

St Nicholas CE VA Primary – School Development Plan 2019-2020

1) Leadership and Management

Key Priorities	Actions	Person Responsible	Time Scale	Resource Implications	Monitoring Strategy	Success Criteria
Write and implement an assessment and monitoring plan for the school.	<p>Create a cycle for the academic year showing key assessment points:</p> <ul style="list-style-type: none"> - NFER Testing - Termly data points - SEND Reviews - Mocks – SATs & Phonics - Pupil Progress Reviews <p>Create a cycle for the academic year showing termly monitoring:</p> <ul style="list-style-type: none"> - Book Scrutiny - Lesson Observations - Pupil Interviews - Planning <p>Detail on plan GB involvement in school monitoring cycle.</p>	JW & GB	Create and implement 1 st half of Autumn Term	<p>JW Time</p> <p>Meeting time with Key staff – CR, LI & SS</p> <p>Meeting time with GB members.</p> <p>LI & CR time to complete subject leader monitoring</p>	Report and share conclusions with staff, GB and SIP	<p>Self-evaluation cycle created for the Autumn term.</p> <p>Assessment points will provide data to be analysed and reviewed. Interventions can then be put in place for children not making expected progress.</p> <p>Monitoring cycle will check new procedures that have been implemented are being adhered to and also provide information to celebrate success and highlight areas for development.</p>
Appraisal and Capability training for middle leaders.	<p>CR & SS to be appraisers in the staff Appraisal and Monitoring cycle.</p> <p>Attend Dorset County HR training.</p> <p>SEP to provide more specific training about the meetings and setting of objectives.</p>	JW, CR & SS	<p>From Sept 2019</p> <p>1/10/19</p> <p>By 31st October 2019</p>	<p>½ day cover</p> <p>Meeting time</p>	Reported to GB that Appraisal Objectives have been set.	All members of staff to have been Performance Managed this year.

	<p>Teaching staff appraisal objectives to be set by 31st October 2019</p> <p>Non- Teaching appraisal objectives to be set by 30th November 2019</p>		<p>By 31st October 2019</p> <p>By 30th November 2019</p>	Time to meet with appraise		
Middle Leader Development	<p>JW to work with CR (Maths Lead) and LI (English Lead) to develop monitoring and leadership skills in their respective subjects.</p> <p>CR & LI to take part in Middle Leader development programme at Gillingham School – TBC</p> <p>CR to work with Jennie Fellows (DC) to develop middle leader development.</p>	JW	<p>Throughout the year at different assessment and monitoring points.</p> <p>2 days during the year</p>	JW, CR & LI time to meet with each leader and take part in monitoring activities	<p>CR and LI to meet with JW to discuss findings.</p> <p>GB subject governors to meet with LI and CR</p> <p>JW to report back to GB</p>	<p>Create and establish development plans for each subject.</p> <p>Each leader to use information gathered to accurately feed into subject development work.</p>

2) Quality of Education

Key Priorities	Actions	Person Responsible	Time Scale	Resource Implications	Monitoring Strategy	Success Criteria
To raise standards in Phonics outcomes in Year 1	Review teaching of Phonics and provision in EYFS and KS1. Leah Foreshaw from DC to conduct audit with JW.	JW	23 rd September	JW cover Consultant time DC – being paid by Alan Frame	Report shared with GB, SEP, Alan Frame, CR and LI	Report highlights key areas for improvement and potential support for school.
	JW, LI (English and Phonics lead) and CR (Phase Leader) to meet to discuss outcomes and write plan of action which is then implemented and shared with staff.	JW and LI	By Autumn half term	Afterschool meeting time	Plans to SEP, Alan Frame and GB	Detailed plans show consistency of actions across all 3 year groups. Standards are raised in Phonics Screening 2020 – pupils make at least expected progress.
	Staff to attend 2 day Phonics training – JW, LI and VW	JW	7/10/19 15/10/19	Course £199 per person (DC to cover cost) Supply cover	Monitoring of Phonics sessions by JW, CR and LI. Phonics teaching is at least Good or better	Key members of staff trained. Information used to disseminate to others and inform reorganisation of approach. RWI successfully and consistently implemented across school.
To raise standards in KS2 Maths Outcomes.	Implement new Power Maths scheme in Years 4,5 and 6. <ul style="list-style-type: none"> - Agree new approach to planning - Time on Inset day with teaching and non-teaching staff to look at 	JW& CR	Sept 2019	Time on Inset days Afterschool meeting with	Drop Ins	Yr 4, 5 and 6 Maths teachers able to successfully deliver new Power Maths scheme. Progress checks show

	<p>resources and discuss use of Learning Journals.</p> <ul style="list-style-type: none"> - Power Maths Rep to deliver some training to key members of staff. 			rep. Cost of rep £		standards rising. Raising of KS2 outcomes in July 2020
	<p>School to take participate in Maths Mastery Readiness programme run by the Maths Hub. Providing high quality support and professional development for staff. CR and SS are lead teachers.</p>	CR & SS	Academic year 2019-20	Supply cost covered, no charge as DC recommendation.	Lesson observation Maths Hub	Teaching for mastery approach will be implemented across school. Raising of KS2 outcomes in July 2020
	<p>Prioritise Maths Intervention time on TA support timetable. 4 out of 5 afternoons a week a TA will prioritise Maths Interventions for Y3,4,5&6.</p>	JW	On-going throughout the year.	TA time 4 out of 5 PM slots £	Work scrutiny Record of pupils receiving support kept.	Data points to show an increase in pupil outcomes. Those receiving intervention – closing the gap.
	<p>Regular Monitoring of subject</p> <ul style="list-style-type: none"> - Book scrutiny - Drop ins/ lesson obs - Data points and progress checks - Review interventions - planning 	JW & CR	As Assessment and monitoring schedule	Release time for CR	Report to SEP, Alan Frame and GB Teaching is at least Good or better.	Raising of KS2 outcomes in July 2020

<p>To ensure a consistent approach to Marking, Feedback and Presentation across the school.</p>	<p>Work scrutinises in English and Maths, July 2019, showed an inconsistent approach. Establish with staff a clear and consistent approach for Marking, Feedback and Presentation across the school.</p>	<p>JW All teaching staff involved</p>	<p>Inset Day 2nd September Meeting with Tas 3rd October to discuss procedures.</p>	<p>Ordering different coloured pens – purple, pink and green</p>	<p>Work scrutiny focus Learning walks Report to GB</p>	<p>A consistent approach is used across school. All children and staff can articulate this.</p>
<p>Implement SIMS data and assessment system in school</p>	<p>Ben Lester from DC to deliver training to JW and JH on SIMS assessment. In addition, bespoke marksheets to be created for the school to use and analyse data. Staff training on how to use, input and analyse data on SIMS</p>	<p>BL at DC JW to deliver training to staff</p>	<p>Sept 2019 By end Oct 2019</p>	<p>JW and JH time Staff Meeting time</p>	<p>JW to report to GB Data used to inform pupil progress checks and discussions</p>	<p>All staff able to use and input data. SIMS use to analyse and review pupil attainment and progress.</p>

3) Behaviours and Attitudes

Key Priorities	Actions	Person Responsible	Time Scale	Resource Implications	Monitoring Strategy	Success Criteria
To implement a consistent approach to Behaviour and Rewards across the school.	<p>Review of current Behaviour and Rewards Policy with staff showed inconsistent practices across school and elements of the Policy which were not reflective of current practice.</p> <p>Discussion and agreement with teaching staff of new Behaviour and Rewards Procedures.</p> <p>Staff to go over new procedures with children and implement</p> <p>Poster created to display in all teaching areas.</p> <p>Monitor use of new procedures through Lesson Observations and Drop Ins.</p>	JW & teaching staff	<p>4th Sept' 2019</p> <p>5th Sept' 2019</p> <p>September 2019 – ongoing</p>	Staff meeting time	<p>Review procedures created after half a term</p> <p>Posters displayed in all teaching areas.</p> <p>Lesson Observations, Drop Ins, Pupil Interviews, GB monitoring</p>	A consistent approach to Behaviour and Rewards across the school that all staff and children can clearly articulate.
	Behaviour Policy to be reviewed with staff and GB.	JW & GB	By end Spring Term 2020		GB	New policy is created that is reflective of current practice and ensures a consistent approach across the school.

4) SIAMS

Key Priorities	Actions	Person Responsible	Time Scale	Resource Implications	Monitoring Strategy	Success Criteria
SIAMS Action Plan to be written to address issues from recent inspection.	Meet with Key Governors (Distinctiveness Group) and RE/Worship co-ordinator. <ul style="list-style-type: none"> - Discuss the SIAMS report - Create an action plan to address key issues 	JW, IF and GB	Autumn Term 2019	Meeting time Time to write Action Plan	GB	SIAMS SEF written Priorities list created and actioned to address issues.