



3 Management

School Development Plan 2016-17

AREA: MANAGEMENT

Target	<ul style="list-style-type: none"> • Deputy Head and Assistant Head to complete NPQH qualification.
Actions	<ul style="list-style-type: none"> • Staff to complete • Attendance at face to face sessions • Individual study • School based study • Placement project in another setting • Submission of final application for qualification • Interview for final qualification
Responsibility	<ul style="list-style-type: none"> • Headteacher/SMT
Financial Implications	<ul style="list-style-type: none"> • Costs of course already met. Possible supply cover for course/school based study attendance
Desired Outcome	<ul style="list-style-type: none"> • SMT receive high quality training that supports the school's leadership capacity and career development
2017-2019 Future Development	<ul style="list-style-type: none"> • Provide middle leader training opportunities
Reviewed By	<ul style="list-style-type: none"> • SMT
<p>Review</p> <p>Autumn 2016</p> <ul style="list-style-type: none"> • Both staff members have completed project based in another setting • Attendance at two face to face sessions • School based studies- ongoing <p>Spring 2017</p> <ul style="list-style-type: none"> • Successful completion of school based project submission • Presentation to GB of both projects • Completion of projects in partner schools- yet to be submitted • Completing Module based learning • Completing Final presentation paperwork for June submission <p>Summer 2017</p> <ul style="list-style-type: none"> • Both NPQH candidates successfully completed assessments and received their certificates of qualification. 	

AREA: MANAGEMENT

Target	<ul style="list-style-type: none"> • Support of NQT
Actions	<ul style="list-style-type: none"> • Appoint NQT mentor and arrange training. • Register NQT with LA. • Book NQT onto NQT conference. • Ensure adequate support provided to support NQT in school. • Complete termly reports
Responsibility	<ul style="list-style-type: none"> • Headteacher/NQT mentor
Financial Implications	<ul style="list-style-type: none"> • Training and course fees
Desired Outcome	<ul style="list-style-type: none"> • NQT receives full support to complete teaching qualification • NQT able to contribute to raising standards through the setting of appropriate targets. • Good level of professional development for NQT mentor.
2012-2014 Future Development	<ul style="list-style-type: none"> • NQT successfully employed following qualification.
Reviewed By	<ul style="list-style-type: none"> • Head/NQT mentor
<p>Review</p> <p>Autumn 2016</p> <ul style="list-style-type: none"> • Appointed NQT mentor (JH) and training arranged. • NQT Registered with LA. • NQT attended conference and CB23 network meetings for NQTs. • Additional support provided to NQT by SMT to support progress. • Autumn term report completed and submitted. <p>Spring 2017</p> <ul style="list-style-type: none"> • Continued support provided to NQT by SMT to support progress. • Spring term report completed and submitted. • Ongoing weekly meetings with mentor <p>Summer 2017</p> <ul style="list-style-type: none"> • NQT attended training through PLP (Peterborough Learning Partnership) and CB23. • Successful final lesson observations. • NQT has completed her qualification. 	

AREA: MANAGEMENT

Target	<ul style="list-style-type: none"> • Ensuring outstanding behaviours
Actions	<ul style="list-style-type: none"> • Evaluate current behaviour policy. • Training for all staff to develop confidence in handling a range of behaviours. • Behaviour audit (SIA). • School Council (Pupil audit) • Lunchtime behaviours (see PSHE targets) • CB23 Peer review- pupil staying safe interviews
Responsibility	<ul style="list-style-type: none"> • SMT
Financial Implications	<ul style="list-style-type: none"> • Costs of training
Desired Outcome	<ul style="list-style-type: none"> • Staff are increasingly confident in dealing positively with a range of behaviours. • Children consider positive behaviour choices • Feedback from audits responded to positively • Research supports SEF judgements made
2017-2019 Future Development	<ul style="list-style-type: none"> • Regular evaluation of behaviour of pupils across different situations.
Reviewed By	<ul style="list-style-type: none"> • SMT
<p>Review</p> <p>Autumn 2016</p> <ul style="list-style-type: none"> • Current behaviour policy evaluated by staff and governors. • Training for all staff to develop confidence in handling a range of behaviours has taken place- 2 sessions for Teaching assistants and 3 training sessions for Teaching staff. • Behaviour audit (SIA) carried out 25.11.16- outstanding judgement given. <p>Spring 2017</p> <ul style="list-style-type: none"> • CB23 Triad Heads (Peer review) questionnaires for pupils regarding safety took place at the end of term. <p>Summer 2017</p> <ul style="list-style-type: none"> • Annual parent questionnaire- positive feedback • Staff annual questionnaire- much more positive feedback than previous year. 	