



# School Development Plan 2016-21 Summary

Our School Development Plan seeks to celebrate recent achievements as well as to set out the priorities of the school for the future.

The staff and governors work with a detailed plan, linked to our budget, and review this regularly.

This document contains a summary of the main areas we plan to develop and enhance over the current and subsequent years under the four key Ofsted related headings.

## **Review of 2015-16**

We achieved many successes including:

- Reviewing staffing and plan for current needs of the school.
- Implementing new teacher based Assessment Without Levels system.
- Enhancing and developing school visit provision.
- Maintaining our phonics curriculum, supporting others.
- Customer Service Excellence Award.
- Successful development of the senior leadership team.
- Implementation of hot lunch provision.
- Developed community links and partnerships that have supported all aspects of the school.
- Implementing September 2015 bulge class into school, including facility management.
- Began to develop a changing mindsets approach to develop resilience, attitude, values and attainment.
- Implemented new EYFS Baseline.
- Developing new middle leadership team.
- Continuing to develop middle leaders' skill sets.
- Continuing to develop performance management systems through middle leaders, pupil progress meetings and accountability.
- Continued to enhance morning supervision.
- Increased lunchtime supervision
- Whole school behavior management training

## **2016-2017 Priorities**

### **Leadership and Management**

- To review staff structure/staffing and to plan for current needs of the school e.g. bulge class entering KS2.
- To ensure robust school self evaluation and planning.

- Health and safety review.
- Further development of performance management systems through middle leaders, pupil progress meetings and accountability.
- Develop moderation between schools.
- To enhance entry systems through swipe cards.
- To upgrade WiFi.
- To manage build project.

#### **Personal Development, Behaviour and Welfare**

- To develop circle time strategies to promote conflict resolutions.
- To complete PSHCE and SMSC review.
- To develop Philosophy for Children curriculum.
- To ensure all staff have enhanced safeguarding training and skills including Prevent.
- To develop dinner supervisors' roles to incorporate the play leader role.
- Anti-bullying review.
- Succession planning.
- Outside toilet refurbishment.
- Upgrade girls' changing rooms.

#### **Outcomes**

- To raise percentage of pupils making at least expected progress in Reading, Writing and Maths.
- To use gap busting intervention strategy to close the attainment and progress gap for disadvantaged pupils.
- To use catch up Maths and catch up Literacy programme to close the gap for pupils in KS2 where appropriate.
- To enhance Maths through online *My Maths*.
- Targets and SATs outcomes: All pupils to achieve at least expected age related expectation progress in all areas.

#### **Teaching, Learning and Assessment**

- To ensure teaching is at rated good with the majority moving towards outstanding.
- To continue to integrate new teacher based Assessment Without Levels system.
- Provide training for support staff in Literacy and Numeracy and other areas to meet the needs of pupils.
- Provide coaching and staff training on use of data to support school improvement.
- Incorporate Target Tracker training plus weekly staff focus sessions on Assessment without Levels.
- To develop use of characteristics of learning throughout the school.
- To implement successful curriculum enhancement programme including focus days and use

of visitors, which impact on pupil enjoyment, learning and outcomes.

- To continue to develop a changing mindsets approach to develop resilience, attitude, values and attainment.
- Streaming Review.
- To complete a pedagogy review.

### **School Development Future Plans 2017- 21**

As a school we are always looking to maintain and improve on leadership and management, personal development, behavior, welfare and outcomes as well as teaching, learning and assessment.

We have identified the following core projects to focus on over the next four years.

#### **2017-2018**

##### **Leadership and Management**

- To review staff structure, staffing and plan for current needs of school e.g. bulge class entering KS2.
- To ensure robust school self evaluation and planning.
- Health and safety review.
- Further development of performance management systems through middle leaders, pupil progress meetings and accountability.
- To develop moderation between schools.

##### **Personal Development, Behaviour and Welfare**

- To review and develop changing mindsets and enhance curriculum further.
- To ensure all staff have enhanced safeguarding training and skills including Prevent.

##### **Outcomes**

- Close the attainment and progress gap between different groups of pupils including Pupil Premium.
- To raise percentage of pupils making at least expected progress in Reading, Writing and Maths.

##### **Teaching, Learning and Assessment**

- To review new teaching training programme.
- To ensure teaching is rated as good with much moving towards outstanding.
- Provide training for support staff in Literacy and Numeracy and other areas to meet the needs of pupils.
- Provide coaching and staff training on use of data to support school improvement.

## **2018-2019**

### **Leadership and Management**

- Review staffing structure.
- Playground resurfacing.
- Review drains works to assess if required.

### **Personal Development, Behaviour and Welfare**

- To review and amend staff safeguarding training programme.
- To ensure all staff have enhanced safeguarding training and skills including Prevent.

### **Outcomes**

- To close the attainment and progress gap between different groups of pupils including Pupil Premium.
- To raise percentage of pupils making at least expected progress in Reading, Writing and Maths.

### **Teaching Learning and Assessment**

- To develop curriculum to meet needs of pupils and community.
- To ensure teaching is rated as good with much moving towards outstanding.
- Provide training for support staff in Literacy and Numeracy and other areas to meet the needs of pupils.
- Provide coaching and staff training on use of data to support school improvement.

## **2019-2020**

### **Leadership and Management**

- To review staffing and plan for current needs of the school e.g. bulge class in Y4.

### **Personal Development, Behaviour and Welfare**

- Anti bullying review.
- Safety review.
- Safeguarding review.

### **Outcomes**

- Close the attainment gap further learning from previous years' successes.
- To raise percentage of pupils making more than expected progress in Reading, Writing and Maths.

### **Teaching, Learning and Assessment**

- To review, identify and implement additional training for all teaching and teaching support

staff to meet the need of pupils.

## **2020-2021**

### **Leadership and Management**

- To review staffing and plan for current needs of school.
- To complete governance review.

### **Personal Development, Behaviour and Welfare**

- Anti-bullying review.
- Safeguarding review.

### **Outcomes**

- Close the attainment gap further learning from previous years' successes.
- To raise percentage of pupils making at more than expected progress in Reading, Writing and Maths.

### **Teaching, Learning and Assessment**

- To review, identify and implement additional training for all teaching and teaching support staff to meet the need of pupils.

Note: All the above are subject to change and relevant funding streams

### **Finance 5 Year Plan Summary**

The school's main source of income is the EFA funding. Other income includes Pupil Premium, SEN income and other revenue grants. The plan is based on assumptions that are reviewed by the then governing body at the budgeted setting phase to ensure they are realistic and consistent.

	10mths August 2016	Y/E August 2017	Y/E August 2018	Y/E August 2019	Y/E August 2020	Y/E August 2021
EFA	1261	1531	1551	1565	1584	1602
Other Income	105	197	198	201	203	206
Total Income	1367	1728	1749	1766	1787	1808
Costs	-1367	-1728	-1749	-1766	-1787	-1818
Surplus	0	0	0	0	0	0

We aim to run a balanced budget, although some years might produce a small surplus and other years a small deficit. The governing body meet regularly to monitor the financial position and ensure we are on target to have balanced budget over the course of a 5 year plan.

Some items on the school development plan might need to be funded from sources other than detailed above. The extent that these can be achieved is based on the assumption that these funds will be made available to us either through grants from the EFA, other sources, or through the parent body.

The school is committed to look for value for money and therefore providing the best possible education for the pupils with the funds available.