



## **3 Management**

# School Development Plan 2014-15

**AREA: MANAGEMENT**

<b>Target</b>	<ul style="list-style-type: none"> <li>• <b>All SMT to obtain safer Recruitment qualification.</b></li> </ul>
<b>Actions</b>	<ul style="list-style-type: none"> <li>• SMT to access online training for Safer Recruitment qualification published by NSPCC in Nov 2014</li> <li>• SMT to complete and gain Safer Recruitment qualification</li> </ul>
<b>Responsibility</b>	<ul style="list-style-type: none"> <li>• Headteacher</li> </ul>
<b>Financial Implications</b>	<ul style="list-style-type: none"> <li>• Possible charge for online qualification</li> </ul>
<b>Desired Outcome</b>	<ul style="list-style-type: none"> <li>• All members of SMT can support Recruitment of staff in school</li> </ul>
<b>2012-2014 Future Development</b>	<ul style="list-style-type: none"> <li>• Governors to access online training</li> </ul>
<b>Reviewed By</b>	<ul style="list-style-type: none"> <li>• SMT</li> </ul>
<p><b>Review</b></p> <p><b>Autumn 2014</b></p> <ul style="list-style-type: none"> <li>• Safer recruitment training researched. Awaiting revised online training package available Spring 2015</li> </ul> <p><b>Spring 2015</b></p> <p><b>Summer 2015</b></p>	

**AREA: MANAGEMENT**

<b>Target</b>	<ul style="list-style-type: none"> <li>• <b>All staff to attend Pupil progress meetings.</b></li> </ul>
<b>Actions</b>	<ul style="list-style-type: none"> <li>• January professional day ; all TAs to attend Pupil progress meetings with class teachers and SMT.</li> <li>• Teachers to prepare TAs for pupil progress meetings.</li> <li>• TAs feel confident to contribute to future PPM, where possible.</li> </ul>
<b>Responsibility</b>	<ul style="list-style-type: none"> <li>• Staff</li> </ul>
<b>Financial Implications</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Desired Outcome</b>	<ul style="list-style-type: none"> <li>• All staff will be able to contribute to raising standards through the setting of challenging targets.</li> <li>• All staff will have a greater knowledge and shared responsibility for interventions to enable progress to be made.</li> </ul>
<b>2012-2014 Future Development</b>	<ul style="list-style-type: none"> <li>• Class teams will meet on a regular basis to discuss progress and attainment of children.</li> </ul>
<b>Reviewed By</b>	<ul style="list-style-type: none"> <li>• All staff</li> </ul>
<p><b>Review</b></p> <p><b>Autumn 2014</b></p> <p><b>Spring 2015</b></p> <ul style="list-style-type: none"> <li>• January professional day ; all TAs attended Pupil progress meetings with class teachers and SMT.</li> <li>• Teachers prepared TAs for pupil progress meetings.</li> </ul> <p><b>Summer 2015</b></p>	

**AREA: MANAGEMENT**

<b>Target</b>	<ul style="list-style-type: none"> <li>• Allocate and support Teacher trainee students across the school.</li> </ul>
<b>Actions</b>	<ul style="list-style-type: none"> <li>• Colleges contacted with offers of placements (Bedford, Herts and SCITT Nottingham)</li> <li>• Placements made</li> <li>• Good level of support for students and teacher mentors in place</li> <li>• Successful placements completed</li> </ul>
<b>Responsibility</b>	<ul style="list-style-type: none"> <li>• Headteacher</li> </ul>
<b>Financial Implications</b>	<ul style="list-style-type: none"> <li>• Cost of supply for Mentoring training</li> </ul>
<b>Desired Outcome</b>	<ul style="list-style-type: none"> <li>• New mentors are confident in their role.</li> <li>• Established mentors support trainee development well</li> <li>• Positive feedback from ITT students and establishments</li> </ul>
<b>2012-2014 Future Development</b>	<ul style="list-style-type: none"> <li>• Annual review of ITT placements for following year</li> </ul>
<b>Reviewed By</b>	<ul style="list-style-type: none"> <li>• SMT</li> </ul>
<p><b>Review</b></p> <p><b>Autumn 2014</b></p> <ul style="list-style-type: none"> <li>• Student from Bedford placed in Maple during Autumn Term. Successful practice.</li> <li>• Two students from Hertfordshire commenced first block of practice in Cedar class</li> </ul> <p><b>Spring 2015</b></p> <p><b>Summer 2015</b></p>	