs of these students.
  - Although marking has been billed as an essential teaching tool in the past, even when our marking was clear and extremely thorough, it did nothing to 'close the gap'. We do not expect teachers to regularly mark student work and provide comments on how they can improve. We believe that providing immediate verbal feedback whilst students are working is more effective than marking; although teachers may add comments written in purple pen whilst students are working in class.
  - Teachers give whole class feedback on common errors and mistakes as well as re-teaching the information that students struggled with.
  - Teachers provide 1:1 verbal feedback to students to ensure they fully understand what they need to do to 'close the gaps' and use their strong pedagogical and subject knowledge to address misconceptions and inaccurate knowledge for these individuals. Teachers maximise the support they give to the students who are most disadvantaged.

## **The importance of regular review**

1. There is strong and well-established evidence from cognitive science that repeated practice makes students more fluent in their recall and permanently embeds knowledge in long term memory. Hence the phrase 'practice makes permanent'. As one example it has been established that for most of us, we need to use a word approximately twenty times before it becomes a regular part of our vocabulary. This means that repetition is essential in all subjects.
2. We also recognise that there is a difference between teaching and learning. Just because we have taught it, does not mean that the students have learnt it. There is a considerable amount of learning in a knowledge-based curriculum. With learning comes forgetting. Reliable research has identified that an average student may remember only 40%-50% of the knowledge taught an hour after the lesson and only a quarter one week later.
3. Reviews take several forms:
  - Retrieval practice to learn key facts eg by written answers or call and respond.
  - Applying procedures or methods eg by practice exercises where the basic procedure is repeated many times with some variation so that the student becomes fluent in applying the knowledge.
  - Applying the knowledge in more complex situations will follow teacher modelled with the 'I do' 'We do' then 'You do' teaching methodology where the student has repeated opportunities to practice the techniques modelled by the teacher.

4. Every time we try to remember something, the memory becomes stronger and easier to access the following time. Every lesson starts with a review task. All knowledge is reviewed, sometimes from the previous lesson, sometimes from knowledge learnt weeks, months or years earlier. Skilful sequencing of the curriculum enables knowledge learnt from earlier in the course to be applied in future modules therefore reinforcing the key knowledge and embedding it in a long-term memory.

## **The importance of confident and competent readers**

A strong emphasis is placed on a whole school rigorous approach to reading that develops learners' confidence whilst reducing the gap between SEND and disadvantaged students and their peers, inspiring them to become life-long readers.

1. There are four ways we develop skilled readers: building vocabulary knowledge; teaching a rich reading curriculum; supporting students to read, and celebrating reading. Vocabulary knowledge is a core part of all curriculum areas and explicitly taught, applied and remembered.
2. All departments incorporate reading as an intrinsic part of their curriculum and it is used during the explanation phase of the lesson: introducing and securing new knowledge through text books and study guides. Teachers demonstrate reading strategies, securing students' mental models, through the GASE process (gist, a closer look, summarise, elaborate) and this approach is shared across the whole school.
3. Year 7 and 8 also share the reading of a book for pleasure during tutor time with the teacher reading aloud to the group.
4. Students who fall below their chronological reading age (identified through Arti tests) are supported through a variety of strategies including Rapid Reading; small group comprehension support; Reading Buddies and daily one to one reading.
5. Finally, reading is celebrated through a series of calendared events throughout the year, with different foci each month. The library has extended opening hours and is manned by an enthusiastic and knowledgeable librarian who arranges author visits regularly.

## **Homework**

1. Revision is not a task that can afford to wait until Year 11 and 13. We want students to have mastered the knowledge introduced throughout the curriculum to reduce the need to "cram" in an exam year. Homework is considered revision in all year groups. All tasks are designed so that students are learning or practising the knowledge and application that they are taught in school.
2. The homework strategy is based upon metacognition and so students are taught about the power of retrieval practice, the importance of spacing and retrieval. We also teach students when discussing homework about the actions they can take to improve or hinder their learning.
3. Homework activities are carefully designed to enable all students to increase their fluency with recall and to be able to apply knowledge. They are always based on reviewing knowledge previously taught in class and are planned in a way so that all students can succeed with the task set.
4. For a revision homework, suitable activities include revising through creating revision cards or notes, drawing flow diagrams or spider diagrams, practice of knowledge application or employing strategies to commit learning to memory. Revision homework should be followed by a test in class.
5. Open-ended research homework, such as 'find out about' or 'find five facts' should not be set. It is our responsibility to identify core knowledge and provide this through the curriculum and resourcing, with students taught to learn and retain it. Open-ended research, whilst providing a surface sense of independence, frequently results in low quality work and little genuine understanding or retention, and is inefficient in promoting learning. It is also likely to disadvantage vulnerable students still further.
6. Homework should be set as outlined below for all subjects with two or more hours of teaching time per week:
  - a. Year 7 and Year 8: 30-40 minutes per week
  - b. Year 9 and Year 10: 40-50 minutes per week
  - c. Year 11: 50-60 minutes per week

7. Teachers talk to students about homework in class, explaining what they need to do, so that students are clear and can succeed with homework.
8. Homework is set via epraise every week in all subjects including the final week of term. Not setting homework disadvantages all students, but especially disadvantaged students
9. Homework tasks should be student marked in green pen or computer marked and not marked by teachers.
10. However, teachers should check homework has been completed, strongly encourage completion to a high standard and log an S1 (homework) when it is not completed.
11. Students regularly not completing homework and being given S1s will be required to complete their homework in Homework Club.
12. Using computer generated and marked worksheets or quizzes is encouraged as it helps further reduce teacher workload.

## Expert teachers

We use our line management system, honest and constructive feedback and ongoing professional development to support every one of our teachers to become an expert teacher. Expert teachers have the following qualities:

1. Teachers have strong subject knowledge. They continually work to improve their subject knowledge. In the rare cases where teachers are required to teach a subject that is not their first specialism they are provided with high quality resources and bespoke support in helping them to improve their subject knowledge.
2. They understanding the evidence on the most effective teaching methods and apply this knowledge through selecting methods that are known to work for all students.
3. Teachers have a strong pedagogical subject knowledge. They understand and utilise teaching methods that work best in their subject. Teachers work with subject colleagues within and beyond JMHS to further develop this knowledge.
4. They work collaboratively to improve the quality of curriculum design, planning sequences of lessons and designing resources for learning in weekly subject sessions, on Faculty Training Afternoons and INSET days.
5. Teachers know and understand the misconceptions and traps their students fall into.
6. They know the best way to explain difficult concepts and which examples to use to improve students' comprehension.
7. Teachers know what students should be practising, when and for how long.
8. They know how to identify gaps in students' knowledge and how and when best to close them
9. Teachers know how to achieve the top marks in examinations and are familiar with the latest examiners' reports.
10. Teachers are skilful classroom managers and use effective behaviour management techniques
11. They have an excellent knowledge of safeguarding and always ensure students work in a safe environment.
12. Teachers understand which factors can inhibit students' ability to learn and know which strategies to use to support students. Teachers work with the SENDCo and pastoral team to further develop this knowledge.
13. Teachers work as a team and are supportive of their colleagues, school staff and students.

We continually review and evaluate our working practices to make sure that we are not creating workload issues for our teachers as well as ensuring we are removing any barriers that may stand in the way of teachers spending quality discussion and planning time together while maintaining a good work/life balance.

## Assessment Strategy

We believe that effective assessment helps us to improve our curriculum, to improve the quality of teaching, helps us to support every student in knowing more, remembering more and understanding better.

Effective Assessment:

- Promotes learning
- Informs teaching
- Is formative focussed
- Reduces teacher workload
- Identifies progress

Our process for assessment includes the following:

### Formative assessment which promotes learning and informs teaching

1. At the start of each lesson, students complete a review task which is usually focussed on prerequisite knowledge for the lesson. By circulating during the task and then by requiring students to self-mark using green pen, the teacher is able to determine students' level of knowledge and understanding and then adjusts their teaching accordingly.
2. During, and then after the main teaching point of the lesson, the teacher checks students' knowledge, identifies misconceptions and addresses these. The teacher then adjusts their teaching of the lesson, provides help and support for groups of students and individuals who are struggling.
3. At the end of each lesson the teacher sets a plenary task. This task tests whether students know and understand the key learning points for the lesson. The task could be a written task in exercise books or using mini-whiteboards. The teacher will use the knowledge they obtain about student learning from this plenary task to inform preparation for the following lesson.
4. Students glue a knowledge checklist into their exercise book at the start of each module detailing the key learning points. Students will use the checklist to RAG rate their learning and help them plan for revision.
5. Following formative assessment as detailed above, the teacher uses whole class feedback identifying exactly which content requires review. Teachers then use direct instruction and modelling during the feedback session to provide clarity for the students so they understand what they previously had not.
6. Immediate feedback to students following green pen self-marking of the starter task or main teaching task allows them to analyse what they know and what they still need to master.
7. Student self-marking and analysis of half termly tests, guided by the teacher in class, allows students to identify areas they have mastered and further learning required. The teacher will check a square root sample of these tests eg if there are 30 in the class they will check 5 or 6 tests.

### Summative Assessment promotes learning, informs teaching and identifies progress

1. All end of half term assessments are cumulative in that whilst 50% of the marks are for content covered during the current half term, the rest of the test covers topics covered earlier in the key stage. This informs all stakeholders of mastered content.
2. These assessments are internally tracked using question (or topic level) analysis. This enables the subject leaders to have an overview of areas of strengths and weaknesses of the curriculum. This tracking system is also used by teachers to adjust teaching plans for their class.
3. Assessment data is used in collaborative planning meetings to review and develop the curriculum and delivery strategy.
4. Application tasks which are used to develop application of knowledge (such as extended writing pieces or drawing tasks) are undertaken during a deliberate practice session. The work is assessed, and feedback is given to the whole class through feedback sessions, where common errors are identified and addressed. Teachers record diagnostic assessment information to monitor students' attainment.



5. Half termly tests and mock exams test a sample from a large domain of content. Student performance is ranked and compared to their starting point. This information provides a starting point for investigation of students who are underachieving, as well as indicating what is working effectively, and what needs further development.
6. Between Year 7 and Year 9, all students sit the same assessments in each subject except for mathematics where students in different sets have different assessments. Mean average marks are used to compare attainment of subgroups. The averages for each subject and for the year group are also reported in order to allow students/parents/carers to make comparative judgements. GCSE grade descriptors are not used.

### **Our assessment strategy is designed to be formative-focussed and to reduce teacher workload**

1. Teachers do not assign grades until the students' end of Year 10 exams, and target grades are not used until the start of Year 11.
2. Frequent formative assessments test both current and prior learning.
3. Half termly assessments test knowledge learnt and do not assign an attainment level.
4. Assessments are mapped so that it is clear about what students should know and that assessment covers a significant sample of the key knowledge identified by subject leaders.
5. Assessments are designed in a way to reduce the amount of marking time for the teachers. This can include using multiple choice questions, short answer questions, on-line question systems, and using self/peer marking.
6. Tests and exams clearly indicate what students do and don't know, and what they can and can't do in order to inform future planning and help students to progress.

### **Communication with parents and carers**

We send home two progress checks a year to parents and carers. These include the following information:

1. Student attendance as a percentage, and sessions missed with a comparison to the mean
2. House points earned, and a comparison to the mean for the year group.
3. Behaviour points, and a comparison to the mean for the year group.
4. A teacher judgement on care and concentration, and a teacher judgement on quality of homework with one of six grades - Much improvement needed, Improvement needed, Good, Very Good, Excellent and Outstanding.
5. The cumulative percentage achieved in half termly tests, with a comparison to the mean mark for the class and year group for each subject.
6. The second progress check qualifies as the annual report. This contains no teacher comments or computer-generated comments.
7. Each year group has one parents' evening per year, where teachers provide clear specific feedback on a student's learning, and how they can improve.

#### **Year 11:**

1. Students sit mock examinations in November and in February. Student exams are assessed using the grading criteria that matches the course that they are studying. GCSE courses are marked using a numerical system that ranges from a maximum of 9 through to 1. Anything less than a 1 is ungraded.
2. For Vocational (BTEC and technical awards), courses are marked using the four-tier marking system which comprises Pass, Merit, Distinction, and Distinction\*. These grades will be an assessment of their current position and also a prediction of where the teacher believes that they will be at the end of Year 11, if current performance is maintained.
3. The report includes student exam scores (%), average score for the year group, the average score for the class, the best mark in the year, and the predicted grade (generated from the mock assessment).

### **Key Stage 5 (Years 12 & 13):**

1. Students' work is assessed using the grading criteria that matches the course that they are studying. GCE courses are marked using a letter system that ranges from a maximum of A\*, down through A and B until the minimum pass of an E is reached. Anything less than an E is a fail, and noted as a U grade.
2. BTEC courses are marked using the four-tier marking system that goes from Near Pass, up through Pass, Merit and Distinction to Distinction\*. These grades will be an assessment of their current position and also be indicative of where the teacher believes that they will be at the end of Year 13
3. Year 12 Students have Test weeks late October, mid-December, and late February.
4. They also have Internal Summative Exams in all subjects in late June of Year 12.
5. Year 13 students have Test weeks in late October, mid-December and internal Mock Exams in all subjects in late February.
6. The Year 12 and Year 13 reports share the students' test scores (%) and the indicative grade (generated from the assessments to date and any coursework if applicable).



# JMHS Curriculum - Years 7 and 8

## Appendix 1

Subject Area	Year 7 hours per fortnight	Year 8 hours per fortnight	Points to note
<b>English</b>	7	7	The English curriculum is designed to help all students develop the writer's craft, building on their learning in primary school.
<b>Mathematics</b>	7	7	The Mathematics curriculum is organised by stage not age with students achieving mastery before moving on to the next stage.
<b>Science</b>	6	6	Students study Biology, Chemistry and Physics. There is a strong emphasis on practical work and scientific thinking.
<b>Humanities</b>	10	10	Students study History and Geography for two hours per week and RE for one hour per week.
<b>Languages</b>	4	5/7	In Year 7 students study French in mixed attainment groups. In Year 8 students are set for languages and more able linguists study both French and German and have an additional after school lesson once per week.
<b>Physical Education</b>	4	4	Students participate in a wide range of sports and physical activity including some they have not tried before.
<b>Arts</b>	6	6	Students study an hour each of Art, Music and Drama/Dance in mixed attainment groups.
<b>Technology</b>	6	5	Students study Design & Technology, Computer Science and Food & Nutrition. The emphasis is on practical work.
<b>Tutor time &amp; PSHE</b>	5	5	Subjects taught in tutor time include Relationships and Sex Education, British Values, Active Citizenship and Careers.
			Relationships and Sex Education (RSE) is taught in several ways including in science lessons, tutor time and extra lessons delivered by Year Leaders. In addition to the planned curriculum above, students have a wide range of educational visits and trips, two challenge days and an extensive range of extra-curricular activities.
			Students who require additional support receive this through the Literacy and Numeracy classes and/or small group and one-to-one support with reading, spelling, literacy, maths and handwriting.





# JMHS Curriculum - Years 9, 10 and 11

## Appendix 2

Subject Area	Year 9 hours per Fortnight	Year 10 hours per Fortnight	Year 11 hours per Fortnight	Points to note
English	8	8	8	All students take GCSEs in English Language and English Literature.
Mathematics	8	8	8	Students are set by ability in Mathematics and continue to work on the stage not age mastery scheme.
Science	8	10/12	10/12	In Years 10 and 11 students who choose to study the three separate sciences of Biology, Chemistry and Physics have two hours per week in each subject. Students who study the combined sciences have five hours per week of science covering Biology, Chemistry and Physics equally.
Physical Education	4	4	4	Students continue to participate in a variety of sporting activities including basketball, athletics, football, table tennis, netball, hockey, rugby, cricket, rounders and handball.
Option 1	5	5	5	Students can choose German or French.
Option 2	5	5	5	All students study at least one of History or Geography to GCSE.
Option 3	5	5	5	Options 3 and 4: Students can choose any two subjects from Art, 3D Design, Dance, Drama, Computer Science, German, History, Health & Social Care, Food & Nutrition, Business Studies/Enterprise & Marketing, Travel & Tourism, Music, GCSE PE.
Option 4	5	5	5	
RE/Citizenship	2	0	0	In Years 10 and 11 RE/Citizenship is taught within the PSHE programme.
Tutor time & PSHE	5	5	5	Subjects taught in tutor time include Relationships and Sex Education, British Values, RE & Citizenship and Careers.
Relationships and Sex Education (RSE) is taught in several ways including in science lessons, tutor time and extra lessons delivered by Year Leaders. RE and Citizenship is taught in tutor time and through assemblies in Years 10 and Year 11.				





# JMHS Curriculum – Sixth Form

## Appendix 3

Subject Area*	Year 12 hours per fortnight	Year 13 hours per fortnight	Points to note
* Students choose to study 3 or 4 Level 3 courses from the list below			
Accounting	10	10	This includes an additional study period per week.
Art & Design/ Photography	10	10	This includes an additional study period per subject. There are two options to choose from Fine Art or Photography.
Biology	10	10	This includes an additional study period per week.
Business Studies	10	10	This includes an additional study period per week.
Chemistry	10	10	This includes an additional study period per week.
Computing	10	10	This includes an additional study period per week.
Dance	10	10	This includes an additional study period per week.
Drama & Theatre Studies	10	10	This includes an additional study period per week.
English Literature	10	10	This includes an additional study period per week.
French	10	10	This includes an additional study period per week. In addition students receive a 30 minute conversation tutorial per week with a native language speaker.
Geography	10	10	This includes an additional study period per week.
German	10	10	This includes an additional study period per week. In addition students receive a 30 minute conversation tutorial per week with a native language speaker.
Health & Social Care	10	10	This includes an additional study period per week.

Subject Area*	Year 12 hours per fortnight	Year 13 hours per fortnight	Points to note
History	10	10	This includes an additional study period per week.
ICT	10	10	This includes an additional study period per week.
ICT Dual award	10	10	Introduced for Sept 2021 students study both ICT and ICT Dual Award worth two A levels
Mathematics	10	10	This includes an additional study period per week.
Mathematical Studies	5	5	This qualification is worth half of an A level and is for students who want to continue advancing their maths skills to support other subjects.
Mathematics Further	10	10	This includes an additional study period per week. Can only be taken if Mathematics A level is taken.
Music	10	10	This includes an additional study period per week.
Physical Education	10	10	This includes an additional study period per week.
Physics	10	10	This includes an additional study period per week.
Psychology	10	10	This includes an additional study period per week.
SMSC/Tutor time	1	1	The Spiritual, Moral, Social and Cultural programme covers a wide range of topics from British Values to the safe use of Social Media and Mental Health.
Enrichment	2	2	Students have the opportunity to play representative sport or participate in STEM activities, EPQ, debating, Sixth Form performing arts productions, volunteering etc.
<p><b>Mentoring</b> - Each student is assigned a mentor who holds regular target setting and review meetings with the students and support them through their university, apprenticeship or job applications/preparation. The mentor will meet each student at least once per month.</p> <p>In addition to the planned curriculum, students' experience is enhanced with a range of educational visits to support subject specific studies and input from a number of external presenters.</p> <p>Curriculum extension opportunities exist to study for the Extended Project Qualification which is equal to half of an A level and involves 90 hours of independent research. Our higher attaining students will be able to access the HE Plus Programme in conjunction with Cambridge which involves advice &amp; guidance on applying to competitive courses and universities.</p>			