



Slaithwaite CE J&I School

School Improvement Plan

2017-2018

This school is awesome!

The Trim Trail is really fun!



Front cover designed by Rosie



The staff are really nice!



Slaithwaite J & I School
Best Value Statement
2017-2018

The Governors and Staff are fully committed to the achievement of Best Value in all decisions made and functions undertaken. Best Value principles will be used in securing continuous improvement through:

- Regular review of the functions of the school, challenging how, why and by whom services are provided and setting targets and performance indicators for improvement.
- Comparing the performance of the functions with other similar schools and within the school through the monitoring of outcomes and benchmarking performance indicators.
 - Consulting relevant and appropriate stakeholders before taking major decisions.
- Ensuring the functions of the school are competitive and ensuring that goods, works and services are secured through transparent procedures designed to ensure economy, efficiency and effectiveness.
- The Governors will make every effort to ensure that the school uses all its resources effectively to meet the needs of pupils and will support staff and managers in improving educational attainment.
- The school has in place processes to demonstrate the achievement of Best Value and will regularly review and update these in accordance with L.A procedures.

Plans for the forthcoming year are fully explained in this development plan. The Governors will monitor achievements throughout the year to determine the extent of continuous improvement through the School Improvement Plan, annual budget and Best Value Statement.

Signed /Date

Headteacher

School Improvement Plan Priorities
2017-2018
See Full Plan for details



Action-related to individual SIP plans	SIP action plan	Success Criteria	Dates	Cost and source	Monitoring
AFL system reviewed and supporting whole school progress and attainment	Attainment and progress, leadership plans. See subject action plans for targets and actions.	All children have "I can" statements, supporting achievement of cohort targets and progress (see targets set). Progress in whole school at and GD across core subjects, improvements in writing.	In place July 17-core. July 18-foundation subjects	Nil	By Head and leadership team each half term. Data analysed by governor's data committee each term.
Provision map, case studies and intervention plans in place.	As above and curriculum plan.	All groups/individuals making progress and areas for improvement identified and planned for.	July 17 then each term	ETA budget supporting groups and individual pupils.	As above
Creative curriculum reviewed and improved.	Curriculum, teaching and learning, leadership action plans.	Teaching is 100% good+, pupil/ parent feedback on curriculum is positive, attainment and progress good-see cohort target file. Teaching coaching model in place.	Autumn 17 and each term after. See teaching action plans and each term for professional development.	Creative budget-£500 Cover budget for teacher appraisal.	Observation of teaching by L.T and work scrutiny's each term by gobs and coordinators. Reports to gobs on progress by HT and subject coordinators each term. Autumn-writing Spring-creative subjects and writing Summer-writing and R.E
School values and all risk assessments updated, including Safeguarding, Prevent etc	Leadership, teaching and learning, curriculum plans.	All policies and procedures up to date and on website.	July 17/September 17 all up to date on website and in school.	Inset budget as required for courses	Safeguarding audit-June 17 by LA. Health and Safety/Prevent/Safeguarding governors approved all updates at full governors-Sept 17.
Partnerships and planning for schools future continuous.	Leadership plan (MAT, Hub etc.).	Regular reports on developments given to staff and gobs. Families and children supported.	June 17-then HUB meetings each half term Staff and gobs MAT working party reporting to gobs each term.	Nil	Headteacher reports to gobs each term. Through gobs minutes, Hub minutes, supporting children and families-monitored through intervention plans etc. and Safeguarding by L.T.
School premises continue to improve and develop.	See Premises plan.	MUGGA complete Bungalow demolished area improved.	June 17 onwards	See premise plan	Health and safety gov and committee.



Leadership and Management 2017-2018

Key Objective: Continue to build upon the good and outstanding leadership skills and practice already in place. Develop and extend ways for partnership working with other schools.

Task	Success criteria	Lead person	Dates	Cost and source	Monitoring	Evaluation
Review school systems for whole school tracking of progress and attainment, along with target setting, across all subjects.	System in place, groups identified and tracked. All school and data committee have good working knowledge of policy and procedure. Foundation subject coordinators are target setting and tracking progress.	LT and subject coordinators	June- SDP planning meetings and then each term from September 17 for data gathering.	£300 for a day's cover each term for subjects leaders to gather data and monitor subject.	Governor's data committee and governor subject leaders.	All staff Subject leaders to give report to governors each term-rolling programme (see monitoring schedule).
Revisit the schools mission statement and vision.	Prevent audit and risk assessments completed again. School values clearly reflect British and Christian values-audit of this completed. SIAMS reviewed by working party.	LT Foundation governors	September 17- Prevent audit completed. Staff meetings to look at vision- September 17 Foundation governors /staff meeting- June 17 to review SIAMS	Nil	Through behaviour records, Ofsted parent portal, questionnaires across school community. Website up to date with all value and curriculum statements, Prevent etc.	Continuous through discussions at all levels. SIAMS presented and discussed at governors meetings each term from June 17 onwards.

Continue with MAT discussions for our school.	Partnerships with other schools continue to develop- both through Diocese links, Pyramid and LA links. Governors/staff MAT committee continues to report back to whole school community.	Head Governors Subject leaders-at pyramid and Diocese level.	June 17-ongoing	Some costs for visiting speakers/courses-leadership budget.	Regular updates given by subject leaders to LT. Head reporting to governors through HT report. Governors committee reporting to full body on MAT.	All school staff evaluating at regular staff and governor meetings.
Continue school coaching leadership model. All LT leading work scrutiny and monitoring of their subject.	All members of team continue to be familiar with and leading key stage and learning effectively and feeling supported. All have good knowledge of Raise, SDP and monitoring procedures in school.	Head LT	June 17 onwards and regular discussion at L.Team meetings. Head to facilitate time for LT to be more involved in monitoring and reporting.	Costs from claiming teachers budget for release time.	Head to monitor through teaching and learning programme. Autumn-writing Spring-Creative Summer-P.E	Head Leadership team to evaluate regularly.
To ensure staff well-being remains at a positive level through changing times.	LT to ensure that all staff are fully involved with discussions and possible changes, whole school ethos continues to be at the highest level of team work and all continue to work towards the best possible outcomes for our children.	LT Governors	Continuous MAT discussions and feedback throughout year from this date.	Nil	Head and LT to continually monitor at LT meetings every 3 weeks.	Through staff appraisal systems and staff meetings.

<p>All leadership team fully aware of all Prevent aspects. Safeguarding training is up to date for DSL and Deputy DSL</p>	<p>Head completed further Safeguarding training. All team completed further up to date Prevent training as required. Safeguarding training up to date.</p>	<p>LT</p>	<p>June 17 onwards Safeguarding audit by LA023.06.17.</p>	<p>Nil Staff meeting time Cover to release staff as required-Inset budget.</p>	<p>LT to monitor through school systems and risk assessments in place. From safeguarding audit all actions in place-HT to report to governors in September 17 and each term thereafter.</p>	<p>Prevent audit completed again-September 17 Safeguarding training record updated on a regular basis.</p>
<p>Continue the subject leader report framework.</p>	<p>Governors are updated each term on subject progress and attainment. Autumn-Writing-by leadership team Spring- All creative subjects Summer- RE</p>	<p>Subject leaders Governors responsible</p>	<p>November 17 March 18 June 18</p>	<p>Nil</p>	<p>Monitored through governors minutes and subject action plans- coordinator to report to HT and governors.</p>	<p>Evaluated by LT</p>
<p>Implement a coaching model for all teaching staff.</p>	<p>All teaching staff are aware of curriculum expectations, attainment and progress across all cohorts.</p>	<p>Leadership team to implement</p>	<p>A half-day session each half term across school, teaching staff to work in another age group</p>	<p>Nil Staff meeting time to evaluate</p>	<p>Leadership team to monitor and talk to staff, changes in key stage teaching- September 18.</p>	<p>Staff questionnaires and open discussion at staff meeting, staff expanding their teaching ability and knowledge.</p>

<p>School is a leading partner in the Colne Valley Hub.</p>	<p>Better ways of working for children and families are in place across the valley, sharing of resources, multi-agency working to support families in need, knowledge and ways of working targeting and supporting families in need in place across the valley.</p>	<p>Head(EB) is the lead of HUB working in partnership with a range of agencies and local councilors</p>	<p>Meeting every month.</p>	<p>Accessing funding from LA where we can to support initiatives and projects in our HUB.</p>	<p>May 17 setting up and ongoing meetings each half term. Reports given to staff and governors by HT.</p>	<p>Leadership team and the HUB to analyse local data in the valley and school to review support for our families in need and the impact of the HUB.</p>
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Attainment and Progress 2017-2018

Key Objective: To have clear whole school picture of % of children who are emerging, at and greater depth across all subjects in NC. To set challenging targets for all year groups in core subjects, realistically based on NC and SAT testing. To ensure by end of each key stage our pupils are exceeding national expectations in core subjects and making above expected levels of progress.

Task	Success criteria	Lead person	Dates	Cost and source	Monitoring	Evaluation
Pupil "I can statements" are in place for all children (Y1-6) in all core subjects.	Teaching and support staff are familiar with and using "I can" across all subjects, both for planning and AFL. Appraisal for all staff supports this.	Deputy Head	June 17-staff and key stage time to start core and then ongoing throughout year. All in place for September 17. All subjects by July 18.	Nil	Head and Deputy through AFL and data gathering. Scrutiny of data each term by above.	All staff to evaluate at staff meetings.
Ensure all children know next steps for learning in core subjects (Y2-6).	"I can "in pupil books. Children know and can talk about what they need to do next in subjects to make progress. Report on "I can" and progress out to parents each half term.	Deputy All teaching staff	September 17 February 18 April 18 -talking to pupils alongside work scrutiny's.	Nil	Through termly work scrutiny-talking to children by leadership team.	As above

<p>Review school system to measure progress of all learners, which supports group, FSM, gender target setting and tracking.</p>	<ul style="list-style-type: none"> • System developed further, targets set and progress monitored. • Governor's data group trained and analyzed 16-17 data and new targets set for whole school for 17-18(see progress file). • All teaching staff inputting pupil level data each half term and involved in target setting. 	<p>Head Deputy</p>	<p>June 17-HT, DHT to set up system to include science and other subjects. Subject coordinators gathering pupil evidence each term. Teachers inputting data- July 17, December 17, April 18 and July 18.</p>	<p>Cover for DHT to set up- June/July 17</p>	<p>Leadership team and governors data group meetings to monitor and analyse data each term. Reports given to staff and action plans put into place by HT and DHT for additional needs children and groups- each term.</p>	<p>System evaluated regularly at staff meetings by all staff and changes made where required.</p>
<p>Set targets at whole school level - Expected in Reading 81%, Writing 75.2%, Maths 79% and Science 81.6%.</p>	<p>School exceeds/matches previous year's progress for Y6 in core subjects. Targets in place for each year group which are challenging and ensure good levels of progress.</p>	<p>Head LT Governors Y6 teacher</p>	<p>July to analyse levels achieved by 16/17 cohorts and September 17 to set targets for all cohorts. To be done in Staff meetings and as part of Teacher Appraisal.</p>	<p>Teacher appraisal meetings- autumn 17, through cover budget.</p>	<p>Monitored by governors and HT through Data analysis- November 17, March 18 and July 18. By LT - termly analysis of whole school progress.</p>	<p>Evaluated each half term by leadership team through tracking of whole school progress.</p>

<p>Implement new provision map for whole school.</p>	<ul style="list-style-type: none"> • Provision map in place for September 17 for all groups across school. • Intervention plans in place in each year group for additional needs along with Individual support plans. • Progress of pupils monitored and reviews sent to parents each term (those on ISP's and EHC plans). • HT and DHT to ensure all groups making progress and areas of need identified and actions in place. 	<p>Head-SENCO DHT</p>	<p>September 17 January 18 April 18</p>	<p>ETA budget to support group work and individual plans-see main budget for costings.</p>	<p>Monitored each term by HT and key stage leaders of learning. Leadership team to monitor and present group tracking to governors and teachers for planning. Support plans monitored by Head each term and feedback given to staff.</p>	<p>Evaluated regularly by teachers, ETA's and discussions held as required to support individual and group needs. Concerns brought to leaders of learning and HT.</p>
<p>Continue pupil case studies across school.</p>	<p>Case studies support pupil progress in EYFS, Y1, and Y5 in all subjects. However ensure all cohorts are represented-add to each year. ETA staff (as part of appraisal) continue case studies for SEN and additional needs pupils.</p>	<p>Key stage leaders. ETA appraisal team leaders.</p>	<p>July 17 November 17 March 18 July 18</p>	<p>Staff meeting time. Some release time for ETA staff to gather evidence.</p>	<p>LT to monitor studies each term. Examples to be shared at governors Data meetings-each term.</p>	<p>Staff to evaluate through appraisal and with governors when checking pupil progress.</p>



Teaching and Learning 2017-2018

Key Objective: To secure outstanding teaching and learning across the school. Ensure teaching is challenging and meets the needs of all learners.

Task	Success criteria	Lead person	Dates	Cost and source	Monitoring	Evaluation
Ensure standards of teaching remain at 100% good and above. Increase % of outstanding teaching.	Increase % of outstanding teaching in 17-18. Outstanding practice shared at staff meetings. Teachers have personal teaching action plans in place in September 17-see appraisal policy	Head Leadership team through appraisal process.	Autumn 17 onwards Autumn- writing observations Spring-Creative Summer-R.E	Some cover required when observing-HT and supply when required-cover budget	Head and appraisal team leaders through teaching observations	Report to governors by HT on teaching and learning- twice through the year.
Weave British values and church values through teaching and learning.	PSHE evidence file has strong examples of work across all age groups. Teaching is 100% good+ in PSHE reflecting schools values.	LT to support teaching and learning and lead monitoring.	Summer 17 curriculum planning, scrutiny of behaviour records and reported incidents throughout the year.	Nil	PSHE coordinator to report to governors- June 17. HT to monitor through school systems e.g. behaviour, bullying incidents etc.- report given to governors each term.	PSHE coordinator to evaluate -see action plan.

<p>Develop teaching in creative subjects.</p>	<p>Creative curriculum reviewed to ensure good range of challenge and depth. Teaching is at least 100% good in creative subject's spring 18- see monitoring file. See creative subject action plans led by coordinators.</p>	<p>LT Science governor</p>	<p>Summer 17- curriculum planning Spring 18 observation of teaching-creative subject.</p>	<p>Nil</p>	<p>As above but in spring 2018 by Art coordinator</p>	<p>As above-but Leadership team.</p>
<p>Review of teacher and support staff appraisal.</p>	<p>Review complete, appraisal objectives related to SDP priorities: Objective 1-cohort target set in writing-see cohort target files and Literacy action plan. Objective 2-teaching is good+ in creative subjects-linked to teacher appraisal Objective 3- subject coordinator folder up to date and evidence of progress across school included.</p>	<p>Head Appraisal team leaders.</p>	<p>May/June for support staff cycle and appraisal meetings for these staff. July 17-to review objective setting for 17-18 and then through annual appraisal process for teachers.</p>	<p>Cover for appraisal meetings- end September and start of October 17. Claiming teacher budget-2 days cover for staff.</p>	<p>Leadership team through appraisal reviews. Report given by HT to governors pay committee- October 17 on teacher performance and pay recommendations for 17-18. Support staff recommendations given to payroll by EB (where required) in July 17 after appraisal reviews.</p>	<p>Leadership team to evaluate through regular discussion and monitoring.</p>



Curriculum 2017-2018	Key Objective: To ensure the school has an exciting, stimulating curriculum which meets the needs of all learners. A curriculum which meets all NC requirements and supports outstanding progress and achievement for all learners.
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Task	Success criteria	Lead person	Dates	Cost and source	Monitoring	Evaluation
To have in place whole school curriculum progress map-all children on central system.	Progress and attainment in reading, maths, science, writing and foundation subjects tracked and targets set in core. See cohort target files and comparisons to FFT.	Head Deputy	July 17-system reviewed. Data gathered and analysed ready for September 17 and then termly tracking of progress. Science on system-September 17, Foundation subjects-spring 18.	Leadership meetings on regular basis.	Head Governors-Data committee.	Evaluated at leadership team and reports on progress and attainment of all groups given on termly basis to data committee and full governors(through HT report).
Incorporate children's views into curriculum planning.	Curriculum coverage reviewed to include children's views across school. Class assemblies support children's views and are a showcase for work and achievement.	All staff	Summer 17 staff meetings. Class assemblies - each class 1 assembly over the year.	Nil	All staff to monitor through planning.	Evaluate through work scrutiny-ensure children's views are incorporated into planning each term.

Continue to develop moderation procedures and policy in school.	Moderation systems are in place-in school, pyramid and beyond. Subject folders developed further to evidence children working at "emerging, at and greater depth" in all subjects.	Head Deputy	Autumn and spring staff meeting time to secure teacher judgments in NC. Moderation of pupils work-ongoing at key stage meetings.	Nil	Head Governor's curriculum committee to review and look at pupil profiles alongside children's work (each term). See work scrutiny folder and reports to governors.	As above
Continue to monitor challenge across subjects and year groups.	Work scrutiny in place and challenge is evident throughout children's work. Autumn-all core and writing in depth. Spring-Creative subjects Summer- R.E and P.E	LT Governors responsible	Each half term	Half day cover to release coordinators each term-inset budget	Reports given to governors each term by coordinators on progress and attainment from work scrutiny. Subject governors(wher e possible) doing scrutiny with staff).	Subject leaders to evaluate when reviewing and setting new action plan.
Review of creative curriculum-see subject plans for further details.	Curriculum reviewed, Art week in place-spring 18, parents/carers shared children's work.	LT	Creative curriculum time at key stage and staff meetings-summer 17 and autumn 17	Staff meeting time. £500 creative budget for resources.	Reports to governors and Art governor	Children/parents and carers to evaluate through curriculum questionnaires

<p>To utilise the Outdoors to support Teaching and Learning in PSHE.</p>	<p>Teaching and Learning across school, including Worship, takes place outdoors. (see RE/Collective Worship action plan).</p>	<p>PC & EB</p>	<p>June 17 Staff Meetings - on going.</p>	<p>£120 The 'GO Green' Conference.</p>	<p>Through SIAMS and SEF comments and judgments- EB and governors to complete.</p>	<p>SIAMS & SEF shared at governors and with staff.</p>
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Buildings and Premises 2017-2018

Key Objective: To ensure continued security for the school site. Develop and enhance the school building and site to ensure quality teaching, learning and well-being for all pupils.

Task	Success criteria	Lead person	Dates	Cost and source	Monitoring	Evaluation
Decisions and actions to be made regarding caretakers bungalow.	Action plan in place for demolition of bungalow and plans in place for site.	Governors Premises committee	May 17 and ongoing.	No finance available through school funds. Asset management to support with future plans.	Premises committee	Staff opinions discussed along with governor views for best interests of the school site.
Health and Safety(including all risk assessments) fully in place	Assessments completed and site safe. Lockdown procedures in place and practiced, parents and carers fully informed.	Head Health and Safety/Prevent governor	Health and safety check-summer 17 Full audit-autumn 17 Regular updates-as required. Lockdown training and advice from LA-June 17. Head and business manager developed school procedures and policy.	Course budget.	Head Caretaker H+S Governor	Premises committee and report to full governors-autumn term 2017. Regular updates on safeguarding and health and safety given by HT to governors each term.

Up to date training for H+S and PAMP	Training completed-staff responsible completing checks and audits.	Head H+S governor Site Manager(Caretaker)	Pamp training updated-June 17-HT	Managing health and Safety course for caretaker asap-cost £400 premises budget	Head H+S governor	On-going evaluation by Head, Site manager and Premises committee.
Investigate and research MUGGA for playground and Trim trail	MUGGA in place and children's play areas are enhanced and improved.	KS1 and Outdoor coordinator	April 17 and ongoing-apply for funding, get quotes, and talk to children.	£10.000 to complete project-funding ongoing.	Head Coordinator	Children involved throughout process, small group gaining all children's views and ideas then evaluating impact once in place.
Nature cabin in more use.	All ages of children using cabin more, after school club using at all school holiday times and some in term time. Hub meetings take place for pyramid in cabin. Courses and meetings for Hub in cabin	Outdoor coordinator Head	June 17 onwards	Nil	Head	Speaking to staff at staff meetings and all other users.