



## School Development Plan 2018-19 - Leadership and Management

### OUR PUPILS EXPECT:

A stimulating and safe environment where all pupils are happy, helpful and honest with good manners.  
An education that allows them to achieve in a range of contexts enabling them to gain a wide range of skills and knowledge.  
Well behaved classmates.

### OUR PARENTS EXPECT:

Pupils to learn at a first class school with an excellent reputation that gives pupils the opportunity to succeed.  
An environment where every child is safe, treated as an individual and their personal development is central to success.  
Well behaved and polite children.

### OUR STAFF EXPECT:

To be treated with respect by all members of the community.  
To be encouraged to continue their own learning journey through high quality training.  
Pupils to come to school prepared to learn and open to making mistakes.  
Well behaved and polite children.

### OUR COMMUNITY EXPECT:

Our pupils and staff to be responsible citizens who respect the local environment.  
Our pupils and staff to respect, value and participate in their local community.  
Our Governors to challenge, monitor and evaluate the work of the school.

#### OUTCOMES

- 90% of children reaching expected standard at the end of Key Stage 2 in 2018 in Reading, Writing and Maths
- To ensure progress rates are above national with a particular focus on high prior attainment children.
- At least 90% of pupils meeting GLD

#### LEARNING AND TEACHING

- Learning and teaching measured over time as good or better through the use of the school's assessment system.
- Use modelling as a matter of course in learning and teaching.
- Make effective use of HLTAs/LSA s during the beginning of a lesson.
- To allow time for processing and practising skills within lessons.

#### PERSONAL DEVELOPMENT & WELFARE

- Ensure at least 98% attendance.
- To use the school council to develop pupil voice so that pupil questionnaire responses improve from 2017.
- To ensure children feel safe in the school.
- To prepare children for the future.

#### LEADERSHIP & MANAGEMENT

- To improve teaching across all Key Stages through delivering a rich and varied curriculum.
- To provide appropriate professional development for all staff.
- To clearly promote what the school is trying to achieve to all stakeholders.
- To apply policies consistently.
- Governors to further improve working in school and partnerships with other schools.

| Action  | Impact   | Cost                   | Monitoring          | Date          | Led By     |
|---|--|------------------------|---------------------|---------------|------------|
| Delivery of our rich curriculum though excellent training and time for planning.  | Children to attain and progress above national expectations and staff and children have an enjoyment in their learning as reported by questionnaires and further feedback opportunities. | £12,000 - for training | Governors           | December 2018 | SLT        |
| Provide appropriate professional development of all staff based on needs analysis.  | Higher confidence level of all staff in subject teaching and effective use of HLTA and LSA skills within lesson time.  | As above               | SLT                 | April 2019    | HT         |
| Promote the aims and values of the school to all stakeholders through regular meetings, reviews of the School Development Plan, pupil and parent discussions and staff meetings | All stakeholders clear on the direction of the school and able to support its aims and values.   | Time                   | Personnel Committee | March 2019    | HT         |
| To hold a Governor/Staff Forum/Drop In session  | Improved communication and staff morale by identifying issues that need to be raised with the SLT and holding SLT to account   | N/A                    | Full Governing Body | July 2018     | NGL and VB |

|   |   |                      |           |            |                    |
|---|---|----------------------|-----------|------------|--------------------|
| Governors to further improve working in school and partnerships with other schools. | SLT challenged appropriately, staff regularly visited by governors and and governors accessing professional development to further support the school | £500 consultant fees | Governors | March 2019 | Chair of Governors |
|---|---|----------------------|-----------|------------|--------------------|

- Updated yearly overview in June 18
- LSA training and teacher training in English and Maths
- Subject Leader Updates for professional development
- Parent Forum and school council are developing pupil voice
- Core Values, Newsletters and Website are providing information on the direction and ethos of the school.
- Governor drop in session took place on 6th July.
- Ofsted Pilot took place in November 2018 and has informed planning and progression in foundation subjects
- Peer to Peer review in 2018 looked at High Prior Attainers
- Progress Rates are above +2 for all subjects.