



Slaithwaite CE J & I School School Improvement Plan 2019 - 2020



Slaithwaite CE J&I School
Best Value Statement
2019-2020

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:

Mrs E. Bradley
Headteacher
Septemeber 2019

School Improvement Plan Priorities

2019 - 2020

See Full Plan for details



Action-related to individual SIP plans	SIP action plan	Success Criteria	Dates	Cost and source	Monitoring/Evaluation
AFL system refined 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 and foundation subjects monitored by coordinators. Clearer analysis of gender performance across school	In place July 19- <i>all subjects</i> .	Nil	By Head and leadership team each half term. Data analysed by governor's data committee each term. Scrutiny of gender in more detail and action plans in place for individuals and groups where required.
Areas to develop form Ofsted continue to be included in school improvement plans	Curriculum, Leadership, Teaching and learning action plans. English, EYFS and maths plans for more detail.	Pencil/pen/letter/number formation improves across school. Performance of boys/girls across school analysed in more depth and intervention in place where required. Reasoning in Maths continues to improve.	June 2019 onwards	See action plans for each costing	Monitoring of teaching and work scrutiny-see monitoring policy. Monitored by subject governors, leadership team and data committee each term.
Provision map, and intervention plans in place. MSP and EHC plans are clear and track progress.	As above and curriculum/SEND plans.	All groups/individuals making progress and areas for improvement identified and planned. EHC and MSP monitored and requests for statutory assessment in place where required.	July 19 then each term	ETA budget supporting groups and individual pupils.	As above
School continues to improve and develop as a church school. RE curriculum fully reviewed-see SIAMS action plan SRE	Self-evaluation for SIAMS continues along with areas for development and improvements -see R.E, PSHE,	The school is well on the way to a SIAMS judgement of good by July 2020	June 19 onwards	See SIAMS action plan	Foundation governors to monitor through self-evaluation, learning walks, work scrutiny, talking to children and school community.

curriculum reviewed in light of new curriculum.	Curriculum and Collective worship plans.				
Curriculum reviewed and improved. Teaching strengths supporting teaching and learning across school.	Curriculum, teaching and learning, leadership action plans. Appraisal policies.	Teaching is 100% good+, pupil/ parent feedback on curriculum is positive, attainment and progress good-see cohort target file. Teaching coaching model further developed and creative curriculum supports 5 R's.	Autumn 19 and each term after. See teaching action plans and each term for professional development.	£500 Cover budget for teacher appraisal.	Observation of teaching by L.T and work scrutiny's each term by gov's and coordinators. Reports to gov's on progress by HT and subject coordinators each term. Autumn-writing and 5R's Spring-Maths and 5R's Summer- Foundation subjects and 5R's
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 19/September 19 all up to date on website and in school.	Inset budget as required for courses	Health and Safety/Prevent/Safeguarding governors approved all updates at full governors- Sept 19.
Partnerships and planning for schools future continuous.	Leadership plan (Hub etc.).	Regular reports on developments given to staff and gov's. Families and children supported.	June 19-then HUB meetings each half term	Nil	Headteacher reports to gov's each term. Through gov's 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.	New Fascia's and roof repaired. EYFS outdoor play area completed. Reflection area completed.	June 19 onwards	See premises plan	Health and safety gov and committee.

Curriculum 2019-2020	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
Evaluate our curriculum offer to ensure full coverage of 5 R's. Change Star of the week to be based around 5R's.	Children's resilience along with personal and social skills are planned for across the curriculum and progress monitored- linked to teacher appraisal and monitoring of teaching.	HT/DHT	June 19 onwards	Staff meeting time and ongoing	Work scrutiny, teacher and staff observation	
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 and RE. See cohort target files and comparisons to FFT.	Head Deputy	July 19-system reviewed. Data gathered and analysed ready for September 18 and then termly tracking of progress.	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	All staff	Summer 19 staff meetings. Class assemblies - each class 1	Nil	All staff to monitor through planning.	Evaluate through work scrutiny-ensure children's views are

	showcase for work and achievement.		assembly over the year.			incorporated into planning each term.
Continue to develop moderation procedures and policy in school.	Moderation systems are developed-in school, pyramid and beyond. Subject folders developed further to evidence children working at "emerging, at and greater depth" in all subjects. Linked with another church school to moderate RE.	Head Deputy	Autumn and spring staff meeting time to secure teacher judgments in NC. Moderation of pupils work-ongoing at key stage meetings, includes close scrutiny of letter/number formation and reasoning in Maths, along with standards in RE.	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(letter and number formation) Spring- RE Summer- Maths See monitoring schedule for more detail.	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 (where	Subject leaders to evaluate when reviewing and setting new action plan.

					possible) doing scrutiny with staff).	
Introduce and plan new SRE and RE syllabus across school.	New syllabus incorporated including understanding Christianity-all staff using and applying new syllabus	Coordinator HT/DHT	Summer 19 onwards Staff training in RE-25 th Oct 19. SRE coordinator to inform parents re new syllabus-July 19.	Enhanced Diocese package	Coordinators and foundation governors through work scrutiny's-see SIAMS action plan.	Evaluate regularly-HT/DHT and foundation gov's, reports given to full governors each half term.
To utilize the Outdoors to support Teaching and Learning in PSHE and R.E.	Teaching and Learning across school, including Worship, takes place outdoors. (see RE/Collective Worship action plan). Reflection area in place in school grounds (set up incorporating children views and ideas).	PC & EB	June 19 Staff Meetings and School council meetings (also children's working party) - on going.	£120 The 'GO Green' Conference. £200 R.E resources. £1000 for reflection area in outdoors.	Through SIAMS and SEF comments and judgments-EB and governors to complete.	SIAMS & SEF shared at governors and with staff. Evaluated by children through regular discussion (include LTSA views too).

Review Maths curriculum and resources. See Maths action plan.	Reasoning/teaching of times tables covered comprehensively by all age groups (see Maths action plan). Linked to teaching staff appraisals-see policy. Maths teaching is 100% good+ and evidences reasoning for all pupils. Times tables embedded across school.	Maths coordinator	June 19 action planning	£500 Maths resources	Through work scrutiny each term and analysed by coordinator at data drops. Observation of teaching in spring by appraisal team leaders.	
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Leadership and Management 2019-2020			Key Objective: Continue to build upon the good and outstanding leadership skills and practice already in place. Develop coaching model for future leaders in school.			
Task	Success criteria	Lead person	Dates	Cost and source	Monitoring	Evaluation
Ensure sustainability and succession planning in leadership and management for the school.	The leadership team is secure and all leaders supported (either in school or by outside support). The Governing body is planning for sustainability and succession planning in a changing educational and school climate.	Head Chair of governors.	July 19-governor discussions and associate appointments. September AGM-new chair. July 19 review of leadership team responsibilities where required.	Nil for governors. CPD for staff in leadership roles. HR buy back-LA	LT monitoring and reviewing throughout. Support from governing bodies section and HR where needed. Governor responsible for wellbeing is fully involved at all levels.	Continuous evaluation by LT and discussion at governors meetings each half term. Head and chair meeting regularly and reviewing the situation.

<p>Further, develop school systems for whole school tracking of progress and attainment, along with target setting, across all subjects.</p>	<p>System is refined, groups identified and tracked. All school and data committee have good working knowledge of policy and procedure. Clearer picture of group performance across school. Foundation subject coordinators are target setting and tracking progress.</p>	<p>LT and subject coordinators</p>	<p>June 19- SDP planning meetings and then each term from July 19 for data gathering.</p>	<p>£300 for a day's cover each term for subjects leaders to gather data and monitor subject.</p>	<p>Governor's data committee and governor subject leaders.</p>	<p>All staff Subject leaders to give report to governors each term- Autumn- R.E Spring- Computing Summer- Art</p>
<p>Revisit the schools mission statement and vision. See SIAMS action plan.</p>	<p>Ensure the 5 R's are embedded in the mission statement. Prevent audit, safeguarding and risk assessments reviewed and completed. School values clearly reflect British and Christian values- audit of this completed (reviewed by children and school community). SIAMS reviewed by working party.</p> <p>The children's voice is fully included in our mission statement and vision.</p> <p>Well-done assemblies changed to Friday pm and focused on 5 R's.</p>	<p>LT Foundation governors PSHE coordinator- see subject action plan</p>	<p>September 19- Prevent audit completed. Staff meetings to look at vision- September 19 Foundation governors /staff meeting-June 19 to review SIAMS. Collective worship time used to review vision-publish in school and website- September 19.</p>	<p>Nil</p>	<p>Through behaviour records, Ofsted parent portal, questionnaires across school community. Website up to date with all vision and curriculum statements, Prevent etc.</p>	<p>Continuous through discussions at all levels. SIAMS presented and discussed at governors meetings each term from July 19 onwards.</p>

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 ASP, FFT, SDP and monitoring procedures in school. Student work placements in place.	Head LT JO/Maths governor-autumn 19 EB/English governor-spring 20 JE/Art governor-summer 20.	June 19 onwards and regular discussion at L.Team meetings. Head to facilitate time for LT to be more involved in monitoring and reporting. LT to enquire re teacher/ student placements.	Costs from claiming teachers budget for release time.	Head to monitor through teaching and learning programme. Autumn-formation, reasoning and 5 R's. Spring-as above Summer-Foundation subjects/Topic books.	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(wellbeing governor)	June 19 onwards	HR support Main budget changes where required.	Head and LT to continually monitor at LT meetings every 3 weeks.	Through staff appraisal systems and staff meetings.
All leadership team fully aware of all Prevent aspects. Safeguarding training is up to date for DSL and Deputy DSL	Head completed further Safeguarding training. All team completed further up to date Prevent training as required. Safeguarding training up to date.	LT	June 19 onwards Whole school and governor safeguarding training- September 19.	Nil Staff meeting time Cover to release staff as required- Inset budget.	LT to monitor through school systems and risk assessments in place.	Prevent audit completed again- September 19 Safeguarding training record updated on a regular basis. SCR up to date.

School is a leading partner in the Colne Valley Hub.	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.	Head(EB) is the lead of HUB working in partnership with a range of agencies and local councilors	Meeting every month.	Accessing funding from LA/government where we can to support initiatives and projects in our HUB.	Meetings each half term. Reports given to staff and governors by HT.	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.
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Teaching and Learning 2019-2020			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 19-20. Outstanding practice shared at staff meetings. Teachers have personal teaching action plans in place in September 19-see appraisal policy	Head Leadership team through appraisal process.	Autumn 19 onwards Autumn-writing/letter formation observation in English lesson and 5 R's Spring-RE Summer-Maths	Some cover required when observing by the HT and supply when required-cover budget	Head and appraisal team leaders through teaching observations and work scrutiny Autumn 1 and 2 Literacy/Numeracy and 5r's and x tables Spring 1-intervention groups/ x tables and update on RE	Report to governors by HT on teaching and learning-twice through the year.

					Spring 2-Indepth look at RE Summer 2 -looking at evidence to support judgements in core subjects and RE.	
All staff receive quality professional development linked to school priorities.	<p>Appraisal evidences progress for all staff, letter/number formation improves, children's reasoning skills improve.</p> <p>Planning for the 5 R's is fully included across school. Evidence in classroom displays, teaching, and learning.</p> <p>Staff wellbeing is closely monitored and supported.</p>	LT Numeracy and English and Foundation governors	<p>Autumn-September-Christian ethos- vision and value training October inset for RE</p> <p>Maths and English plans in place for September 19.</p>	£500 for training day for all staff.	LT and key governors to monitor through work scrutiny-autumn 19 and spring 20- HT to observe teaching in writing-autumn 19 and appraisal leaders to observe all staff in spring 20 in RE and Maths in summer 20. Focus on wellbeing and 5 R's in all observations.	Evaluated each half term by staff at staff meetings and ongoing at leadership meetings.
Develop teaching in foundation subjects. Coaching model developed across school.	<p>Creative curriculum reviewed to ensure good range of challenge and depth.</p> <p>Teacher confidence across all age groups enhanced, children receiving good quality teaching in foundation subjects.</p> <p>Coaching model more</p>	LT Subject governors and subject leaders.	Summer 19- curriculum planning Staff meetings in September to plan and implement coaching and	Nil	By LT through analysis of data each term and drop in observation of teaching by HT throughout the year.	Children to evaluate their experience each term, staff questionnaires evaluated by LT and reported to

	<p>established. Cross-curricular days in place across school.</p>		<p>cross-curricular days to start beginning of October 19.</p>			<p>governors by HT.</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 core subjects-see cohort target files. Objective 2-teaching is good+ in RE Objective 3- subject coordinator folders up to date and evidence of progress across school included, in depth analysis of GD pupils.</p>	<p>Head Appraisal team leaders.</p>	<p>September for support staff cycle and appraisal meetings for these staff. October-teaching staff.</p>	<p>Cover for appraisal meetings- October 19. Claiming teacher budget-2 days cover for staff.</p>	<p>Leadership team through appraisal reviews. Report given by HT to governors pay committee-October 19 on teacher performance and pay recommendations for 19-20. Support staff recommendations given to payroll by EB (where required) in September 19 after appraisal reviews.</p>	<p>Leadership team to evaluate through regular discussion and monitoring.</p>

Attainment and Progress 2019-2020

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 FFT, NC and SAT testing. To ensure by end of each key stage our pupils continue to further exceed national expectations in core subjects and make above expected levels of progress.

Task	Success criteria	Lead person	Dates	Cost and source	Monitoring	Evaluation
Ensure all children know next steps for learning in core subjects (Y2-6).	<p>"I can "in pupil books. Children know and can talk about what they need to do next in subjects to make progress.</p> <p>Report on "I can" and progress out to parents each half term, linked to parent drop in sessions-Harvest, spring/Easter and summer 20.</p>	Assessment coordinator All teaching staff	September 19 February 20 April 20 - talking to pupils alongside work scrutiny's.	Nil	Through termly work scrutiny- talking to children by leadership team.	As above
Refine school system to measure progress of all learners, which supports group, disadvantaged, and gender target setting and tracking.	<ul style="list-style-type: none"> System developed further, targets set and progress monitored. Governor's data group analysed 18/19 data and new targets set for whole school for 19-20(see progress file). All teaching staff 	Head Deputy EYFS leader	July 19- subject coordinators gathering pupil evidence each term. Teachers inputting data- July 19, December 19,	Nil	Leadership team and governors data group meetings to monitor and analyse data each term. Reports given to staff and action plans put	System evaluated regularly at staff meetings by all staff and changes made where required.

	<p>inputting pupil level data each half term and involved in target setting. Drill down on foundation subjects- which children can be challenged further to GD-teachers identify on termly data drop.</p> <ul style="list-style-type: none"> • Particular focus on girls across school and in-depth analysis of progress, action plans for teaching and learning in place for those below expected levels (see intervention and subject plans). • Gap between boys and girls in reading, science and maths is closing across school and in particular cohorts-see progress file. • Pyramid moderation developed further with another school 		<p>April 20 and July 20. Targets set at teacher appraisal meetings in autumn 19. Moderation in key stage meetings with another school-HT to implement.</p>		<p>in place by HT and DHT for additional needs children and groups monitored each term. See EYFS action plans and core subject action plans. Intervention plans monitored by LT each term. Foundation subject coordinators can identify GD pupils and plan accordingly.</p>	
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<p>Set targets at whole school level - Expected in Reading 83% Exp+ 39% GD, Writing 81%Exp+ and 19% GD, Maths 85.8% Exp+ and 27.8% GD</p>	<p>School exceeds/matches previous year's progress for all pupils in core subjects. Targets in place for each year group which are challenging and ensure good levels of progress.</p>	<p>Head LT Governors All teachers</p>	<p>July to analyse levels achieved by 18/19 cohorts and September 19 to set targets for all cohorts. To be done in Staff meetings and as part of Teacher Appraisal.</p>	<p>Teacher appraisal meetings- autumn 19, through cover budget.</p>	<p>Monitored by governors and HT through Data analysis- November 19, March 20 and July 20. 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 19- all groups across school. • Full review of ETA support across school and revised timetable each term/as required. • Intervention plans in place in each year group for additional needs pupils, along with Individual support plans. • Progress of pupils monitored and reviews sent to parents each term (those on ISP's and EHC plans). • LT to ensure all groups making progress and 	<p>Head-SENCO DHT</p>	<p>June 19 for ETA review. September 19 January 20 February 20 in light of new budget.</p>	<p>ETA budget to support group work and individual plans- see main budget/sen additional funding 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 and intervention 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>

	areas of need identified and actions in place.					
Target individual pupils who need further support in well-being.	Individuals supported through projects in school, pupils well-being continues to improve and children more ready to learn and feel nurtured.	HT LT Various projects e.g. Inter-generational project.	September 19 onwards	Bids to various projects and supported through PSHE budget.	Checked through behaviour monitoring, project feedback on children's involvement levels.	Evaluated at staff meetings, TAF, CP plans etc. by LT.
Y4 Times tables test prepared for.	All teaching staff-Y2-Y6 planning regular testing and recording progress- <i>see Maths action plan.</i>					

Buildings and Premises 2019-2020

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
Health and Safety(including all risk assessments) fully in place	Assessments completed and site safe. Lockdown procedures reviewed and practiced, parents and carers fully informed.	Head Health and Safety/Prevent governor	Health and safety check and audit-summer 19 Regular updates-as required.	Premises budget as required.	Head Caretaker H+S Governor	Premises committee and report to full governors-summer term 2019. 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)	Courses and updates as available.	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.
Pond and outside areas improved, including EYFS outdoor space(total refurbishment of [play area]).	Pond drained and area tidied. EYFS outdoors improved and space incorporates children's views and ideas. EYFS play	As above and Parent governors	March 19 onwards	Volunteer working party and funds from Premises budget and	Children and staff to evaluate through usage	As above and including EYFS leader.

	enhanced.			fundraising. Cost of playground determined by quotes(circa £10,000).		
Reflection area established in school grounds linked to 5 R's teaching, learning and curriculum plans.	Reflection area in place, used by children and wider school community.	As above and Headteacher and children's working party, local member of church.	Planning from June 19	Support from PTA and fundraising by children. Cost dependent on quotes obtained.	Monitored by working party and evaluated through pupil, staff and wider community discussion (in worship, playtimes, lunchtimes, PSHE lessons).	
Fascia boarding replaced by UPVC, school roof replaced in some areas.	No more leaks!!!	Asset management, Headteacher, Caretaker	July 19	LA to meet Fascia and some of roofing costs. £1000 from repairs and maintenance for fascia's and contribution (still to be determined from DFC for roof).	Premises committee Head, LA asset manager and caretaker over summer holidays.	

2019-2020 SIAMS action plan		Key Objective: To address the areas for development as outlined in June 2019 SIAMS inspection.				
Area for development	Success criteria	Tasks	Dates	Cost and source	Monitoring	Evaluation
To develop an effective partnership with the diocese.	<ul style="list-style-type: none"> School leaders have a strong and secure understanding of church school distinctiveness This understanding is shared with all members of the school community 	<ul style="list-style-type: none"> To buy into the diocese enhanced services plan Whole school discussion and sharing of ideas on distinctiveness as a Christian school Review the schools vision and values statement with all stakeholders. 	<p>10.7.19</p> <p>Staff meetings and assemblies/PSHE lessons, local incumbent, governors meetings and parent/carer evenings- October/November 19</p>	£500.00- main school budget	EB/PC Reports to full governing body and through foundation governor's analytical evaluation of the school.	Circulate and launch the schools vision to all stakeholders and publish in January 2020 or earlier if ready.
To further develop the rigor and effectiveness of governor's analytical evaluation of the school as a church school and its Christian vision.	<ul style="list-style-type: none"> To have in place a system/ method of monitoring and evaluation which supports the schools Christian vision All stake holders are fully aware and developing their practice to 	<ul style="list-style-type: none"> Governor training from diocesan advisor to support governors where required Governors to establish a monitoring and evaluative strategy. Governors and 	<p>Spring 2020</p> <p>Spring 2020</p>	Enhanced service package	Foundation governor's and leadership team to report to full governors each half term- starting September 2019	Evaluated by leadership team with support of the Diocese adviser.

	<p>enhance the schools christian vision</p> <ul style="list-style-type: none"> • Foundation governors to complete online training 	<p>leadership team to support and develop action points from monitoring and evaluation.</p>	Spring 2020			
<p>To ensure that pupils develop an age appropriate theological understanding of Christian beliefs and practices through revision and development of the RE curriculum. Ensure all staff have a clear understanding of curriculum expectations and greater depth in R.E across all ages.</p>	<ul style="list-style-type: none"> • Pupils will have a better understanding of an age appropriate theological understanding of Christian beliefs and practices. • Evidenced by: RE curriculum Children's work and discussion with children • Teaching is good or better in RE • Support staff have a good understanding of RE curriculum and expectations 	<ul style="list-style-type: none"> • All staff attend training in RE and understanding Christianity • RE curriculum revised • Teacher appraisal objective - improving teaching and learning in RE • Cohort targets set in RE across school at teacher appraisal • Observation of teaching in RE by team leaders- PC/EB • Support staff appraisal has a clear focus on the 	<p>25.10.19</p> <p>Autumn 2</p> <p>Autumn 1</p> <p>Autumn 1</p> <p>Spring 2020</p> <p>Autumn 1</p> <p>Autumn 1</p> <p>Spring/summer 20</p>	<p>Enhanced package</p> <p>£500 for training coordinator- attend training October 19 and March 20</p> <p>Cover from claiming teachers for appraisal process-£500</p> <p>Staff meeting time</p>	<p>RE work scrutiny-Spring 2 by leadership team and governor's</p> <p>Observation of teaching spring 2020-appraisal team leaders</p> <p>As above</p> <p>RE coordinator, HT and DHT to monitor and evaluate.</p> <p>As above and in July 20 when reviewing attainment and progress against targets set at appraisal.</p>	<p>Governors to analyse anonymized teacher and support staff appraisal-summer 20.</p> <p>HT to report to governors-spring 2</p>

		<p>RE curriculum</p> <ul style="list-style-type: none"> • Review RE responsibility in school • Link with another church school to moderate RE across all key stages 				
Establish a deeper understanding of the liturgical basis of collective worship to support pupils in leading, planning and evaluating worship.	To be confirmed with Diocese adviser-summer/autumn 20					
SIAMS Self evaluation	To continually update the SIAMS self-evaluation framework alongside Ofsted self-evaluation under new framework.	Leadership team to complete along with governors and staff views	Begin autumn 2	Leadership meetings		