



3 Management

School Development Plan 2018-19

AREA: MANAGEMENT

Target	<ul style="list-style-type: none"> • Head teacher to complete induction process.
Actions	<ul style="list-style-type: none"> • Attend LA training, 9 sessions across the year and build up a network of new Headteachers • Attend CB23 Heads meetings and triad meetings • Establish a mentor • Work with school advisor
Responsibility	<ul style="list-style-type: none"> • Headteacher
Financial Implications	<ul style="list-style-type: none"> • Costs of course budgeted for
Desired Outcome	<ul style="list-style-type: none"> • Confidence in new role • Support network
2018-2020 Future Development	<ul style="list-style-type: none"> • Continue links with other local schools and colleagues
Reviewed By	<ul style="list-style-type: none"> • Performance management committee
<p>Review</p> <p>Autumn 2018 New Headteacher training began, a series of 8 sessions through-out the year. Three sessions have been attended on; Getting to know your school (Visions and Values); finance, property and health and safety and safeguarding and personnel. All CB23 heads meetings attended. School advisor has visited twice with work around Ofsted.</p> <p>Spring 2019 Summer 2019</p>	

AREA: MANAGEMENT

Target	<ul style="list-style-type: none"> • To ensure school is fully prepared for section 5 inspection and SIAMs inspection
Actions	<ul style="list-style-type: none"> • Ensure SEF is fully updated (termly) and Siams SEF • Ensure subject leaders have confidence to talk about their curriculum developments and impact • Ensure Governors feel confident to discuss inspection issues • Create an action plan following notification for inspection (Ofsted and SIAMs) • Implement new Strategy
Responsibility	<ul style="list-style-type: none"> • Headteacher/Governors
Financial Implications	<ul style="list-style-type: none"> • None
Desired Outcome	<ul style="list-style-type: none"> • SEF is regularly reviewed • Staff/Governors feel confident to present the school positively • School community is aware of actions to be undertaken in the event of an inspection
2018-2020 Future Development	<ul style="list-style-type: none"> • Development plans created based on inspection outcomes
Reviewed By	<ul style="list-style-type: none"> • Head/Governors
<p>Review</p> <p>Autumn 2018 Ofsted took place across two days 31st October and 1st of November. The school were given a grading of Outstanding in every area. Work has begun on the new Siams strategy and inspection.</p> <p>Spring 2019</p> <p>Summer 2019</p>	

AREA: MANAGEMENT

Target	<ul style="list-style-type: none"> • To support and provide training to staff new to role and middle leadership including coordinators
Actions	<ul style="list-style-type: none"> • Head to support Yr 6 teacher new to role • JH and SMT to support new to reception teacher • New staff to attend CB23 training for EYFS and LA training • Member of staff to attend middle management training. • Development of subject coordinators, targets included in performance management. • Develop understanding, monitoring and evaluation of their subject through data analysis, book scrutiny and lesson observations.
Responsibility	<ul style="list-style-type: none"> • Head/SMT
Financial Implications	<ul style="list-style-type: none"> • None
Desired Outcome	<ul style="list-style-type: none"> • Confidence from staff in teaching a new year group.
2019-2020 Future Development	<ul style="list-style-type: none"> • Embed practice
Reviewed By	<ul style="list-style-type: none"> • Office/Headteacher
<p>Review</p> <p>Autumn 2018 Support has been given to the members of staff new to role including a mentor to support. Meetings occur on a regular basis between the member of staff and mentor. Ofsted judged teaching and learning and Early Years to be outstanding. Karoline Mansell has attended two sessions of her middle management course. Subject coordinators have been allocated release time to work on specific tasks in line with performance management targets. Subject coordinators were spoken to during the ofsted visit.</p> <p>Spring 2019 Summer 2019</p>	

AREA: MANAGEMENT

Target	<ul style="list-style-type: none"> • To up-date and re-design aspects of the school website
Actions	<ul style="list-style-type: none"> • Meet with website provide to look at improving website (ease of use) and interface • Meet with Jane Hodges on new designs • Work with website provider on new designs. • Ensure compliance with GDPR • Roll out new website to parents, staff and governors.
Responsibility	<ul style="list-style-type: none"> • Head/Jane Hodges
Financial Implications	<ul style="list-style-type: none"> • Salary for JH
Desired Outcome	<ul style="list-style-type: none"> • To up-grade website with a more professional look.
2019-2020 Future Development	<ul style="list-style-type: none"> • Monitor usage and further information that would be helpful to parents.
Reviewed By	<ul style="list-style-type: none"> • Headteacher
<p>Review</p> <p>Autumn 2018 Website has been redesigned and up-dated. Meeting in place with the LA in terms of GDPR.</p> <p>Spring 2019</p> <p>Summer 2019</p>	