



### 1 Rationale for using Athena for Academic Tracking

#### Athena provides a school with:

1. Schoolwide system for tracking academic progress.
2. A system to help motivate behaviour, attendance, and wellbeing.
3. It may encourage all staff to follow the same processes, improve communication, early intervention, and consistency.
4. The Athena system supports students' wellbeing more effectively and helps teachers identify needs quickly and accurately.
5. Athena enables us as a school to facilitate the principles of the Wellbeing Framework.

#### As a leadership team we want to:

1. Implement a system where students' progress is monitored closely.
2. Introduce a system that is standardised and user-friendly.
3. Develop a more consistent approach to academic tracking across the school.
4. Support all students – not only focusing on the students that require additional supports or the students that are academically thriving but a focus on our middle cohort of students and ensuring that they are reaching their true academic potential.
5. Currently, when students assess their academic performance, they rely on perceptions rather than making informed decisions supported by Athena.

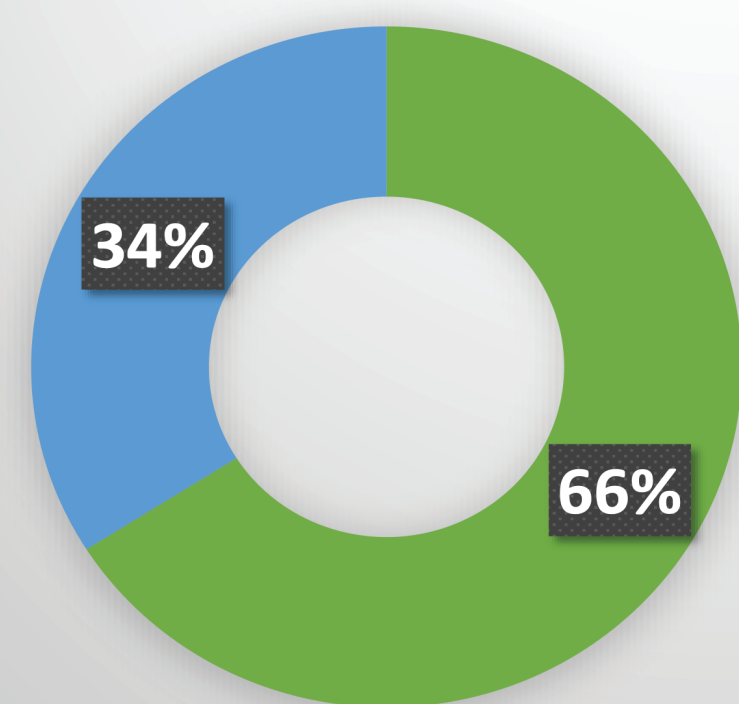
School Leadership want to embed the notion from Connolly, James & Fertig that educational leadership is the act of influencing others in educational settings to achieve goals through action.

#### Key messages that leadership will promote to staff based on research:

1. Any staff member can influence others—leadership is not tied to job titles.
2. Leadership changes both the leader and the people being influenced.
3. Influence can occur through words, actions, behaviour, or presence.
4. Leadership can be individual or collective.

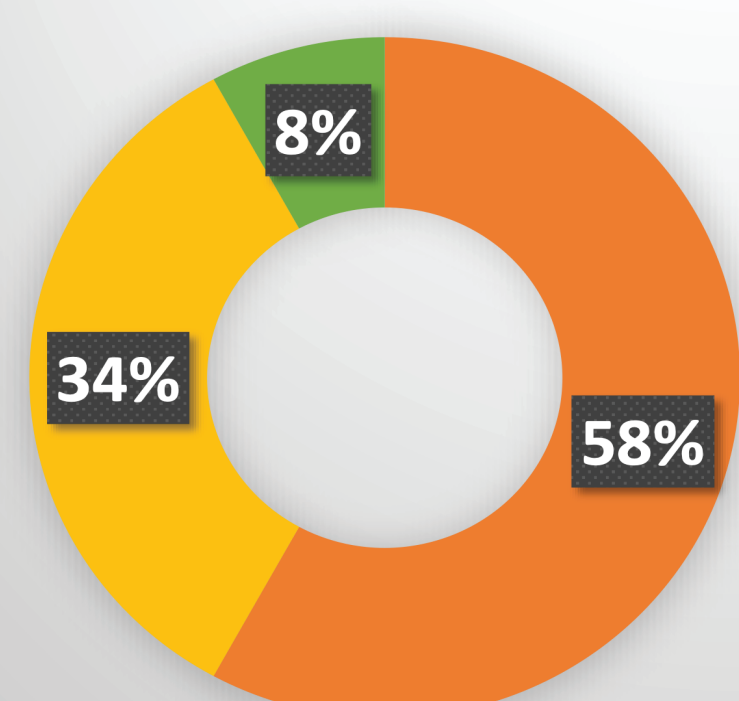
#### Analysis of School Based Data

##### Student View on their Academic Progress & Engagement



- Student happy with academic progress & engagement
- Students that feel there is a need to improve academic progress and engagement

##### Parent View on Academic Progress & Engagement



- Satisfied
- Somewhat Satisfied
- Not Satisfied

The data above is currently based on student and parent perception.

### 2 Plan Overview

#### Leadership created a 6-step framework to implement Athena Tracking in the school.

##### 1. Establish a Leadership & Planning Team

Form a team of senior leadership, year heads, guidance counsellors and selected teachers to define goals and plan implementation. Consultation with schools using Athena.

##### 2. Create a Clear Tracking Framework

Develop and agree standard categories of focus, data tracking, process and intervention thresholds to ensure consistency.

##### 3. Pilot the System (Start Small)

Conduct a short pilot with a selected year group, gathered feedback and adjust before full rollout.

##### 4. Train Staff & Build Confidence

Provide comprehensive training to all staff on logging information and using the system effectively.

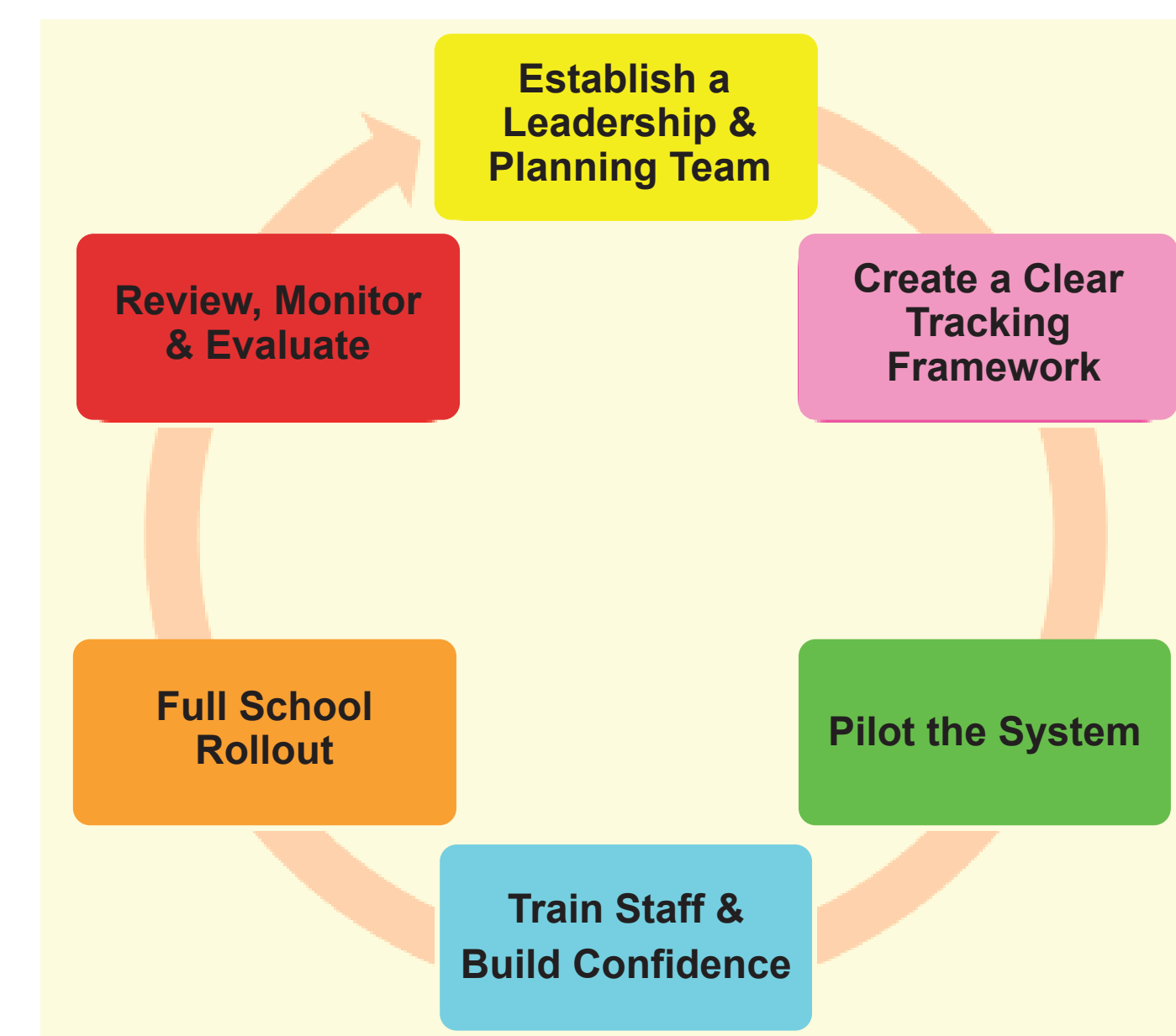
##### 5. Full School Rollout with Student & Parent Engagement

Launch the system across the entire school community, clearly explaining its benefits to students and parents.

##### 6. Review, Monitor & Evaluate

Regularly review the system's effectiveness, monitor its usage and make improvements based on feedback.

#### Six-Step Implementation Framework



### 3 Initiation Stage

#### Establish Leadership & Planning Team and Creating a Clear Tracking Framework

- ▶ Establish a clear vision, shared purpose and unified operational approach for implementing Athena Tracker.
- ▶ These outcomes align closely with LAOS 2022, particularly:
  - **Domain 1:** Learner Outcome, which emphasises knowing students' progress and achievements
  - **Domain 3:** Teachers' Individual and Collective Practices, supporting evidence-informed professional decision-making.
- ▶ Athena Implementation Leadership Team formed carries out several functions:
  - Define the purpose and scope of Athena – which year group, subjects and data indicators to prioritise.
  - Create shared standards – consistent common assessments, colour coding and intervention thresholds.
  - Identify intervention pathways for students who fall below expected performance.
  - Establish communication channels for all involved in the team.
- ▶ Understanding across of the team of the resources that this initiative will cost – human, financial and physical resources.
- ▶ Agree a timeframe for regular check in and set review meetings.

### 4 Implementation Stage

#### Pilot the System, Train Staff & Build Confidence and Full-Scale Rollout with Student and Parent Engagement

The implementation stage builds school wide capacity required for Athena to positively influence teaching, learning and wellbeing. This is carried out by:

##### ▶ Building Collective Capacity across the Leadership & Planning Team

- All members receive deeper training to analyse patterns, guide interventions and strengthen pastoral and academic supports.

##### ▶ Running a Targeted Pilot Phase within the Leadership & Planning Team

- Choose a Year Group to run a pilot with – examining categories, workload, usability and ensure systems are working before a full rollout. (See sample below)

##### ▶ Refine the Process based on Feedback

- Important to take time at this point to review and adjust procedures, thresholds and workflows where necessary before full rollout.

##### ▶ Provide Whole School Practical Staff Training

- Hands on training for all staff on interpreting information and following agreed intervention procedures.

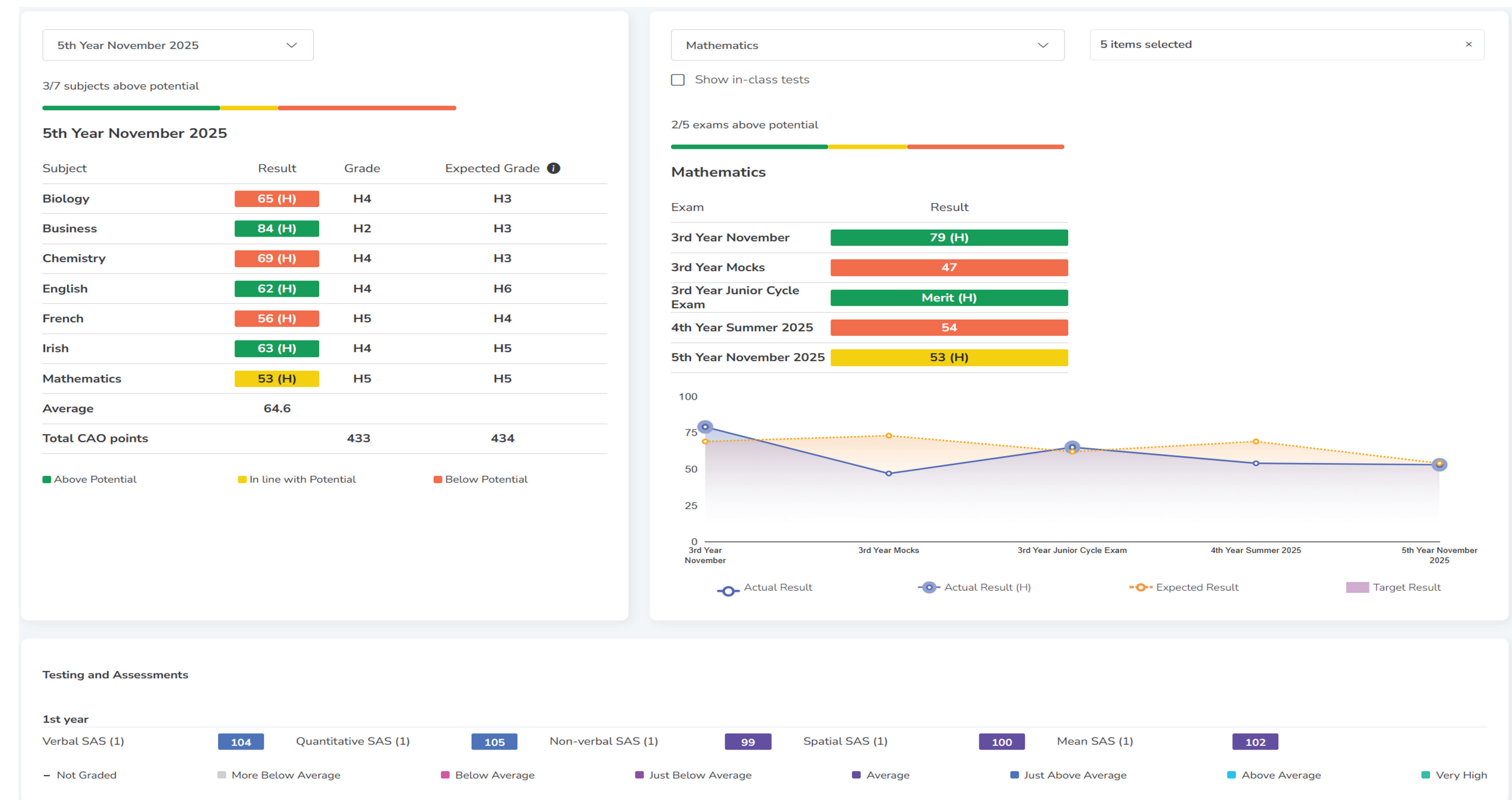
##### ▶ Engage Students and Parents

- Provide clear communication to students and parents on Athena and how it can support learning, wellbeing and early intervention.

##### ▶ Embed Consistent School Wide Practice

- Regular check-ins, review of data and discussions at all subject and staff meetings will help build consistent use and integrate the system into everyday practice.

#### Individual Student Data November 2025



### 5 Continuation Stage

- ▶ Ongoing communication keeps the system active and consistent.
- ▶ Teachers receive reminders, quick guides, engagement at teach meets and short refreshers.
- ▶ Year heads and guidance teams regularly review reports and follow agreed escalation steps.
- ▶ Leadership monitors whole-school patterns using dashboards and termly reviews.
- ▶ Students receive reinforcement through tutor lessons, and parents remain informed through ongoing communication.
- ▶ It becomes part of our termly reporting system that parents receive and can monitor.
- ▶ Athena Tracking is embedded and part of all Subject and Staff Meetings.
- ▶ Leadership & Planning Team reviews consistently throughout each academic year and makes improvements where necessary.

### References

1. *Looking At Our Schools 2022: A Quality Framework for Post-Primary Schools*, Department of Education
2. Connolly, M., James, C. and Fertig, M., 2019. The difference between educational management and educational leadership and the importance of educational responsibility. *Educational Management Administration & Leadership*, 47(4), pp.504-519
3. Fink, D., 2010. Developing and sustaining leaders of learning. *Developing successful leadership*, pp.41-59.
4. *Wellbeing Policy Statement and Framework for Practice*, Department of Education, 2018; refreshed 2019.