

St Nicholas CE VA Primary – School Development Plan 2021-22

1) Leadership and Management

Key Priorities	Actions	Person Responsible	Time Scale	Resource Implications	Monitoring Strategy	Success Criteria
To launch, implement and embed the school's new vision and values.	Meet with small working party (JW/LC/IF) to collate and pull together information and views of children, staff and governors.	JW & working party	By 1/9/21	Meeting time	GB member present to report.	Identify emerging thoughts and key themes. Use these to start to outline draft <ul style="list-style-type: none"> <li>- Vision</li> <li>- Values</li> <li>- Theological underpinning</li> <li>- Narrative</li> </ul>
	Present draft vision, values, image and narrative to all stakeholders, inviting any comments or points to consider.	JW & working party* (* this group may change as Rev Lydia is leaving)	November 2021	Leadership & meeting time	Report to GB	Views and opinions gathered from other stakeholders.
	Meet as a working party to review views and opinions received from other stakeholders.	JW & working party	January 2022	Meeting time	Report to GB	Finalise the vision & values, image, theological underpinning, narrative and key priorities/changes needed.
	Present outcomes of visioning and values work to all stakeholders <ul style="list-style-type: none"> <li>- Vision &amp; Values</li> <li>- Image</li> <li>- Theological Underpinning</li> <li>- Narrative</li> </ul>	JW & working party	Feb 2022	Launch event - School worship - Newsletter/parent meeting (dependant on Covid restrictions)	Members of GB present	All stakeholders have an understanding of the new school vision and values.

	Create an action plan detailing identified changes and strategies for implementation.	JW & working party	March 2022	Meeting time	Report to GB	Action plan created.
Ensure all Covid procedures are adhered to	St Nicholas Risk Assessment for September 2020 opening completed, communicated to parents and published on website.	JW	By 1/9/21	JW time	GB	Complete RI sent to Dorset County and published on school website.
	Ensure all stakeholders are aware of the procedures in place from September 2021.	JW	By 1/9/21	JW time	GB	All stakeholders aware of procedures in good time in advance of opening.
	Keep parents/staff up to date regularly about any changes in school or positive cases.	JW	As and when required.	JW time	GB – copy sent to them	Parents are aware of cases and procedures.
	Ensure new 'groups' are set up on Google Classroom for 21-22 and parents/children know how to access them.	All teaching staff & JH	By end of first week in September.	Staff meeting session	JW to check and 'invited' to groups	Staff meeting session to remind staff how to set up groups. Deadline communicated.
	Adapt on going provision in school to ensure Covid compliance eg staff meetings, parents evenings, open days, whole school events/bubbles etc	JW & BB	Ongoing during the year	SLT time	Updates given at FGB	All stakeholders are aware of the current operating procedures in school, notify them of any changes.

Middle Leader Development	To develop monitoring and leadership skills of all subject leaders.					
	Work with English, Maths and RE subject leads to refine book scrutiny forms to reflect target areas.	JW	Autumn term 21	Meet with each SL and staff meeting time for scrutiny	SL to write up and share findings. Copy to JW.	Each subject lead to draw conclusions from their respective book scrutiny, share with staff and identify any areas for develop and good practise.
	Provide staff inset on how to do a book scrutiny and a learning walk.	JW & BB	Jan/Feb 22 July 22	Staff meeting sessions. Cover for learning walks to be arranged with BB	Copies of monitoring forms from each SL	All subject leaders complete a book scrutiny and learning walk. Write up findings and share.
	Provide staff inset on how to do pupil interviews.	JW & BB	May 22	Staff meeting sessions. Cover for pupil interviews to be arranged with BB	Copies of monitoring forms from each SL	All subject leaders' complete pupil interviews. Write up findings and share.
	Subject leaders use findings from monitoring to start to perform a 'deep dive' for their subject.	JW and subject leaders	By end of summer term 22	Any subject leader cover to be arranged with BB	Copies of each subject 'deep dive' to JW	Write up 'deep dive' finding and use to inform development plan for next academic year.

## 2) Quality of Education

Key Priorities	Actions	Person Responsible	Time Scale	Resource Implications	Monitoring Strategy	Success Criteria
To raise standards in Maths Outcomes across the school.	Implement new Power Maths scheme in Years 1&2 to enable consistency throughout the school. CR to share documents/ support those who have not delivered it before.	JW/CR	Sept 2021	Time	Drop Ins	Power Maths used across the whole school
	School to take part in Maths 'Embedding Teacher Research Group' programme run by the Jurassic Hub. This will be the third year of the three-year programme. It will provide high quality support and professional development for staff. CA & CR are lead teachers.	CR & CA	Launch session – Nov 2022 to provide more details.	£1000 given towards cost. Supply cover for staff	Maths Hub Research project Report updates to GB	Progress checks show standards rising across the school.  Once more is known about the focus then specific targets can be set.
	Maths Intervention time on TA intervention timetables across the school.	SS/JW	From September 2021	TA time	Work scrutiny Record of pupils receiving support kept.	Data points to show an increase in pupil outcomes. Those receiving intervention – closing the gap.
	Regular Monitoring of subject - Book scrutiny - Drop ins/ lesson obs	CR	On-going throughout the year – see self-	Time for CR	Report to SEP, and GB	Raising of KS1 & 2 outcomes in July 2022

	<ul style="list-style-type: none"> <li>- Data points and progress checks</li> <li>- Review interventions</li> <li>- planning</li> </ul>		evaluation cycle			
To raise standards in Writing Outcomes across the school.	Inset session in September 2021 to launch Talk for Writing by Pie Corbett. (BB and LI had previously attended Talk for writing training in the previous summer term)	LI & BB to support	3/9/21	Inset session, time for BB/LI to meet Inviting those who do not normally work on this day.	Evidence in classrooms and Books of strategies.	Staff to begin to understand what Talk for Writing is and to attempt some initial practises with the children.
	Inset session 2. LI to lead all staff and deliver next part of training (Imitate). <ul style="list-style-type: none"> <li>- cold task</li> <li>- book hook</li> <li>- text map</li> <li>- reading as a reader/writer</li> <li>- links to Cornerstone</li> </ul>	LI & BB to support	1/11/21	Inset session, preparation time for LI. Inviting those who do not normally work on this day.	Evidence in classrooms and Books of strategies.	Teachers apply strategies in their planning and in their lessons during the second half of Autumn term.
	Inset session 3. LI to lead all staff and deliver the next part of training (Innovate). <ul style="list-style-type: none"> <li>- plan and retell</li> <li>- shared and guided writing</li> <li>- children plan, draft &amp; edit own version</li> <li>- feedback</li> <li>- publishing</li> </ul>	LI & BB to support	4/1/22	Inset session, preparation time for LI. Inviting those who do not normally work on this day.	Evidence apparent in subject monitoring.	Teachers apply strategies in their planning and in their lessons during the Spring Term.
		LI & BB to support	Summer term 2022	Inset session, preparation	Evidence apparent in	

	<p>Inset session 4. LI to lead all staff to deliver the next part of training (Independent application).</p> <ul style="list-style-type: none"> <li>- teaching, feedback</li> <li>- children write another version independently</li> <li>- apply across curriculum</li> <li>- publishing</li> </ul>			time for LI. Inviting those who do not normally work on this day.	subject monitoring.	Teachers apply strategies in their planning and in their lessons during the Spring Term. Evidence of standards rising.
To implement and embed a new foundation curriculum across the school.	<p>Create a new Long Term Plan for the foundation subjects across the school. This will need to be a 3 year rolling programme due to class composition.</p>	BB	By 1/9/21	DHT time	JW	Inset meeting in Sept to launch the plan and staff all given copies of it to start using in the Autumn Term.
	<p>Introduce the use of Big Books and Project Journals.</p>	BB/JW	Inset day 2/9/21	Inset session – time to prepare	Minutes of meeting	Staff start to fill the Big Books with evidence from the projects and it becomes a record of what has been taught. Project journals are cross curricular and show all pupil work for the project.
	<p>Analysis of curriculum coverage of Cornerstones projects.</p>	BB LI to assist with English	By end of Autumn term	DHT time LI – 1-day release	Analysis of curriculum coverage.	Analysis will show any gap; this can then be addressed with further lessons if needed. This will also be shared with staff at a staff meeting.
	<p>Review projects – what is working well, what need to be changed/adapted? Seek guidance from Cornerstones on tools to use to help with analysis and to discuss any coverage issues.</p>	BB/JW	Autumn/ Spring/ Summer	Staff meeting time DHT time	Minutes of staff meetings.	Projects are reviewed and where possible altered or adapted.

	Monitoring of Big Books/ Project Journals	BB	Termly	Staff meeting /DHT time	Minutes of meetings.	Do they show the pupils learning journey? Valuable?
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### 3) Behaviours and Attitudes

Key Priorities	Actions	Person Responsible	Time Scale	Resource Implications	Monitoring Strategy	Success Criteria
To review school behaviour policy	Review Behaviour procedures in place. Then review Rewards procedure. Once procedures agreed for both policies to be written.  Behaviour Policy to be reviewed with children, staff and GB.	JW & GB	Start Spring 2021, ready for a September 2022 implementation	Meeting and consultation time	GB	A consistent approach to Behaviour and Rewards across the school that all staff and children can clearly articulate.  New policy is created that is reflective of current practice and ensures a consistent approach across the school.
To review rewards procedure in school	Review rewards and the criteria used for them in school. Consult with children, staff, parents.	JW, BB & GB	Spring term 2021			