



Scholes Junior and Infant School: School Development Plan 2017 – 2018/9

Leadership and Management

Strategic priority: To develop effective and efficient senior and middle leadership teams.

Objective	Success Criteria	Actions	Lead & Monitor ing Gov	Completion by /Review	Budget & Resourc es	Evaluation & Review
1. To increase involvement of senior leadership to ensure the quality of teaching and learning to help provide clearer guidance for colleagues on how to share best practice.	The senior leadership team will have a clear understanding of how to support colleagues to improve their practice.	1. Identify strengths and consider options for leadership models. 2. Ensure staff have time to share best practice. 3. Monitor, evaluate and feedback the effectiveness of the roles.	TT/SLT Resources Committee NP	February 2018	£150	1.
2. To implement an appraisal system for support staff that works efficiently to improve the quality of teaching throughout the school.	The appraisal system will actively improve staff morale, knowledge and confidence to raise the quality of teaching throughout the school.	1. Develop an understanding of the need for an appraisal process for support staff as a way to improve the quality of teaching throughout the school. 2. Engage key members in the 'Change' project. 3. Support support-staff to embed changes. 4. Observe, monitor and evaluate the effectiveness of the system.	TT/SLT Achievement Committee: Lynsey Firth	September 2017	Cover to provide non-contact time for staff	1. HT attended workshop Feb 2017. 2. Change project completed July 2017. 3. Training completed Oct 2017 (HLTA, First Aid, CPOMS, Phonics)
3. To provide Governors with clearer guidance on how to strategically support the school in order for it to move forward.	Governors will be involved in strategically monitoring actions and providing challenge to support the school and move it forward.	1. Provide a school development plan that clearly shows Governor involvement and challenge. 2. Report back to Governing Body sub committees with reference to the SDP. 3. Provide training on Governor monitoring. 4. Governance Review by KLP.	TT	1 – 3 March 2017 4 July 2017	£ part of GLAD package	1. June 2016 2. 31 Jan 2016 3. Training 21 st November 2016 – feedback was very positive 4. FGB meeting 6.6.17



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Teaching, Learning and Assessment

Strategic priority: To improve the ethos and learning culture within the school to help raise standards

Objective	Success Criteria	Actions	Lead Team & Monitoring Governor	Completion by/Review	Budget & Resources	Evaluation & Review
1. To ensure that the curriculum is as efficient and engaging as possible so that most children reach at least age related expectations in foundation subjects.	Most children will achieve appropriate year group end of year expectations.	1. Staff continually evaluate and review the delivery of the new curriculum. 2. Consider new ways to enhance elements of the new curriculum.	TT/SLT Achievement Michael Johnson	July 2017	£2000 for experiential days	1. Writing for a purpose – children write and produce Christmas Performance. 2. Experiential days – 23.1.17 – D Day!
2. To develop a work study programme to encourage creative thinking, then identify and share good practice. Focus on planning, marking and feedback. Focus on assessment.	Good practice is shared and used throughout the school.	1. Trial a system of 'try it and see'. 2. Provide staff meeting time to feedback and share good practice. 3. Implement good practice throughout the school.	TT/SLT Achievement Jenny Ashby	July 2018		1. Trial started mid-May 2016. 2. Staff meeting 6.7.16 – decision to continue
3. To embed a culture of positive mindset and emotional resilience throughout the school.	Adults and children are not afraid of challenge. They evaluate their work and have a positive attitude to improvement.	1. Whole school target for performance management. 2. Feedback of evaluation is a set item on agenda for staff meetings.	TT/SLT Achievement Jenny Ashby	July 2018		1. Year 2016 - 2018

Objective	Success Criteria	Actions	Lead Team & Monitoring Governor	Completion by/Review	Budget & Resources	Evaluation & Review
4. To raise the profile of maths to improve standards. See separate action plan	Maths will have a high profile with all the stakeholders in school. Standards in maths will improve.	1. Trial 'same day intervention' strategy. 2. Use WRMH planning. 3. Bar Modelling training.	CB Achievement	July 2017	Training £1000	
5. To raise the profile of reading to improve standards. See separate action plan	Reading will have a high profile with all the stakeholders in school.	1. Communicate importance to children and parents 2. Consider programmes to raise standards 3. Purchase appropriate books 4. Improve the library resources 5. Extend AR to Year 2	CH Achievement	December 2017	£5000 Accelerated Reader Program (3 years +£1500 for Y2) £1000 new books £5000 refurbish library	1. Reading challenge introduced March 2016 2. Purchased AR Feb 2016 3. Purchase some new books £400 May 2016/March 2017
6. To raise the profile of writing to improve standards. See separate action plan.	Writing will have a high profile with all the stakeholders in school. Standards in writing will improve.	1. Introduce writing journals. https://twitter.com/MrMclugash/status/866211754405232640/video/1	CH Achievement	July 2018	£1000 resources	
7. To develop a whole school culture to ensure writing opportunities are provided to inspire and excite pupils. See separate action plan	There will be exciting opportunities in school to inspire children to write for pleasure and to a high standard.	1. Consider options for visits/experience days to inspire children to write. 2. Trial project based learning. 3. Set as a whole school target for performance management. 4. Monitor and evaluate.	CH Achievement Jenny Ashby/Michael Johnson	July 2017	£2000 experiential days	1. Eg. Autumn 2016 – Whole school help to write and produce Christmas performance/Writing competition. 2. Ongoing 3. 2017 - 2018 Introduce writing journals

8. To embed an efficient programme for the continued teaching of phonics throughout Key Stage 2 to improve achievement in reading and writing.	Children who need it will continue to receive phonics teaching throughout KS2 to improve achievement in reading and writing.	1. Ascertain which children will need phonics teaching in KS2. 2. Create a suitable phonics intervention programme. 3. Monitor and evaluate.	CH/TT/SLT Achievement Jenny Ashby/Michael Johnson	July 2018	£500 training?	1. Data being collected from AR program (October 2016). 2. MS on training Feb 2017 3. SB on training Oct 2017
9. To analyse and use ROL/ASP/FFT data to identify vulnerable groups and support strategic planning.	There will be an improvement in pupil progress for identified groups.	1. Identify vulnerable groups. 2. Create evidence trails to track and monitor these groups. 3. Implement strategies to improve outcomes for these groups.	TT/SLT Achievement	July 2017	£500	https://sa.education.gov.uk/idp/Authn/UserPassword
10. Purchase 16 ipads with covers and a storage cupboard	There will be enough ipads so children can use them 1 between 2 to access AR quizzes etc.	1. Get quotes 2. Order ipads	TT/LF/VC	July 2017	£7500	1. Delivered Sept 2017
11. To order enough (19) new laptops to ensure Computing can be taught efficiently and accessibility to ICT is good around school.	There will be enough efficient laptops to teach children well. Children can access laptops in key areas such as the library.	1. Decide how many lap tops are required. 2. Get quotes. 3. Order lap tops	TT/LF/VC	July 2017	£7500	1. 19 laptops required 2. Quotes in May 2017. 3. Delivered Sept 2017.

12. Improve outcomes for children in EYFS. See separate action plan.						
13. To purchase 10 new P.E. mats. The old mats will be used outside at lunchtime.	Children will have access to P.E. equipment to encourage greater participation and increase skills during lunchtime.	<ol style="list-style-type: none"> 1. Get quotes for mats. 2. Order mats. 	TT/LF Achievement Jenny Ashby	July 2017	£600	
14. To introduce a compliance list and timetable to ensure key initiatives are implemented successfully.	New initiatives are implemented and have a positive impact on progress/attainment.	<ol style="list-style-type: none"> 1. Delegate responsibility to appropriate staff. 2. Ensure compliancy is followed each half term. 3. Evaluate impact of actions on attainment. 	CB/KF/EK Achievement Jenny Ashby	July 2018		1. CB/KF/EK organised Compliance list Sept 2017
15. To work with ITT providers to ensure that teacher training, recruitment and retention are sustainable.	ITT, NQT and experienced teachers remain in the profession. Knowledge and understanding are shared through CPD.	Continue and improve partnership work with ITT providers.	TT/EK/KF	July 2018		Attended Hudds Uni Partnership meetings (17.10.17) Work on Quality Development Pilot



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Personal Development, Behaviour and Welfare

Strategic priority: To ensure the well-being of children and staff is a priority throughout the school

Objective	Success Criteria	Actions	Lead Team & Monitoring Governor	Completion by/Review	Budget & Resources	Evaluation & Review
1. To improve how we report to parents.	Parents will receive accurate and timely updates on progress.	1. Consider how parent’s evenings are run and trial alternatives. 2. Trial using Class Dojo Story to communicate with parents. 3. Set up a parent’s forum.	TT/SLT Well-being	July 2018		1. Autumn 2017 parent’s evening run differently. 2. 3. Parent’s forum meeting Autumn 2017
2. To create a system for nurturing children throughout the school.	Children will be nurtured to achieve their potential.	1. Consider how to implement a nurture group programme. 2. Provide training for appropriate staff. 3. Evaluate by measuring both social and emotional progress and then academic progress.	TT/SLT/CH Well-being Martin Woods	Sept 2017	£1000 training and cover costs	1. Visit to Almondbury Community School 2.11.16 2. SF nurture training Spring 2016.
3. To improve the outdoor learning provision for KS2.	Children will use the outdoors on a regular basis to help them achieve their potential.	1. Training for appropriate staff. 2. Look at resources etc.	TT/SLT/KF Well-being Martin Woods	Sept 2017	£500 training	1. KF/PS training June 2016

Objective	Success Criteria	Actions	Lead Team & Monitoring Governor	Completion by/Review	Budget & Resources	Evaluation & Review
4. To reduce the amount of low-level disruption in classes.	There will be minimal low-level disruption in classes.	<ol style="list-style-type: none"> 1. Send out a pupil questionnaire to include a question about behaviour. 2. Communicate and educate children on the impact of low-level behaviour on learning. 3. New behaviour policy with clear rules regarding rewards and sanctions. 	TT/SLT Well-being Martin Woods Liz Stevenson	July 2017		<ol style="list-style-type: none"> 1. Questionnaire sent out March 2016. 2. Assemblies/class discussions Spring/Summer 2016. 3. New behaviour policy Feb 2017
5. To purchase an online system to record and provide reports for vulnerable children.	There will be a system in place to record incidents and concerns and	<ol style="list-style-type: none"> 1. Research different systems. 2. Get quotes 3. Organise 4. Train all adults to use the system. 	TT/LF/JP	July 2017	£700	<ol style="list-style-type: none"> 1. Choice – CPOMS 2. In place Autmn 2, 2017
6. To focus on improving well-being for both children and adults in school.	Well-being will have a high profile in school. Staff morale will be higher. Children's resilience will be improved.	<ol style="list-style-type: none"> 1. Organise a team-building session for an INSET day 2. Assemblies on importance of looking after both physical and mental health 3. Childline etc assemblies around keeping safe 4. Implementation of new PSHE programme developed by CH 5. Ongoing evaluation of teacher workload. 	TT	July 2018	£750	1. Booked 4.5.18



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Building and Maintenance

Strategic priority: To develop the building and site and maintain it efficiently so it is fit for purpose

Objective	Success Criteria	Actions	Lead Team & Monitoring Governor	Completion by/Review	Budget & Resources	Evaluation & Review
1. To purchase and install an outdoor classroom to provide working spaces for outdoor learning and nurture groups. To provide space to use for other purposes as required.	All stakeholders will use the outdoor classroom for a variety of reasons to enhance and improve outcomes for children.	1. Meet with bursar to ascertain budget. 2. Research options. 3. Approach Kirklees for advice. 4. Communicate to Governors. 5. Meet with Richard Stansfield to organise and get quotes.	TT/LF Resources Nick Pierpoint Sue Welton	July 2017	£40000	1. April 2016 2. 3. 12 Feb 2016 4. 24 May 2016 (initial idea) PROJECT POSTPONED
2. To refurbish the library to provide a more stimulating environment for reading.	Children will use the library independently to improve their reading (which in turn will improve their writing).	1. Measure space available. 2. Ascertain how much shelving will be required. 3. Look at furniture and plan design. 4. Update with new fiction and non-fiction books. 5. Organise cover to maintain system.	TT/LF/CB Resources, Achievement Mike Berryman, Nick Pierpoint	July 2017	£3200	1. Year 6 pupils completed October 2016. 2/3/4. In place July 2017
3. To use a rolling programme for making good walls and ceilings throughout the school.	School's internal walls will be painted regularly to a decent standard.	1. Ascertain which classes/walls need painting first. 2. Create a programme to ensure that walls are painted on a need basis.	TT/LF Resources Nick Pierpoint	Sept 2017	1. £5000 2. 4500	1. Yrs 5 & 6 painted October 2015 2. Main corridors painted August 2017

Objective	Success Criteria	Actions	Lead Team & Monitoring Governor	Completion by/Review	Budget & Resources	Evaluation & Review
4. To maintain the external boundary wall to ensure that it is safe and fit for purpose.	The external boundary wall will be safe and fit for purpose.	1. Ascertain who is responsible for the cost of any repairs to the wall. 2. Get quotes – Kirklees?	TT/LF Resources Mike Berryman Nick Pierpoint	Sept 2016	£15000	1. In discussion with Anne Seed April 2016. 2. Wall assessed October half-term. Assessed May 2017 3. Repaired August 2017.
5. To ensure exits and security are fit for purpose.	Windows, doors and security equipment are in place to ensure the safety of the children.	1. Survey the windows, doors and security equipment to ascertain programme of work. 2. Get quotes. 3. Arrange work to be completed.	TT/LF Resources Nick Pierpoint	December 2018	£3000	1. Survey by Jason Shiraz (re lockdown procedure) Autumn 2017
6. To improve the working environment and encourage independence by providing new sinks and storage areas for years R, 1, 2, 4, 5 and 6.	Children will have appropriate cleaning and storage facilities to enable them to take more responsibility for looking after their classrooms and equipment	1. Get quotes 2. Order work	TT/LF	September 2017	£8700	Sinks fitted August 2017.