

School Development Plan Sept 2017- Sept 2018 (last updated Apr 18)

Improve Standards in the core subjects							
SEF	Objective	Task	Success Criteria	Staff	Date	Resources	Progress Apr 18 (2 term)
Improve standards							
A1	Achieve targets set for Year 6	1-1 tuition Maths (14 ch)	Ave 8+ points prog	SW	Sept 17	1 teacher X 2X 30 hrs.	Ave 5.2 point prog Ave 5.9 points prog Ave 7.2 points prog Ave 5.5 points prog Ave 9.5 points prog Ave 5.0 points prog Ave 8.2 points prog Ave 5.3 points prog Ave 6.8 points prog Completed Apr 18
		1-1 tuition reading (9 ch)	Ave 8+ points prog	GW	Sept 17	1 teacher X 2X 30 hrs.	
		Year 6 Literacy Catch up (5ch)	> 6 points prog	MW	Oct 17	TA X 5hr/week	
		Spelling Booster group	> 6 points prog	GW	Sept 17		
		Comprehension group (4ch)	> 6 points prog	MW	Sept 17	TA X 2hr/week	
		Writing Booster group (7 ch)	> 6 points prog	MW	Sept 17	TA X 1hr/ week	
		Maths Intervention group (5 ch)	Ave 8+ points prog	TG	Nov 17	Teacher X 3hr/week	
		G+T Maths group (6 ch)	Ave 8+ points prog	SW	Jan 18	Teacher X 1hr/week	
		Regular 1-1 reading (10ch)	> 6 points prog	MW	Sept 17	TA X 5hr/week	
		Easter Holiday Maths school		SW	Apr 18	1 teacher X 1 day	
	Achieve targets set for Year 5,4,3	Literacy Catch up (19ch)	> 6 points prog	NC,ETB	Oct 17	2 TAs X 5 hr/week	Ave 2.5 points Prog Ave 3.0 points Prog Ave 4.0 points prog 33 ch made Ave 3.5 months prog in Aut
		Sound discovery/ Spelling grp	> 6 points prog	JR	Jan 18	TA X 2 hr/week	
Extra Guided reading (15ch)		> 6 points prog	JR, NC	Sept 17	2TA X 2 hr/week		
Y5 Maths Intervention grp		> 6 points prog	TG	Apr 18	Teacher X 3hr/week		
Daily 1-1 reading sessions.		> 12 months prog	NC,ETB,CT		3 TAs X 5hr/week		
1-1 tuition Y4/5 PP ch		> 6 points prog	SW	May 18	Teacher X 2 hr/week		
Achieve targets set for Year 2 and Phonic targets for Year 1	Boys writing groups	> 6 points prog	PB	Sept 17	PB (In budget Y1/2)	Commenced Sept 17 Commenced Mar 18 Commenced Sept 17 Y3 made Ave 3.1 points progress.	
	G & T writing groups Y5/6	> 6 points prog	JW	Mar 18	JW (In budget Y1/2)		
	Scitt teacher employed in Y4		LL	Sept 17	LL (In budget Y1/Y2)		
	Split Maths in year 3	Ave > 6 points prog	TG	Sept 17	Teacher 1 hr X5 week		
	Employ HLTA to lead Phonics intervention groups.	Year 1 phonics 90%+	JF	Sept 17	HLTA time		
Year 2 teacher to complete Phonic / grammar training	Year 2 Phonics 100%	BY	Nov 17	In training Budget	On track for 90% to pass Y1 Completed Oct 17		

A1	Raise the attainment on entry to Reception (with emphasis on writing skills)	Weekly visits to preschool by Reception teacher to improve transition.	Increase % of children working at 40-60 months on entry.	KS	Sept 17-Jul18	1 teacher X 1 day/ week. (In budget Y1+ Y2)	Commenced Sept 17 Large increase in n.o of ch working at 40-60 months on entry.
	Raise the attainment at end of Foundation stage/Early intervention	Set up Play therapy groups Set up Early intervention groups Speech Therapist 1 day a week.	Improved Social +Sp/L Observed in Lower ability group.	KS /KL	Sept 17	Play therapist (cluster) S/L Therapist (cluster)	Ave Concern scores reduced from 8 to 5 Commenced Sept 17 Commenced Sept 17
	Increase the proportion of children assessed as Exceeding in EYFS	Class teacher to attend training and work with cluster schools.	Higher proportion achieve exceeding than 2017	KS/KL	Mar 18	Training (In budget Y1)	Training completed Mar 18
Raise the Attainment of SEND							
	Raise the attainment of Special needs Children (See SEND action plan)	Set up ELSA Set up Catch up groups Update SEN Information Report Set up Pupil Focus group SEND learning walks Boxall Profiles online Create pupil Passports	Reduction in behaviour incidents SEND make > 6 points prog	KL, CT, CR KL, NC,MW, ETB KL KL KL KL	Sept 17 Sept 17 Sept 17 Dec 17 Dec 17 Dec 17 Dec 17	2X HLTA X 4hr/ week As above Senco 1 day/week	Increase in Emotional Literacy Scores by +8 24 ch made Ave+ 3.5 points of progress Completed Sept 17 Commenced Dec 17 Commenced Jan 18
Raise the Attainment of PP children							
	Raise the attainment of Pupil Premium Children (See PP action Plan)	Whole School introduction of PATHS EISA support KS2 Nurture groups Whole school independent learning project Introduce Reading/Maths cafes In each year group Introduce Mentors for PP ch	Reduction in behaviour incidents involving PP ch PP ch make > 6 points progress	SW/KL All Staff KL /CT/CR KL/SK SW TG/SS All staff SW/ All Staff	Sept 17 Sept 17 Jan 18 Feb 18	Cost of training/ resources 2 TAs X 4hr/week 1 TA X 5hr/week Assembly time Class time HLTA time	3 staff training. 1 MSA, 1 parent meeting completed. Initial survey completed Behaviour incidents reduced from 26 to 16 Commenced Sept 17 Increase in Emotional Intelligence scores Reading Cafes held in YR,1,2,3,4 Commenced Feb 18

Raise standards in English							
A1	Improve Reading across the school	Daily1-1 reading with Key ch.	make > 6 points prog in Reading	All staff	Sept 17	As above	Commenced Sept 17
		SS to attend Raising Attainment in Reading training and leading whole staff training.		SS	Nov 17	Training (in budget Y1)	Training commenced Nov 17
		Introduce end of term NFER comprehension papers	Accurate assessments introduced	SS	Dec 17	£500 in budget Y1	Aut/ Spr tests completed
		Introduce English catch up groups	SEND make > 6 points prog in Reading	KL / All staff	Sept 17	TA time	Commenced Sept 17
		Introduce Story Cafe in KS2		SS	Jan 18		Commenced Dec 17
Raise standards in Maths							
A1	Become more fluent at calculation	Introduce regular written calculation checks	Improved score on Calculation assessments	TG/ All teachers	Sept 17	Friday Maths lessons	Commenced Sept 17
		Introduce Maths Catch up		KL/TG	April 18	Training (in budget Y1) 3TAs X 3 days	Aut/ Spr tests completed
		Introduce end of term NFER Maths papers	Accurate assessments introduced			£750 in budget Y1	
A1	Improve teaching of Maths	Whole school training day	make > 6 points prog in Maths	TG	Sept 17	Training (in budget Y1)	Training completed Sept 17
A1	Improve teaching of Maths	Embed KS2 Maths Café	make > 6 points prog in Maths	TG	Jan 18		Commenced Jan 18

Improve Teaching and learning							
SEF	Objective	Task	Success Criteria	Staff	Date	Resources	Evaluation
T4	Improve Teaching and Learning.	Whole school Maths training	Increase in proportion of good/ outstanding lessons observed.	TG	Sept 17	(In Budget Y1	Training completed Sept 17 Commenced Oct 17 Completed Nov 17
		Year 6 writing project		GW/SS	Sept 17- Mar 18	(In Budget Y1	
		Year 2 Phonics / grammar training		BY	Sept – Oct 17	(In Budget Y1	
T4	Improve Teaching and Learning through improved marking of work.	Employ 2 additional HLTAs To provide teachers with additional time to give quality feedback/marking.	Increase in proportion of good/ outstanding progress observed in books and lessons.	SW/All staff	Sept 17	3X HLTAs (In budget Y1+2)	Commenced Sept 17 Book scrutiny completed Feb 18
T5	Improve expertise of Subject leaders	Maths/English/ Science/ PSHE/Early years leaders/ To work with LEA Networks	Improved planning / assessment and teaching in all subjects	TG/SS/CL/KL/KS	Sept 17- July 18	Network membership 5X £500 (In budget Y1 +Y2)	Commenced Sept 17 Commenced Nov 17 Meetings booked for 2018
		Introduce regular subject leader meetings with teachers from local schools		All teachers	Nov 17	1 staff meeting each half term	
T3	Engage and motivate learners	Reapply for Arts Mark	Arts Mark achieved	SC/EH	Oct 17	Supply time (2 days)	Gold Award achieved Oct 17
		Reapply for International Schools Award	International Schools awards	HK	Jul 18	Supply time (3 days)	
		Organise a prayer space event and multicultural week.	Greater creativity in planning observed	BY/HK	April 18	1 school day	Organised for Apr 18
		Go Go Hare /Owl projects	Improved activity in Y6	SC/EH	Jul 18	£600+£200 In Budget Y1	Hare purchased and completed /owl project completed
		Restart Intra House		SS	Oct 17		
		Pedometer Project		SS/GW	May 18	£200 in budget Y2	
			Poetry Slam Completion		SC/EH	June 18	£200 in budget Y2

Improve Behaviour and Safeguarding							
SEF	Objective	Task	Success Criteria	Staff	Date	Resources	Monitoring
	Improve behaviour across the school	Whole School introduction of PATHS EISA support KS2 Nurture groups	Reduction in behaviour incidents recorded	KL /All staff KL/CR/CT SK	Sept 17 Sept 17 Sept 17	Cost of training/ resources 2 TAs X 4hr/week	3 staff training. 1 MSA, 1 parent meeting completed. Initial survey completed Behaviour incidents reduced from 26 to 16 Commenced Sept 17 Increase in Emotional Intelligence scores
	Ensure all safeguarding training and procedures are up to date.	DSL to complete Safeguarding refresher training and Multi Agency training Alternate DSL to complete FSP training Appoint new Safeguarding Gov New governor to complete Safeguarding training. Carry out Audit of current safeguarding procedures. Review of current practice by Safeguarding gov	Training completed Training completed New Safeguarding Gov appointed Training completed Safeguarding Audit completed and Action plan formulated. Current practice and Action plan reviewed and presented to gov	SW KL SW/KW SW/K SW/KL/KWL	Feb 18 Feb 18 Jan 18 Dec 17	Cost of training	Training completed in Feb 18 Training completed Jan 18 KW appointed Jan 18 Training completed Jan 18 Audit submitted Dec 18 Review completed Feb 18
	Ensure Single Central Record is correct and up to date	SW to complete SCR training HT to carry out audit of SCR Gov to carry out audit of SCR	Training completed SCR is correct and up to date	SW TG	Feb 17 Mar 17	Cost of training	Training completed Feb 18 Review completed Mar 18
	Ensure that the schools recruitment process meets all requirements of Safer recruitment.	Governor to complete safer recruitment training. Carry out review of recruitment process	Training completed	TG	Feb 17	Cost of training	Training completed and recruitment process updated Mar 18

Improve Leadership and Management							
SEF	Objective	Task	Success Criteria	Staff	Date	Resources	Monitoring
Improve Leadership of teaching and learning							
LM2	Improve SMT leadership	TG/KL to complete leadership training	Training completed	KL/TG in	Jul 18	In training budget Y2	
	Improved observation skills in SMT	Joint Lesson observations with Heads from Hub schools/ NB2B/ IP partner	All observations successfully moderated	SW,	Jan 18	NB2B subscription in Y1	Commenced Sept 17 Learning walk with NB2B & IP Mar 18
	Form challenge partner group with local Heads to look at improving Standards /Teaching and learning	Regular meetings to share information. Carry out joint observations. Moderate standards Carry out Audits of Safeguarding, Data analysis, Pupil premium, Early years		SW	Sept 17	HT time 1 day each half term+ 1 meeting each half term	Commenced Sept 17 Moderation meeting at Holt Jan 18 HT carried out Data analysis at local schools Dec 17 + Feb 18. Pupil Premium Audit Sept 17 Commenced Oct 17
	Improved leadership of Literacy, Maths and Computing	Subject leaders to Join Maths and Literacy leader to organised regular meetings with cluster to share good practise.		TG/SS	Jan 18	3 X 3X 0.5 days supply	
	Improved leadership of Foundation subjects and moderation of standards	Subject leaders to meet with subject leaders from cluster schools to moderate standards (each half term) Update assessment policy	Moderation of standards agreed	KS,KL,CL,BY,SS, SC, GW,HK	Nov 18	Staff meeting time each half term	Commenced Nov 17 Meetings booked for 2018
	HT to complete all required training	Complete 3 Finance training Update Safeguarding Update Health & Safety	All training completed and up to date	SW	Mar 18 Jan 18 Apr 18	Training cost in budget	Completed Feb 18 Completed Feb 18 Training booked

	Improved Governance of the School	Gov body to complete skills Audit	Skills Audit completed and gaps identified	SG	April 18	Gov meeting time	Skills questionnaire handed to Govs
		New Governors to complete induction training	Induction training completed	SG/ All govs	Feb 18		Training completed
		Governors to complete Finance training	Training completed	SG/ All govs	Mar 18		3 Finance training completed Dec 17
		Safeguarding training	Training completed by all governors	SG/ All govs			KW completed training Jan 18
		Health and Safety training	Training completed	AKE	Jul 18		Training booked
		P.E money training	Training completed	HW / AP	Jul 18		Training completed
		Pupil Premium training	Training completed	AP	Jul 18		
		Safer Recruitment	Training completed	TG	Mar 18		Training completed
	Governors to hold school leaders to account	Invite each Subject leader to a governor meeting each half term	A Subject leader timetabled into each meeting	SG	Sept 17		Commenced Oct 17
		Regular meetings to be set up between DSL & safeguarding Gov TG & Attendance Gov SW & Pupil Premium Gov SW & Health & safety Gov	Regular meeting to be arranged & Action plans formulated and presented to Govs.	SG SW/KL/KW TG/HW SW/A SW/AKE	Jan 18		Commenced Jan 18 Commenced Jan 18 Commenced Jan 18 Commenced Mar 18