**St Nicholas CE VA Primary – School Development Plan 2020-2021**

1. **Leadership and Management**

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| **Key Priorities** | **Actions** | **Person Responsible** | **Time Scale** | **Resource Implications** | **Monitoring Strategy** | **Success Criteria** |
| Deputy Headteacher induction and  role established in school | JW to meet with BB, new Deputy Headteacher (Sept ‘20), to discuss management systems in school  Discussion about role as curriculum lead in school and what this involves.  Establish and implement weekly SLT meetings  Have regular mentor meetings to review role and  Attend 2 Day Safeguarding Training in order to join DSL team in school. | JW  JW & BB  JW  JW  JW | Meet weekly during first half term  By Autumn half term  Weekly  Weekly – Autumn term  Autumn term | Use non-teaching to meet  Meeting and PM meeting  Time – non teaching  Time – non teaching  Time and cost for training | Meet regularly. BB confident in school systems  Linked to PM  Records of meeting  Time – non teaching  Certificate | By Autumn half term BB inducted in Appraisal, Governors, SDP, Monitoring, Behaviour Management, Marking & Feedback, Assessment (SIMS), Covid procedures  Leading curriculum development in school  Regular weekly meetings to discuss leadership and management issues  Regular weekly meetings to discuss leadership and management issues  Successfully undertaken training and becomes part of school DSL team |
| Ensure all Covid procedures are adhered to | St Nicholas Risk Assessment for September 2020 opening completed, communicated to parents and published on website.  Ensure all stakeholders are aware of the procedures in place for opening the whole school in September 2020.  Keep parents/staff up to date regularly about any changes in school and/or about what is happening.  Ensure an online learning platform using Google Classroom is established and able to be used from 22nd October.  Adapt on going provision in school to ensure Covid compliance eg staff meetings, parents evenings, open days, performance management meetings, peripatetic provision, after school clubs etc | JW  JW  JW  JW & BB  JW & BB | By 1/9/20  By 1/9/20  As and when required, initially weekly  By 22/10/20  Ongoing during the year | JW time  JW time  JW time  JW & BB time  SLT time | GB  GB  GB – copy sent to them  Available to use by 22/10/20  Updates given at FGB | Complete RI sent to Dorset County and published on school website.  All stakeholders aware of procedures in good time in advance of opening.  Parents are aware of procedures and updates.  System is set up.  Staff are trained in using it.  Parents and children able to log in online and use.  Able to be used immediately from 22/10/20  All stakeholders are aware of procedures that have been put in place which are variations to the normal running of the school. |
| Review school’s Visions & Values, in line with findings from SIAMS inspection. | SIAMS action plan to be written to address the issues from the inspection, including a review of the school’s Vision & Values statement, working alongside:   * Diocese * RE/CW Leader * Foundation Governors * Staff * Children & Parents * Other stakeholders. | JW, GB and IF | Action plan by end of Autumn term.  Start review work Spring term, ready for a September 2021 implementation. | Meeting time with various groups | GB | New Vision and Values launched September 2021 |
| Middle Leader Development | JW & BB to work with CR (Maths Lead) and LI (English Lead) to develop monitoring and leadership skills in their respective subjects. | JW & BB | Throughout the year at different assessment and monitoring points.  2 days during the year | JW, BB, CR & LI time to meet with each leader and take part in monitoring activities | CR and LI to meet with JW/BB to discuss findings.  GB subject governors to meet with LI and CR  JW to report back to GB | Create and establish development plans for each subject.  Each leader to use information gathered to accurately feed into subject development work. |

1. **Quality of Education**

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| **Key Priorities** | **Actions** | **Person Responsible** | **Time Scale** | **Resource Implications** | **Monitoring Strategy** | **Success Criteria** |
| To raise standards in Phonics outcomes in Year 2 Autumn screening and Year 1 test. | Inset session September 2020 to remind all staff about RWI non-negotiable strategies to be sued in school.  LI to work individually to support those members of staff who are new to RWI  Year 2 and Year 1 baseline assessments conducted.  Half termly screening and review of pupils groups  Catch up sessions/interventions established for those children falling behind or needing further support to achieve the standard.  Regular monitoring of RWI sessions – drop-ins, learning walks | LI  LI  LI  LI  LI  JW and LI | 3/9/20  1st half autumn term  During 1st half Autumn term  Towards the end of each half term  Ongoing during the year, reviewed after assessment  Regularly throughout the year | LI time  LI time  LI time  LI time  2 extra afternoons per week TA time  Release time for LI | JW  JW  JW  JW  Data shared with JW, GB and SEP  Monitoring of Phonics sessions by JW and LI.  Non-negotiable template used. | All staff reminded about strategies to be used in school.  New members of staff, confident in using strategies and monitoring shows no issues.  Data shows where the children are since March 2020.  Data shows pupil attainment and progress.  Pupils identified for sessions.  Targeted intervention received on a 1:1 basis.  Data shows gap closing/ achieving standard  RWI successfully and consistently implemented across school.  Phonics teaching is at least Good or better |
| To raise standards in KS2 Maths Outcomes. | Implement new Power Maths scheme in Years 3 to enable consistency throughout KS2.  School to take participate in Maths ‘Developing’ year programme run by the Maths Hub. This will be the second year of the three-year programme. It will Providing high quality support and professional development for staff.  CA & SS are lead teachers with JW as head/maths lead.  Maths Intervention time on TA support timetable. Years 4, 5 & 6 will have 3 sessions per week. Year 1, 2 & 3 one session per week  Regular Monitoring of subject   * Book scrutiny * Drop ins/ lesson obs * Data points and progress checks * Review interventions * planning | JW  JW, CA & SS  JW  JW & BB | Sept 2020  Launch session – Nov  6 group meetings during the year  3 school visit days  From October 2020  On-going throughout the year – see self-evaluation cycle | Time on Inset days  £1000 given towards cost.  Supply cover for staff  TA time  Time for JW/BB | Drop Ins  Maths Hub  Research project  Report updates to GB  Work scrutiny  Record of pupils receiving support kept.  Report to SEP, and GB  Teaching is at least Good or better. | Yr 3, 4, 5 and 6 Maths teachers able to successfully deliver Power Maths scheme.  Progress checks show standards rising. Raising of KS2 outcomes in July 2021  School based research project to be implement across school – focus will be classroom based.  Data points to show an increase in pupil outcomes.  Those receiving intervention – closing the gap.  Raising of KS2 outcomes in July 2021 |
| To implement a ‘catch up’ curriculum for those who have fallen behind due to Covid lockdown. | Review and modify each key stage timetable so it has designated catch up time for each class in English and Maths and also uses the allowances made for foundation subjects to aid this.  Baseline pupils to assess accurately where they are, using NFER where relevant. BB to research and find suitable materials for years R and 1.  Analyse pupil data to identify those pupils who have ‘fallen behind’ due to lockdown absence.  Pupil Progress forms created to show strategies and support received for individuals. This will also be regularly monitored by class teachers. | JW & BB  JW  JW  JW, BB, LI, SS | By 7/9/20  Results on SIMS by October half term  November 2020  November 2020, monitored at data points. | Resources for staff to use  Planning time  NFER tests year 2-6  £600 approx  SAFSO to update mark sheets on SIMS  JW time  Analysis time for key staff | Copies of timetables from each class.  Results on SIMS  SEP & GB | Each class will have designated ‘catch – up’ slots on their timetable.  Teachers will use these to plan daily English and maths sessions.  Results on SIMS  List of children created from analysis of data showing those who have fallen behind. SAS compassions from this time last year will be used to help identify those children.  Regular monitoring shows the gap closing.  Summer NFER results will show end of year progress and closing of gap. |
| Implement SIMS assessment system in school | SAFSOs to update Mark sheets on SIMS  Staff training on how to use, input and analyse data on SIMS | SW at Dorset County  JW to deliver training to staff | Oct 2020  2/11/20 – training day | JW and JH time  Staff Inset time | JW to report to GB  Data used to inform pupil progress checks and discussions | All staff able to use and input data.  SIMS use to analyse and review pupil attainment and progress. |

1. **Behaviours and Attitudes**

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| To review school behaviour policy  To review rewards procedure in school | 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.  Review rewards and the criteria used for them in school. Consult with children, staff, parents. | JW & GB  JW, BB & GB | Start Spring 2020, ready for a September 2021 implementation  Spring term 2020 | 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. |