

Ysgol Gymraeg Pen y Garth



Law yn Llaw, Llwyddiant a Ddaw

Becca Pugh

3/2/25

Cefndir / Background

- Apwyntio fel pennaeth Medi 2022 / Appointed as headteacher September 2022
- Estyn Tachwedd 2022 / Estyn November 2022
- Dechrau fel pennaeth Ionawr 2023 / Started as headteacher January 2023
- 5 argymhelliad gan Estyn / 5 recommendations from Estyn
- PIAP



Gweledigaeth / Vision

- Staff / Staff
- Disgyblion / Pupils
- Rhieni / Parents
- Gwerthoedd / Values

Parch

Cymreictod

Hapusrwydd

Hapus a llwyddiannus / Happy and successful



Blaenoriaethau'r daith / Journey priorities

- Darganfod pam rydym ni'n gwneud beth rydym yn gwneud / Discover why we're doing what we're doing
- Cofio bod y disgyblion wrth wraidd popeth / Remember that the pupils are at the heart of everything
- Darganfod y meysydd gwella ac anghenion yr ysgol / Discover the areas for development and school needs
- Teithiau dysgu a 'check in' gyda phob aelod o staff / Learning walk and a check in with every member of staff
- Rhannu'r disgwyliadau uchel / Sharing the non-negotiable high expectations
- Cofio bod POB diwrnod yn cyfrif / Remember that EVERY day counts



Perthnasoedd / Relationships

- Check in tymorhol / Termly Check in
- Moral a lles / Staff morale and wellbeing
- When the adult changes
- Llais y staff a'r disgyblion / Staff and pupil voice
- Ymddiried yn y staff / Trust in staff
- Pawb yn teimlo eu bod nhw'n atebol / All staff feel accountable
- Clod a diolch / Praise and thanks
- Gweithdy personoliaethau / Personalities workshop

“Mae gan staff ddisgwyliadau uchel o ran ymddygiad a chyflawniad disgyblion. Maent wedi creu cymuned ofalgar lle mae pwyslais ar barch at bob unigolyn.”

“Staff have high expectations in terms of pupils' behaviour and achievement. They have created a caring community in which there is an emphasis on respect for each individual.”



Beth wnaethom ni / What we did

- Sefydlu prosesau cadarn Rheoli Perfformiad / Robust Performance Management process
- Ffocws gryf ar addysgu / Strong focus on teaching
- Hunan-werthuso yn ddyddiol / Daily self-evaluation
- Monitro effaith/ Monitoring impact
- Cryfhau cyswllt y Gymuned / Strengthen links with the community
- Y Cwricwlwm / The Curriculum
- Bod yn agored ac yn onest gyda'r rhanddeiliaid / Be open and honest with all stakeholders
- Holiadur staff, disgyblion a rhieni / Staff, pupil and parent questionnaire
- Arwain trwy esiampl / Lead with example

“Mae disgyblion yn dangos brwdfrydedd ac yn gweithio'n annibynnol gyda phwrpas a bwrlwm.”

“Pupils show enthusiasm and work independently with purpose and excitement.”



Hyfforddiant / Training

- Fel hyn rydym ni'n gwneud ym Mhen y Garth / This is how we do it at Pen y Garth
- Addysgeg Pen y Garth
- Amgylchedd ddysgu / Learning environment
- Ymgysylltiad gyda dysgu / Engagement in learning
- Sicrhau bod pawb yn cael datblygiad proffesiynol / Ensure that everybody has professional development

“Mae'r staff wedi datblygu strategaeth addysgu Pen-y-Garth sy'n gosod disgwyliaid clir ar gyfer creu 'diwylliant i ddysgu'.”

“Staff have developed a teaching strategy for Pen-y-Garth which sets clear expectations to create a 'culture of learning'.”



Hyfforddiant / Training

- Sgiliau Cwestiynu / Questioning skills
- Llythrennedd / Rhifedd / Digidol
Literacy / Numeracy / Digital
- Ymddygiad / Behaviour
- Adborth / Feedback
- ADY / ALN
- Routines Pen y Garth

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Hyfforddiant UDA / SLT Training

- Beth yw rôl aelod o'r UDA / What is the role of a SLT member
- Swyddi clir a phwrpasol / Clear roles and responsibilities
- Holiadur arweinyddiaeth / Leadership questionnaire
- Craffu ar lyfrau a gwersi / Book scrutiny and lessons
- Cysondeb / Consistency



Ymweliadau Estyn / Estyn visits

- Ebrill / April 2023 – PIAP
- Hydref / October 2023
- Mawrth / March 2024
- Hydref / October 2024

“Mae staff yn cydweithio yn effeithiol i gynllunio gweithgareddau ysgogol i’r disgyblion gymhwyso eu medrau mewn amrywiaeth o gyd-destunau diddorol.

“Staff work together effectively to plan stimulating activities for pupils to apply their skills in a variety of interesting contexts.”

Gwersi / Lessons
Llyfrau / Books
Tystiolaeth / Evidence
Staff
Disgyblion / Pupils



Pen y Garth nawr / Pen y Garth now

- Athrawon o ysgolion eraill yn dod i arsylwi / Teachers from other schools are coming to observe good practice
- Disgwyliadau uchel / High expectations
- Diwylliant ac ethos Gymreig / Welsh ethos and culture
- Ystod o weithdrefnau gwella ansawdd / Range of self evaluation processes
- Adnabod cryfderau a meysydd gwella / Recognise strengths and areas for improvement
- Cyfathrebu clir / Clear communication
- Cyd-weithio effeithiol / Effective collaboration
- Canllawiau clir gan y staff / Staff have clear guidelines
- Addysgeg Pen y Garth
- Staff disgwyliadau uchel – cyflawniad ac ymddygiad / Staff have high expectations for achievement and behaviour
- Cymuned ofalgar / Caring community
- Disgyblion brwd / Enthusiastic learners
- Egwyddorion y dysgu Sylfaen yn gadarn / Foundation learning principles are strong
- Profiadau diddorol a chyffrous / Interesting and exciting experiences offered
- Hyrwyddo y Gymraeg yn llwyddiannus / Promoting Welsh successfully

“Ar draws yr ysgol, mae staff yn hyrwyddo defnydd y Gymraeg yn llwyddiannus.”

“Across the school, staff promote the use of the Welsh language successfully.”



Pen y Garth nawr / Pen y Garth now

“Mae’r holl staff yn cydweithio’n effeithiol i hybu ethos a diwylliant Cymreig.”

“Since the core inspection, all staff work together effectively to promote a Welsh ethos and culture.”

- Gweithio’n annibynnol gyda phwrpas a bwrlwm / Pupils work independently with purpose and enthusiasm
- Dysgu Disglair
- Cynlluniau llythrennedd, rhifedd a digidol / Literacy, numeracy and digital schemes of work
- Celfyddydau Mynegiannol / Expressive Arts
- Adborth pwrpasol a chyfleoedd i wella gwaith / Provide purposeful feedback and opportunities to improve work
- Rhoi adborth wedi gwreiddio yn y dosbarthiadau / Providing feedback is embedded
- Disgyblion yn rhan o wella eu gwaith / Pupils play an important role in improving their work
- Diwylliant cryf o ddysgu proffesiynol parhaus / Strong culture of continuous professional development



Sut rydym wedi llwyddo/ How we've been successful

- Pwysigrwydd perthnasoedd / The importance of relationships
- Tîm arbennig o staff / A fantastic team of staff
- Pawb yn teimlo'n bwysig / Everybody feels important
- Ethos cefnogol / Supportive ethos
- Cyfathrebu cyson, gonest a sensitif / Consistent, honest and sensitive communication
- Cyd-weithio / Collaboration (staff/disgyblion/rhieni/partner gwella/Llywodraethwyr)

“Maent wedi creu diwylliant lle mae staff yn cydweithio'n effeithiol fel cymuned ddysgu broffesiynol er mwyn ymgorffori arwyddair yr ysgol ‘law yn llaw, llwyddiant a ddaw’.”

“They have created a culture where staff work together effectively as a professional learning community to embed the school motto, ‘Law yn llaw, llwyddiant a ddaw’.”



Y dyfodol / The future

- Cynnal y disgwyliadau a'r safonau uchel / Maintain the high expectations and standards
- Parhau i gyd-weithio / Continue collaborating
- Monitro effaith / Monitor impact
- Parhau i wneud ein gorau, bob dydd, er lles ein disgyblion a'n lles ni / Continue to do our best, every day, for our pupils and ourselves

“Mae diwylliant cryf yn bodoli o ddatblygiad proffesiynol parhaus a sicrhau gwelliant yn y safonau addysgu a dysgu ar draws yr ysgol.”

“There is a strong culture of continuous professional development and ensuring improvement in standards of teaching and learning across the school.”

