



Bishop Wood C of E Junior School

School Improvement Plan

2016-2017

“At Bishop Wood we grow and learn together, embracing challenge and celebrating success in all that we do.”

School Priorities

In the drive to outstanding the school will focus on improving ...

Achievement

- * By raising the proportions of pupils attaining the new age related expectation in Reading, Writing and Maths combined by the end of KS2.
- * By further raising achievement in Mathematics and Grammar, Spelling and Punctuation.
- * By providing more opportunities for learners to demonstrate writing at greater depth.

School Priorities

In the drive to outstanding the school will focus on improving ...

Teaching and Learning

Teaching and learning in all classes and learning situations to ensure consistently good and outstanding practice.

- * Teachers will revisit and refine best practice in higher order skills of assessment for learning in relation to self assessment, peer assessment, learning partners, target setting and next step feedback.

School Priorities

In the drive to outstanding the school will focus on improving ...

Leadership and Management

- * Through continuing to strengthen subject leadership in all areas of the curriculum.
- * By developing sophistication around performance appraisal processes across the school.
- * By forensically evaluating leadership at all levels against the inspection criteria and identifying next steps for all.

Glossary

Acronym	Meaning	Acronym	Meaning
PPR	Pupil progress reviews	TLC	Teaching and Learning Committee
ARE+	Age related expectations and above	NCTEM	
RWM	Reading, Writing, Mathematics	NRICH	
SEND	Special Educational Needs and Disability	HfL	Herts for Learning
TLAs	Teaching and Learning Advisers		
Lit	Literacy		
Num	Numeracy		
CTs	Class teachers		
PPG	Pupil Premium Grant		
AM7	Assessment Manager 7		

1. Achievement

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Raising the proportions of pupils attaining the new age related expectation in Reading, Writing and Maths combined by the end of KS2.	<p>Termly accountability through PPR assessing the percentage of pupils achieving ARE+ in RWM combined. AM7 Venn diagram to be kept in focus.</p> <p>Appropriate intervention planned to support learners falling behind in one or more of the areas with TLAs advice.</p> <p>Coaching in strategies to support underachievers by Literacy, Numeracy, and SEND leaders.</p> <p>Relevant training for key staff.</p>	<p>Floor targets for attainment met and exceeded.</p> <p>Progress is accelerated for all learners.</p> <p>The difference between disadvantaged and other pupils will be diminished.</p> <p>Skills will be updated in how to remove barriers to learning.</p>	<p>HT, Lit, Num, SEND leads with CTs</p> <p>Lit and Num TLAs</p> <p>CTs and TAs</p>	<p>Time</p> <p>2 days supply per term</p> <p>PPG funds</p> <p>circa £5,000</p>	<p>December March July</p> <p>Ongoing, reviewed, evaluated, reshaped</p>	<p>Governors will be able to critically evaluate summative achievement on termly basis through AM7 feedback provided to TLC.</p> <p>HTs half termly reports to governors will provide information relating to progress with this issue.</p>

1. Achievement

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Further raising achievement in Mathematics.	Staff meetings on : Next steps using mastery, NCTEM documents. NRICH tasks, word problems, new text books with a focus on guided maths.	Targets form work scrutiny are achieved. Correct pitch and challenge to aid good / outstanding progress. Routine and non-routine problems are weekly activities. Planning and delivery of guided maths supported .	RM	Time £1500 for resources	Sept 2016 onwards	Lesson observations Work scrutiny Assessing the progress of all pupils , especially the vulnerable groups.
	New assessment tasks from HfL introduced.	Familiarity with assessment tasks to be used regularly with each maths topic.	RM	PA Plus Resources £550	Termly	Pupil voice with a focus on new maths groupings and maths enrichment activities.
	Maths moderation termly.	Ensure consistency of assessment across the school.	RM			

1. Achievement

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Further raising achievement in Mathematics.	Refine Big Maths teaching and learning.	Maths fluency will be increased across the school. There will be consistency in the approach.	RM	Time	Ongoing through the year	Presentation to governors on raising attainment and accelerating progress in Maths.
	Creation of additional Maths groups in the upper school (Years 5 and 6).	The individual needs of learners will be met more effectively. This will raise attainment and accelerate progress.	JR	£10,000	Sept 2016 onwards	Assessment of the impact of this intervention in terms of outcomes.
	Leading Teacher for Maths for Hertfordshire reaccreditation.	Expertise will be deployed effectively across the school to coach staff in strategies to raise attainment in Maths.	RM TLA	Time	October 2016	HT has oversight of the assessment and associated activities.

1. Achievement

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Further raising attainment in Mathematics.	Enrich the learning and develop enterprise skills through: Magic Maths Club interschool maths competitions, pattern/maths photo competition, Maths through art School stationary shop, Secret Present Room	Enrich pupils' maths experience. Improved engagement of pupils.	RM	PPG learners subsidised	Sept 2016 onwards	To assess the impact of these on the pupils' learning to ensure a positive outcome.
	Staff audit of training needs	Staff have training needs met to ensure consistently good/outstanding teaching	RM	£2000 training costs	Ongoing through the year	Training evaluations reported to HT. Feedback built into staff meetings

1. Achievement

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Further raising attainment in Grammar, Spelling and Punctuation.	Investigation staff meeting – e.g. broader and deeper investigations of the word list by use of analogy.	Every planned unit shows modelling of editing and proof reading skills.	EC	Time	Sept 2016	Presentation to governors on how we are addressing Literacy priorities. Governor Visits TLA Evaluation HTs half termly Reports to governors. Feedback from parents
	“Write Away Together” training	Cascade editing techniques to staff.	EC and DT	£300	Nov 2016	
	Update writing policy to include marking of spellings.	Whole school spelling tracker shows, termly 20% increase at ARE +	EC	Time		
	Termly spelling tracker, analysis and coaching.		EC			
	Information on key words and ways in which children can practise spelling, to be sent home to parents	Parents are better informed about how to help their child with spelling.	EC	Time	Sept 2016	

1. Achievement

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Further raising attainment in Grammar, Spelling and Punctuation.	Raise the profile of the importance of vocabulary development	Learners improve their writing skills and techniques.	EC	Time	Sept 2017 onwards	Presentation to the Teaching and Learning Committee January 2017 Work scrutiny Lesson observations
	Audit vocabulary building opportunities – share in staff meetings.	Learners writing naturally includes the grammar terminology assigned to their year group.	EC			
	Teachers to create opportunities in Reading Response (Guided reading), literacy lessons, modelling and shared writing times.	Increased percentage (85%) of children achieving “securing” and “deepening” within the phase for their year group.	EC			
	Staff meeting on Extending Vocabulary.	Skill development for staff	TLA	½ day of TLA	October 2016	Governor Visit

1. Achievement

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Providing more opportunities for learners to demonstrate writing at greater depth.	<p>Increase opportunities to embed grammar and writing skills.</p> <p>Daily writing activities – cross curricular, vocabulary activities etc. Extended writing weekly.</p> <p>Staff meeting to brainstorm writing ideas, discuss grammar terms for each year group and share grammar games.</p>	<p>Learners improve their writing skills and techniques.</p> <p>Learners writing naturally includes the grammar terminology assigned to year group.</p> <p>Teacher to work with a focused group each lesson. Time should include proof reading, editing, "up levelling"</p>	<p>EC</p> <p>EC</p> <p>EC</p>	<p>Staff meeting time.</p> <p>Feedback from training</p>		<p>Presentation to the Teaching and Learning Committee January 2017</p> <p>Work scrutiny</p> <p>Lesson observations</p> <p>Governor Visits</p>

2. Teaching and Learning

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Refine higher order skills of assessment for learning in relation to: self assessment, peer assessment, learning partners, target setting and next step feedback.	Staff Meetings on Assessment for learning led by Assessment Coordinator using INSET ideas in developing success criteria	With techniques refreshed, learners trained there will be consistently more outstanding teaching more of the time.	MF	Time	Sept 2016 onwards	Presentation to Teaching & Learning Committee.
	Practical resources provided to all teaching staff and assistants to incorporate into their practice					Governor Visit to see AfL in action
	Training courses to be attended by teachers and support staff.					
	School based INSET for all staff with HfL Assessment Adviser		CH	£700	Feb 2017	Governor to attend training sessions

3. Leadership and Management

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Continue to strengthen subject leadership in all areas of the curriculum.	All subject Leaders write a plan for development and evaluation.	Leadership is strong, analytical and reflective at all levels in the school	All staff	Time	July 2016	Reports to Teaching and Learning Committee
	An appraisal target is focused on staff leadership and management of the area of responsibility				Dec 2016	Reports to Personnel Committee
	Subject leadership is strengthened through external accreditation eg Leading teachers, KS2 moderators, quality marks and training courses.				Jul 2017	
	Curriculum information on website is reviewed and revitalised.				Through out the year	

3. Leadership and Management

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Develop sophistication around performance appraisal processes across the school.	<p>Purchase Standards Tracker system for recording all strands of the performance management process for all members of staff</p> <p>Plan schedule for integrated appraisal process for all staff</p> <p>Refine and develop audits for specific roles</p> <p>Review recording formats for lesson observations and work scrutiny.</p>	<p>Identify areas for improvement at a glance.</p> <p>Track the improvement in teaching over time.</p> <p>Triangulate evidence from multiple sources and Grade performance against relevant national standards.</p> <p>Generate reports for OFSTED and governors on the quality of teaching</p> <p>Set appraisal objectives based on individual needs</p>	LH with DB	£2000 for system and training	Jul 2016 onwards	Updates to Personnel committee and HTs Report to Governing Body
Make training across the school more strategic	Plan project as part of the “Bold Leadership” project	The impact of CPD will enhance professional development and outcomes	LH,JH, EC, RM	£1,800 training & consultancy	Jan-Sept 2017	Updates to Personnel & Teaching Learning Committee

3. Leadership and Management

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Forensically evaluate leadership at all levels against the inspection criteria and identifying next steps for all.	Review the composition and strategic work plans of all governor groups	Leadership and management will be judged as consistently outstanding and will lead improvement in all other areas.	BT & chairs with LH	Time	Sept 2016	Governor groups to check and amend so that all statutory duties are met. Presentation to Teaching and Learning Committee and Cultural Review.
	Review school and extra curricular activities so there is a strategic view of planned activities over the year.		JH HR		Feb 2017	
	Interrogate the Primary PE and Sports Premium to assess effectiveness Interrogate the PPG to assess effectiveness	Is the spending impacting on improvement?	JH LH		Sept 2016 Feb 2017	Feedback on actions and impact to Teaching and Learning Committee.
	Audit and oversight of the promotion of British Values.	There is clear articulation of how we are supporting the development of values in the school.	PB		2016-2017	

3. Leadership and Management

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Forensically evaluate leadership at all levels against the inspection criteria and identifying next steps for all.	Staff and Parent surveys	Areas for improvement will be identified which we will be able to address.	JH	Time	Dec 2016 Jan 2017	Feedback to Full Governing Body and Personnel Committee
	Effectiveness of safeguarding to be assessed though externally commissioned Safeguarding Audit	Any shortcomings identified and addressed.	HfL	£303	April 2017	Outcomes and planned improvements reviewed by full governing body
	Salary progression and performance	There will be clear recording of decisions made in relation to pay and performance by governors.			Autumn 2017	Part 2 minutes record decisions made and the reasons for this.

3. Leadership and Management

Key issue	Action	Outcome	Who	Cost	When	Monitoring
Forensically evaluate leadership at all levels against the inspection criteria and identifying next steps for all.	There is a clear tracking system in place which identifies individual, cohort and whole school achievement.	Outcomes are used to inform school improvement planning.	LH MF	AM7 costs	Ongoing	Headteacher's Reports half termly to Governing Body
	SEND provision is audited to identify strengths and areas for improvement	High quality provision to support SEND learners is in place.	JG with HfL SEND adviser	£500	November 2016	Audit Report shared with staff and governors.
	DfE Prevent online training is individually completed by all staff.	Anti-radicalisation is a high profile priority.	All staff	Time	October 2016	Certification
	A more rigorous programme of visits by governors to enable them to fulfil their duties effectively.	Governors are well informed and able to challenge issues requiring improvement.	Governing Body	Time	September 2016 onwards	Reports of Governing Body Visits