

**Pulford VA Church of England Lower School
School Improvement Plan 2015 – 2019**

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| Pulford Lower School Development Plan 2015-2019 Issue 22 “You can analyse the past but you need to design the future” |
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Edward De Bono

Head teacher targets 14-15:

| Actions | Lead | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When/ outcomes) | Review |
|---|------|-------------|-----------|----------------------------|--|-------------------------------------|--|
| Consolidation and embedding of the new curriculum including tracking and assessment | DH | All staff | 2014-2016 | Some training/supply costs | Staff will be teaching to the new curriculum objectives (except Yr 2). A new system of assessing without levels and tracking will be implemented. | SLT and SIP | SLT attended training; Integris G2 now updated with KPI’s (Key Performance Indicators); DH set up a new lower school’s cluster group looking at the breakdown of KPI’s- this should lead to cross school moderation; staff training booked for using the new Integris G2 system. |
| Promote opportunities for parents to support their children’s learning | DH | All staff | 2014-2016 | Training/ staff meetings | 1. New reporting system in place 2. Accelerated progress | SLT and SIP | The series of parent think tanks have been well attended; new reports devised ‘in-house’; parent view is positive; smaller parent focus groups planned started with G&T; DH/TR/BW all rotating on the gate for enhanced parent interface. |
| Raise standards in English and Numeracy across all Year Groups. | DH | All staff | 2014-2018 | Some training/supply costs | The new curriculum will be fully embedded and standards raised. | SLT and SIP | Please refer to summer External Advisor evaluation report (Bob Hopcraft). |

More detailed information regarding these targets can be found in the head teacher’s performance management review.

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Head teacher targets 15-16

| Actions | Lead | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When/outcomes) | Review |
|--|-------------|--------------------|------------------|---|--|--|---------------|
| To achieve an 'Outstanding' SIAMS grade and achieve the RE Quality Mark | DH/LB/AF | All staff | 2015-2016 | Some staffing costs plus sourcing grants from Culham St Gabriel and Verulam House Trusts. | 'Outstanding' SIAMS grade and achieve the RE Quality Mark | SLT; Diocese; RE Quality Mark team and SIP | |
| To embed good practice; systems; structures; and succession planning across the school EYFS;KS1 and ensure continuity and progression across KS2 with mixed classes. | DH | All staff | 2015-2016 | Training/ staff meetings/some supply costs to facilitate | Smooth transition of 45 in a year group to KS2; Enhanced teaching across KS1; succession planning for F.S. | SLT | |
| To embed the improvements across all Key stages in mathematical progression and attainment | DH | All staff | 2014-2018 | Some training/supply costs | The new curriculum will be fully embedded and standards raised across the mixed age range classes and KS2. | SLT and SIP | |

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Teacher objectives 14-15:

| Actions | Lead | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When/outcomes) | Review |
|---|-------------|--------------------|------------------|------------------------------|--|---|---|
| Embed new curriculum and raise standards in English and Numeracy in each Year groups. | SLT | All staff | 14-18 | Some supply/training costs | The new curriculum will be fully embedded and standards raised. | SLT | Please refer to External Advisor summer report. |
| Promote opportunities for parents to support their children's learning | DH | All staff | 2014-2016 | Training/ staff meetings | 1.New reporting system in place 2.Accelerated progress | SLT and SIP | Open morning in 3+ unit. Meet the teacher in F.S. Parent open hour in KS1 to meet new teachers, understand the new way of working and have an overview of how to support their child' learning. Parent's invited to poetry recitation and number line training in KS2. Learning Platform training offered on Parent's evenings. |
| Implement a new system for assessment and tracking. | SLT | All staff | 14-16 | Some supply/training costs | A new system of assessing without levels and tracking will be implemented. | SLT | All teachers have attended staff training; Integris G2 updated; more training planned on KPI breakdown for summative assessment; formative assessment embedded. |

New Teacher objectives 15-16:

| Actions | Lead | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When/outcomes) | Review |
|---|-------------|--------------------|------------------|---|---|---|---------------|
| To achieve an 'Outstanding' SIAMS grade and achieve the RE Quality Mark | SLT | All staff | 15-18 | Some supply/training costs /grant/All Saints Church | 'Outstanding' SIAMS grade and achieve the RE Quality Mark | SLT | |
| To embed good practice; | SLT | All staff | 2014- | Training/ staff | Smooth transition of | SLT and SIP | |

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| systems; structures; and succession planning across the school EYFS;KS1 and ensure continuity and progression across KS2 with mixed classes. | | | 2016 | meetings/performance management cycle | 45 in a year group to KS2; Enhanced teaching across KS1; succession planning for F.S. | | |
| To embed the improvements across all Key stages in mathematical progression and attainment | SLT | All staff | 14-16 | Some supply/training costs | The new curriculum will be fully embedded and standards raised across the mixed age range classes and KS2. | | |

1. Maintain high levels of attainment in Literacy.

| Actions | Lead | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When/ outcomes) | Review |
|---|-------------|--------------------|------------------|--|--|--|---|
| 1.1 Attend literacy co-ordinator updates with a view to appointing new co-ordinator in September 2015 | TR | | 2014-15 | Some supply costs/ Kate McKenzie training | Increased awareness of leading literacy and the new curriculum | SLT | New co-ordinator Bill Webb; training cascaded to staff; new resources bought. |
| 1.2 Work on new town-wide assessment systems. | SLT | All staff | 2016 | | Implement new assessment systems. | SLT | G2 selected- new working group to be established. |
| Collegiate working with the Diocese | SLT | All Staff | 2017 | Covered by the service level agreement | Bill trained and supported | SLT | |

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2 Maintain high levels of attainment in maths.

| Actions | Lead Responsibility | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|---|---------------------|-------------|-----------|------------------------------------|---|--|---|
| 2.1 Awareness of assessing without levels. | SLT & JC | All staff | 14-16 | Some supply/training costs | A new system of assessing without levels and tracking will be implemented | SLT/JC , Full and Cluster staff meetings | G2 updated and working group established. |
| 2.2 Increased team teaching with LMS | SLT/ JC/LMS | YEAR 4 | 15-16 | No cost | Increased team teaching with LMS | SLT | |
| 2.3 Maths GCSE for staff | SLT and Neil Green | | 14-15 | £1,000 | Staff will gain additional qualifications. | SLT and Neil Green | 66% pass rate at grade c |
| Training in the new curriculum | JC/SLT | All staff | 14-15 | Some CCJ training and supply costs | All staff confident in delivering the new curriculum | JC/SLT | CPD accessed, new curriculum embedded. |
| To engage parents more fully with the methodology of primary maths. | All staff | All staff | 15-16 | none | Parents more confident to support pupil's learning | SLT/JC | |

3 Maintain levels of attainment in Science

| Actions | Lead Responsibility | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|---|---------------------|-------------------|-----------|------------------------|-----------------------------------|---------------------------|--------------|
| 3.1 Science club to be started for yr 4's | Jacky Siddle | | 14-15 | Parental contributions | Enriched curriculum | TR | established |
| 3.2 Increased outdoor learning in science | TR/Forest School/JS | FS | 14-16 | Staff costs | Enriched scientific opportunities | TR | FS full time |
| Pupil's to engage in Space science project. | SLT/JS | All key stage 1-2 | 15-16 | none | Enriched scientific opportunities | SLT | |

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|---|-------|-------|-------|---------|----------------------------|-----|-------------------------|
| 3.4 Attend co-ordinator updates/internal training with a view to appointing new co-ordinator in 14-15 | TR/JS | TR/JS | 14-15 | minimal | New co-ordinator appointed | SLT | Jacky Siddle appointed. |
|---|-------|-------|-------|---------|----------------------------|-----|-------------------------|

4 Improving the quality of the educational experience we offer

| Actions | Lead | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|---|------|-------------|-----------|---|--------------------------------------|---------------------------|--|
| 4.1 Consult with parents regarding Point 11 of the parent view questionnaire, how we can improve 'standards and communication'. | SLT | All staff | 14-16 | Staff meetings Implementation of an EYFS information session on phonics. | Parent phonic evening | FS team and SLT | Parent phonic evening successful with a good turnout and another planned. Think tank formulated; new report format. |
| 4.2 Consider expanding age range to 3-9 years. | SLT | | 14-16 | Minimal administration | Smooth transition to 3- 9 age range. | SLT and Govs | Achieved, Edubase updated. |

5 Improve school buildings, facilities, usage and grounds

| Actions | Lead | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|---|-------------|-------------|-----------|-------------------|--|---------------------------|---------------------|
| 5.1 Creation of meeting room space | SLT & gov's | | 15-17 | £50,000 | New meeting space | SLT & Govs | |
| 5.2 Additional toilets for new build | SLT & gov's | | 15-17 | £50,000 | New toilets | SLT & Govs | |
| 5.3 Strategic overview of ICT | SLT & gov's | | 15-17 | £50,000 | Modernisation of ICT infrastructure | SLT & Govs | |
| 5.4 Introduction of holiday provision for Pulford children. | SLT | KK/AQ | 15-17 | N/A | Numerical take up of holiday places. Impact on standards. | SLT & Govs | Provision commenced |

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|---|------------|-------------|-------------|-------------------|--|---------------------------|----------------------|
| 5.5 Relocate staff room and Oak classroom | SLT & Govs | Diocese | 15-17 | £20K | Classrooms re-located | SLT & Govs | |
| 5.6 Refurbish Silver Birch class room; refurbish current staff room | SLT & Govs | CK SM | Summer 2015 | £10 K £10K | Classroom refurbished. Staff room refurbished. | SLT & Govs | Achieved August 2015 |

6 Pupil Behaviour

| Actions | Lead | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|------------------------------|--------------------|----------------------|-----------|----------------------------|---|---------------------------|--|
| 6.1 Anti-bullying awareness | SLT/school council | All staff and pupils | 14-15 | SLT and Neil Green | Raise awareness/ take part in anti-bullying campaigns | SLT | Parent view indicates excellent progress in this area. |
| 6.2 Enhanced buddying system | DH/ School council | All staff | 15--16 | SLT and Dinner supervisors | Raise awareness of others in the playground | SLT | |

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7. Staffing

| Actions | Lead Responsibility | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|--|--|-------------|-----------|---|--|---------------------------|---|
| 7.1 Increase year group sizes to 45 with subsequent need for new staff each year | SLT and governors | All staff | 2013-2018 | 2015- some curriculum resources - £5 k 2016 – £10K | 45 in a year group whilst maintain high standards of attainment and progress | | KS1 now at capacity. |
| 7.2 Increased team work / KS clusters | SLT | All staff | 14-16 | none | Staff meetings run in Key Stages | SLT | Cluster meeting established in KS1 |
| 7.3 TA training on emotional well-being | SLT | CHUMS/ TA's | 14-15 | Some training costs | TA's able to promote emotional well-being for children | SLT | Achieved full staff training in June 15 |
| 7.4 To support Pre-school staff Focus on improving the skill set within the EYFS and Pre-school team | BC level 3, CK to act as mentor St. M Foundation degree Da H Level 2 play work PW Level 2 play work | | 13-16 | Fully funded | All staff | | Bev Crocket achieved Level 3. Stacey Major Honours Degree commenced Sept 15 funded by school. |

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8. Church School Development including RE

| Actions | Lead Responsibility | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|---|---------------------|-------------------------------|-----------|---------------------------------|--|---------------------------|---|
| Increased awareness of levelling in RE | DH | Teaching staff | 14-16 | Some supply and training costs. | Focus of some staff meetings | | Training by Fiona Moss achieved. In house moderation in RE across Key Stages. |
| To implement collaborative working with All Saints Church and the family of school which make up LC2 which promote excellence in RE | DH/LB/AF | SLT/LB/GOV/Clergy/Diocese/LC2 | 15-17 | Grant funded | Accelerated progress in RE for participating schools | SLT across LC2 | |

9 Healthy, Safe Schools

| Actions | Lead Responsibility | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|---|---------------------|---------------------------|-----------|-------------------|----------------------------------|--------------------------------|--------|
| To review menu choices available in light of UFSM, devise new and appropriate lunchtime menu. | SLT | Catering and dinner staff | 15-16 | none | New menu available | SLT, catering and dinner staff | |
| Improve pupil attitude to food and healthy choices | SLT | Catering and dinner staff | 15-16 | none | Improved attitude and etiquette. | SLT, catering and dinner staff | |

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10. SEN/G&T

| Actions | Lead Responsibility | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|--|---------------------|-----------------------------------|-----------|-------------------|---|---------------------------|---|
| 10.1 G&T Team building /problem solving in the Forest area | SLT/F.SCHOOL | G&T children on rolling programme | 14-15 | Staffing costs | Enhanced self-esteem | SLT | Half term cross phase challenge days now established. |
| Increased parental involvement | SLT/SENDCO | Parents and governors | 15-16 | none | Increased awareness and support for parents | SLT/SENDCO | |

11. Governors

| Actions | Lead Responsibility | Involvement | Timescale | Resources & Costs | Success Criteria | Monitoring (Who/How/When) | Review |
|---|-------------------------------|--------------------|-----------|-------------------|---|---------------------------|--|
| Monitor new assessment and tracking data | SLT/ curriculum sub-committee | All teaching staff | 14-16 | | Governors will understand the school's new systems and be able to analyse data accordingly. | SLT/GOVS | |
| Monitor new SEND reforms | SEN governor | TR | 14-16 | | Statements gradually changed to EHC plan over time. New practice implemented and stated on website. | SLT/GOVS | Website up to date and practice reflects policy. Transfers on track. |
| Monitor success of new Key Stage clusters | SLT/Govs | All staff | 14-18 | | Governors will understand the new way of working as the school expands. | SLT/GOVS | |