



# Slaithwaite C.E J & I School School Development Plan 2018 - 2019



## Slaithwaite J & I School

### Best Value Statement

#### 2018-2019

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.

## Curriculum 2018-2019

**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.

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 18-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 showcase for work and achievement.	All staff	Summer 18 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.	<p>Moderation systems are developed-in school, pyramid and beyond.</p> <p>Subject folders developed further to evidence children working at "emerging, at and greater depth" in all subjects.</p>	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.	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.	<p>Work scrutiny in place and challenge is evident throughout children's work.</p> <p>Autumn-all core and writing in depth(letter and number formation)</p> <p>Spring-Maths(Reasoning) and above</p> <p>Summer- R.E</p>	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.

	See monitoring schedule for more detail.				possible) doing scrutiny with staff).	
Review of letter and number formation	Code for pencil/pen grip in place and children forming letters/numbers correctly through school (see English/Maths action plans). Work scrutiny throughout the year shows progress. Linked to all staff appraisals- appraisal objective planning. Teaching is 100% good+ in writing/number formation.	LT	July 18-advice from LA English lead and new code to start September 18. Checked each half term and by all staff at daily drop in's.	Staff meeting time.  £500 budget for resources and inset for staff meeting (LA adviser).	Reports to governors and English/Maths governor  Observation of teaching- autumn 18 by HT.	Evaluated by LT on a daily, weekly basis and fed back at weekly staff meetings.
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 18 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.	Reasoning is 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.	Maths coordinator	June 18 action planning  October 18- staff inset delivered by LA Maths adviser.	£500-inset budget for staff training.  £500 Maths resources	Through work scrutiny each term and analysed by coordinator at data drops. Observation of teaching in spring by appraisal team leaders.	

## Teaching and Learning 2018-2019

**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.	<p>Increase % of outstanding teaching in 18-19.</p> <p>Outstanding practice shared at staff meetings.</p> <p>Teachers have personal teaching action plans in place in September 18-see appraisal policy</p>	<p>Head</p> <p>Leadership team through appraisal process.</p>	<p>Autumn 18 onwards</p> <p>Autumn-writing/letter formation observations</p> <p>Spring-Maths/reasoning</p> <p>Summer-R.E</p>	<p>Some cover required when observing by the HT and supply when required-cover budget</p>	<p>Head and appraisal team leaders through teaching observations</p>	<p>Report to governors by HT on teaching and learning-twice through the year.</p>
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>LT</p> <p>Numeracy and English governors</p>	<p>Summer and September 18 for formation.</p> <p>Autumn-</p>	<p>£500 for training</p> <p>£1,000 from English and</p>	<p>LT and key governors to monitor through work scrutiny-</p>	<p>Evaluated each half term by staff at staff meetings and ongoing at</p>

			October inset for reasoning. Maths and English plans in place for September 18.	Maths for resources.	autumn 18 and spring 19-all books (looking in particular at formation and reasoning in Maths). HT to observe teaching in writing-autumn 18 and appraisal leaders to observe all staff in spring 19 in Maths.	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>Learning and progress in foundation subjects is accelerated. Teacher confidence across all age groups enhanced, children receiving good quality teaching in foundation subjects. Coaching model more established.</p>	LT Subject governors and subject leaders.	<p>Summer 18- curriculum planning</p> <p>Staff meetings in September to plan and implement coaching model to start beginning of October 18.</p>	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 governors by HT.



Review of teacher and support staff appraisal.	<p>Review complete, appraisal objectives related to SDP priorities: Objective 1-cohort target set in writing-see cohort target files and Literacy action plan.</p> <p>Objective 2-teaching is good+ in Maths and reasoning-linked to teacher appraisal</p> <p>Objective 3- subject coordinator folders up to date and evidence of progress across school included.</p>	Head Appraisal team leaders.	<p>September for support staff cycle and appraisal meetings for these staff.</p> <p>October-teaching staff.</p>	<p>Cover for appraisal meetings- October 18. Claiming teacher budget-2 days cover for staff.</p>	<p>Leadership team through appraisal reviews.</p> <p>Report given by HT to governors pay committee- October 18 on teacher performance and pay recommendations for 18-19. Support staff recommendations given to payroll by EB (where required) in September 18 after appraisal</p>	<p>Leadership team to evaluate through regular discussion and monitoring.</p>

					reviews.	
<p>Observation by HT of the teaching of R.E across school.</p> <p>Work scrutiny and learning walk by foundation governors.</p>	<p>Children's knowledge and wellbeing continues to be outstanding.</p>	<p>HT</p> <p>Foundation governors.</p>	<p>Autumn 18 for the learning walk.</p> <p>Summer 19- teaching observations.</p>	<p>£200 R.E budget to enhance resources.</p>	<p>Monitoring by HT and report given to full governors.</p>	<p>Evaluated by all staff-through lesson observations, children's views, questionnaires and pupil wellbeing.</p>

## Buildings and Premises 2018-2019

**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 18 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 reviewed and practiced, parents and carers fully informed.	Head  Health and Safety/Prevent governor	Health and safety check and audit-summer 18  Regular updates-as	Premises budget as required.	Head  Caretaker  H+S Governor	Premises committee and report to full governors-summer term 2018.  Regular updates

			required.			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.
MUGGA for playground in situ, running track completed.	MUGGA in place and children's play areas are enhanced and improved. "A mile a day" initiative introduced and then in place across school for all!!!	KS1 and Outdoor coordinator	June 18 and ongoing-apply for funding, get quotes, and talk to children.  "A mile a day" in place by October 18.	Quotes for track and funding raised through various means.	Head Coordinator	Children involved throughout process, small group gaining all children's views and ideas then evaluating impact once in place.
Pond and outside areas improved, including EYFS outdoor space.	Pond drained and area tidied.  EYFS outdoors improved and space incorporates children's	As above and Parent governor	September 18 onwards	Volunteer working party and funds from Premises	Children and staff to evaluate	As above

	views and ideas. EYFS play enhanced.			budget and fundraising.	through usage	
Reflection area established in school grounds	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 18	Support from PTA and any leftover lottery funding from MUGGA.	Monitored by working party and evaluated through pupil, staff and wider community discussion (in worship, playtimes, lunchtimes, PSHE lessons).	

## Leadership and Management 2018-2019

**Key Objective:** Continue to build upon the good and outstanding leadership skills and practice already in place.

Task	Success criteria	Lead person	Dates	Cost and source	Monitoring	Evaluation
Further develop school systems for whole school tracking of progress and attainment, along with target setting, across all subjects.	<p>System is refined, groups identified and tracked. All school and data committee have good working knowledge of policy and procedure.</p> <p>Clearer picture of group performance across school. Foundation subject coordinators are target setting and tracking progress.</p>	LT and subject coordinators	June 18- SDP planning meetings and then each term from July 18 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.	<p>All staff</p> <p>Subject leaders to give report to governors each term-rolling programme (see monitoring schedule).</p>
Revisit the schools mission statement and vision.	<p>Prevent audit and risk assessments completed again. School values clearly reflect British and Christian values-audit of this completed (reviewed by children again).</p> <p>SIAMS reviewed by working party.</p>	LT Foundation governors	<p>September 18- Prevent audit completed.</p> <p>Staff meetings to look at vision- September 18</p> <p>Foundation governors /staff meeting- June 18 to review SIAMS.</p> <p>Collective</p>	Nil	<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.</p> <p>SIAMS presented and discussed at governors meetings each term from June 18 onwards.</p>

			worship time used to review vision-publish in school and website- September 18.			
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.	Head LT	June 18 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-formation, reasoning  Spring-as above  Summer-R.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.</p> <p>Safeguarding training is up to date for DSL and Deputy DSL</p>	<p>Head completed further Safeguarding training.</p> <p>All team completed further up to date Prevent training as required.</p> <p>Safeguarding training up to date.</p>	<p>LT</p>	<p>June 18 onwards</p>	<p>Nil</p> <p>Staff meeting time</p> <p>Cover to release staff as required-Inset budget.</p>	<p>LT to monitor through school systems and risk assessments in place.</p>	<p>Prevent audit completed again- September 18</p> <p>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.</p> <p>Autumn-Writing and AFL-by leadership team</p> <p>Spring- Maths-JO</p> <p>Summer- RE-EB</p>	<p>Subject leaders</p> <p>Governors responsible</p>	<p>November 18</p> <p>March 19</p> <p>June 19</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. Children receiving subject expertise teaching across school.</p> <p>Reasoning, French, Computing, Music and outdoor learning</p>	<p>Leadership team to implement</p>	<p>1hour each week of curriculum swaps-changes in teacher each half term.</p>	<p>Nil</p> <p>Staff meeting time to evaluate</p>	<p>Leadership team to monitor and talk to staff, changes in key stage teaching in place for September 18 onwards.</p>	<p>Staff/pupil questionnaires, discussion at staff meeting, staff expanding their teaching ability and knowledge.</p>



	enhanced across school.					
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 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.