

South Darley C.E. (VC) Primary School

3 Year School Improvement Plan

2016-2019 FGB30012017.17.3

Strategic Aims

- To maintain “Outstanding” Ofsted grading by increasing proportion of ‘outstanding’ teaching.
- Pupil outcomes at the end of KS1 to be significantly above national averages.
- Pupil outcomes at the end of KS2 to be significantly above national averages.
- To promote the spiritual development and Christian ethos of the school community in all that it does, in line with SIAMS.
- To develop the curriculum so that it:
 - reflects National Curriculum changes
 - ensures that pupils can demonstrate a high level of engagement and independence in learning
 - enables pupils to access local, national and global aspects of learning
 - promotes multicultural awareness
 - meets the needs of all pupils, including those who are SEND, Gifted & Talented and FSM
 - provides opportunities for increased use of ICT
- To ensure that all groups of pupils continue to be safe.
- To ensure school maintains a balanced budget over a three year cycle.
- To continue to systematically invest in site and buildings so that safeguarding and curriculum needs are met.
- To continue to develop and strengthen the roles of all stakeholders, including Governors, staff, pupils and parents, in the school improvement journey.
- Continue to develop partnerships with other schools to promote good teaching and learning practice.
- To develop methods of 2-way communication with parents and the local community.
- To develop the extended services and wraparound care offered to children.
- To ensure the stability of the school despite staffing changes.
- To ensure that staff and governors are aware of their duties under the Prevent strategy and promote ‘British Values’
- To ensure that the school complies with statutory government requirements as they are introduced.

KEY POINTS

- To maintain “Outstanding” Ofsted grading by increasing proportion of ‘outstanding’ teaching.
Continue to develop the school improvement process in line with Ofsted criteria.
Develop training for outstanding teaching. (£1,000 per year including supply cover)
- Pupil outcomes at the end of KS1 to be significantly above national averages.
Regular monitoring of teaching and learning and curriculum provision.
Analysis of pupil tracking and assessment undertaken each term, with plans made to address any identified areas of underachievement.
Maintain current FS/KS1 class structure with 1 FTE teacher and HLTA. (Wage costs U3 and HLTA full time)
- Pupil outcomes at the end of KS2 to be significantly above national averages.
Regular monitoring of teaching and learning and curriculum provision.
Analysis of pupil tracking and assessment undertaken each term, with plans made to address any identified areas of underachievement, including use of TAs
Differentiation of groups based on ability. (Full time apprentice cost)
Maintain structure of 1 teacher and 1 TA (Wage Costs U3 and TA full time or equivalent)
- To promote the spiritual development of the school community in all that it does, in line with SIAMS.
Maintain and develop the relationship with the Church.
Exploit opportunities to develop spiritual awareness and understanding.
Develop the Collective Worship structure in school. (£100 for display area)
- To develop the curriculum so that it:
reflects National Curriculum changes.
Continually develop long term curriculum map according to needs of children and the National Curriculum.
Ensure new DfE requirements are included into the curriculum e.g. SPaG, times tables tests, EYFS baselining.
ensures that pupils can demonstrate a high level of engagement and independence in learning.
Ensure the school takes part in interesting and exciting projects.

Purchase and use software that encourages independence. (£1000)

enables pupils to access local, national and global aspects of learning.

Develop links with other schools, in an international setting. (£200 for postage, materials etc)

promotes multicultural awareness.

Take part in events that promote multicultural awareness.

Develop links with schools in Britain with a significantly different cultural background. (£300 transportation)

Facilitate a teacher link between our school and one in Kolkata, India through the Derby Diocese (£1,500)

meets the needs of all pupils, including those who are SEND and Gifted & Talented, and FSM.

Continue to develop the provision mapping process, progress reviews and booster groups to target identified children. (TA time, staff meeting time)

provides opportunities for increased use of ICT.

Continue a program of hardware purchasing to meet the needs of all children. (Est £1000)

Continue to evaluate software replacing where necessary.

- To ensure that all groups of pupils continue to be safe.

Provide annual training for all staff in aspects of safeguarding:- Child Protection, Health & Safety, First Aid, Positive handling. (Course costs est £1,500)

Rigorous and regular self evaluation of procedures, processes and security.

Development of Home-School Agreement.

Reviews of bullying policy to include cyber bullying.

Providing e-safety sessions to parents.

- The school maintains a balanced budget over a three year cycle.

Exploit opportunities to promote the school in order to maintain and increase pupil numbers.

Regular monitoring ensures that spending is maintained within planned limits.

Prudent planning to take into account pupil number trends whilst ensuring best value within the context of attaining the highest possible pupil achievement.

- To continue to systematically invest in site & buildings so that safeguarding and curriculum needs are met.
The use of Devolved Formula Capital is planned and evaluated in the light of impact on curriculum and safeguarding priorities. (£8K per year to insurance capital maintenance pool plus Derbyshire property package)
Development of the outdoor play area to improve children's creativity and imagination.
- To continue to develop and strengthen the roles of all stakeholders, including Governors, staff, pupils and parents, in the school improvement journey.
Continue to develop the role of staff in subject leadership and their contribution towards the strategic planning and evaluation of the school.
Develop the role of the governing body in evaluation of performance and their contribution towards determining the strategic direction of the school. (Governor training costs, £750)
Strengthen opportunities for pupils and parents to make a positive contribution to school improvement priorities.
- Continue to develop partnerships with other schools to promote good teaching and learning practice.
Follow HELP Cluster Action Plan on a yearly basis, which includes moderation activities, joint inset, coordinator meetings, enrichment activities for children. (£700 per year including inset costs).
- To develop methods of 2 way communication with parents and the local community
Develop the use of the website to provide parents with information.
Use local media to promote the school and inform the community of things that are going on.
Conduct regular surveys of parents' views and follow up any concerns.
Continue to use the text messaging service, teachers2parents (£215 per annum)
- To develop the extended services and wraparound care offered to children.
Provide clubs before school so that learning can start at 8am (£1 per session charged).
Ensure that children have transportation to after-school clubs.
Link in with holiday club providers so that provision can be signposted to parents.

- To ensure the stability of the school despite staffing changes.
Ensure the best possible candidates are interviewed.
Develop induction procedures so that transition into a new school is smooth.
- To ensure that staff and governors are aware of their duties under the Prevent strategy and promote 'British Values'
Governors and staff complete training as required.
The Headteacher to feedback at staff and governor meetings
Ensuring the school council has a strong voice within the school community.
- To ensure that the school complies with statutory government requirements as they are introduced.
Headteacher and staff to keep fully abreast of new initiatives.
Governors to consider strategies to implement government guidance as the need arises.

This document should be viewed in conjunction with the 1-year School Improvement Plan, the H.E.L.P. Cluster Action Plan, and the school's 'Diamond 9' of improvement priorities.

ALL COSTS OTHER THAN THOSE STATED ARE PART OF STAFF MEETING TIME, HEADTEACHER TIME, OR GENERAL STATIONERY COSTS.

School Improvement Timetable 2015-18

	Autumn	Spring	Summer
2016/17	Review 3yr Improvement Plan Write 1yr Improvement Plan Review budget September SES Day Review SEF Review curriculum planning & assessment Performance Management/ identify CPD needs Various cluster moderation / enrichment / coordinator activities Progress Reviews Provision Mapping Governor Learning Walks	Agree budget (March) Interim PM Review Key Skills Various cluster moderation / enrichment / coordinator activities Link visit to school in India Initial development of outdoor area Progress Reviews Provision Mapping Writing Day Governor Learning Walks	Parent questionnaire. New Parents meetings, Infants and Juniors Various cluster moderation / enrichment / coordinator activities Induction for new staff. Website Review Progress Reviews Provision Mapping Governor Learning Walks
2017/18	Review 3yr Improvement Plan Write 1yr Improvement Plan SES Day Review budget September Review SEF Review curriculum planning & assessment Performance Management/ identify CPD needs Various cluster moderation / enrichment / coordinator activities Progress Reviews Provision Mapping Governor Learning Walks	Agree budget (March) Interim PM Review Key Skills Various cluster moderation / enrichment / coordinator activities Progress Reviews Provision Mapping Governor Learning Walks	Parent questionnaire New Parents meetings, Infants and Juniors Various cluster moderation / enrichment / coordinator activities Induction for new staff. Website Review Progress Reviews Provision Mapping Governor Learning Walks Review of 4 year Curriculum in time for recommencement of the cycle.

<p>2018/19</p>	<p>Review 3yr Improvement Plan Write 1yr Improvement Plan SES Day Review budget September Review SEF Review curriculum planning & assessment Performance Management/ identify CPD needs Various cluster moderation / enrichment / coordinator activities Progress Reviews Provision Mapping Governor Learning Walks</p>	<p>Agree budget (March) Interim PM Review Key Skills Various cluster moderation / enrichment / coordinator activities Progress Reviews Provision Mapping Governor Learning Walks</p>	<p>Parent questionnaire. New Parents meetings, Infants and Juniors Various cluster moderation / enrichment / coordinator activities Induction for new staff. Website Review Progress Reviews Provision Mapping Governor Learning Walks</p>