

## New Marston School Improvement Plan – July 2017

Item identified	Actions to be taken	Lead Staff and/or Gov Committee	Budget/Resourcing	Monitoring: Interim Evaluation points (milestones) and evidence
<b>Leadership and Management 4-3</b>				
<p>“Leaders have not addressed the areas requiring improvement set at the last inspection* with sufficient purpose. As a result, standards have fallen.”</p> <p><i>*Raise levels of attainment in writing by July 2013 by ensuring that pupils: always use the same breadth of vocabulary, degree of detail and complex sentence structure as they show in their speech. Spell carefully and accurately, produce legible, well-presented writing. Improve teaching so that more matches the quality of the best seen, by ensuring that: Work is always matched to the learning needs of pupils Teachers enable pupils to quickly become involved in their own learning activities in lessons Pupils know what the next steps in their learning are.</i></p>	<p>Levels of attainment MUST be raised by July 2018 by:</p> <ul style="list-style-type: none"> <li>• Improved quality of teaching and learning</li> <li>• Improved CPD</li> <li>• Focus on spelling, vocab and writing</li> <li>• Improve writing skills throughout school using RWI and quality texts</li> <li>• Improve handwriting and presentation</li> <li>• Peer obs and triads to improve the quality of teaching AND LEARNING</li> <li>• Well-matched work to needs of pupils</li> <li>• Low threshold-high ceiling learning</li> <li>• Higher expectations for learning possibilities</li> <li>• Focus on Quality First Teaching</li> </ul>	<p>TS, SL, all Governors (Progress and Standards Committee?)</p>	<p>Finance needed for RWI resources (£10,000)</p>	<p>July 2017: Teaching and Learning Improving (See T and L report) – now more “good” lessons and none inadequate.</p> <p>Strong leadership now in place – NLE and Deputy is ex-Head of School, Governance is becoming strong.</p>
<p>“Some parents are dissatisfied with the level of communication between home and school. The school’s website does not provide enough up-to-date</p>	<ul style="list-style-type: none"> <li>• Regular fortnightly newsletters</li> <li>• Improve and maintain website</li> <li>• Questionnaires for parents in September and then on a regular basis thereafter.</li> <li>• Reviewing policies on a regular basis in discussion with staff, governors, pupils</li> </ul>	<p>TS</p>	<p>£3K BB time for updating website on a regular basis</p>	<p>July 2017: Parents report that this is/has improved a little this term. Still needs working on, including website.</p>

information for parents. Many published school policies are not reviewed within agreed timescales.”	and parents where relevant.			New school website is in place and all policies are currently under review. Parents will be consulted more frequently and engaged more fully.
School Vision and Values are not clear to all members of the School Community	Whole community to be involved in re-visiting and setting new vision. To be communicated with all stakeholders.	TS with Chair and SLT	None	Re – visiting Vision and Values planned for Autumn 2017
School budget is experiencing a huge deficit in 2016-17	Maintain a careful eye on all financial decisions and budget monitoring reports.	TS and Governors and SBM	SBM costs £4k per annum	School budget is looking to improve 2017-18 with new staffing structure
<b>Teaching, Learning and Assessment 4-3</b>				
“The teaching of writing has not improved since the previous inspection. Pupils make slower progress in writing than in reading or mathematics. Standards, particularly for the most able pupils, remain low.”	Implement RWI thoroughly across KS1  Ensuring staff are not taken away from regular teaching slots Resources are available to aid teaching Staff are able to develop professionally by observing good practice elsewhere	TS and SL	Cost of quality books £3k from curriculum resource budget	July 2017: No improvement seen in outcomes but teacher modelling is improving
“The new curriculum is not planned well. Teachers are unclear in their expectations of pupils and some subjects are not taught regularly.”	New curriculum planned for September to include: Classic/quality text-based topics Coverage of national curriculum Higher expectations for learning	SLT (holiday days)	See above	New curriculum planned for Sept – based on quality books
“Teachers, teaching assistants and subject leaders do not receive clear guidance to improve their skills. Teaching is inadequate.”	From Sept: <ul style="list-style-type: none"> <li>Full-time permanent teachers</li> <li>Regular CPD in staff meetings – getting to good and beyond, focus on AfL, quality questioning and modelling.</li> </ul> Peer Observations TA training based on “Making Best Use of Teaching <a href="#">Assistants</a> ”.	SL and TS  RV and SD with teaching assistants	Little cost	Teachers now receiving CPD every staff meeting. SENCos training TAs

“Pupils who have special educational needs or disability, disadvantaged pupils and the most able pupils are not catered for well enough in lessons.”	Two strong and capable SENCOs now in post, training, regularly meeting TAs and holding them to account for children’s progress through regular appraisal meetings.	RV and SD	Aiming for cost reduction in TAs and interventions	July 2017; planning for less interventions in Sept and more Quality First Teaching
Accuracy of assessment needs improving	Actions to include: Moderation staff meetings allowing staff to develop common language around assessment and develop ability to challenge effectively Use Pupil Progress Meetings (PPM) to challenge accuracy of teacher assessments Use work scrutinies and other monitoring to validate judgements	Scott	Little cost – some training £500	July 2017 – no improvements seen yet
<b>Personal Development, Behaviour and Welfare 4</b>				
“Some pupils do not attend regularly enough.”	Attendance Action Plan for and to be implemented in September.	RV, Cherelle and Kate (HSLW)	Staff time £2,500	July 17 – no improvement yet
“Systems for safeguarding pupils and for managing the recruitment and performance of staff are not effective.”	Safeguarding policies – ensure all are up-to-date and fit for purpose. Regular monitoring of the Safeguarding Action Plan in response to audit.	RV and Gill Standing (Governor)	Staff time £1,750	July 2017 – lots of improvements towards actions that were identified but SCR needs improving
There needs to be an attitude shift – expectations for behaviour in assemblies, around school and at after-school club are not high enough.	Culture shift: Raise expectations and aspirations across the school. <ul style="list-style-type: none"> <li>Improving the quality of support staff</li> <li>Improve the quality of T and L</li> <li>Improve the outside perception of the school</li> <li>Have a growth mindset across the school community which encourages a “can-do” attitude</li> </ul>	TS	No cost – in-school CPD	July 2017 – some small improvements
<b>Outcomes for Pupils 4</b>				
The information that	The use of a tracker system needs to be refined	Scott	See above	See above

leaders gather about how well pupils are learning is unreliable.	and made fit for purpose. We are still not happy with Target Tracker.			
Raise expectations across school	Culture Shift will be addressed at INSET in September. More robust targets will be set for teachers and linked to Appraisal targets.	Tracey	See above	See above
Ensure children in receipt of PP achieve as well or better than other pupils Ensure provision for the more able is good enough to enable those pupils to exceed age-related outcomes.	Action Plan will be up and ready in September and will: <ul style="list-style-type: none"> <li>• Monitor spending, progress and impact on every child</li> <li>• Incorporate attendance and Home-School Link issues into PP provision</li> <li>• Ensure teachers are using strategies which will raise expectations</li> </ul>	SD and TS	£15,000	July 2017 – some improvements in outcomes for these pupils – not analysed yet
<b>Early Years 4</b>				
“Children in the early years do not make the progress they are capable of. Teachers do not assess children’s skills accurately.” EYFS provision	Action Plans for training and updating practice and improving provision by Easter. To include; <ul style="list-style-type: none"> <li>• provision for indoor and outdoor area</li> <li>• teaching and learning</li> <li>• New EYFS Leader to be appointed</li> </ul> Teaching improvement plans to be implemented where necessary Continue to work with Sally Hughes to improve teaching and learning and assessment	TS and LS (EY Leader)  LS and AW, to be monitored by Sally Hughes and T S	£11,000 for OCC for equipment and we need to spend c£3,000 on training staff	July 2017 – some improvements in quality of teaching New EYFS Leader excellent
30 hours/2 year olds Develop provision in F2, F3 – teaching, attainment, assessment	Proposal to OCC to utilise the Children’s Centre for 2 year-olds in the near future Training and recruitment of staff for 2 year-olds	TS	£11,000 application to OCC	July 2017 – OCC stalling and hoping to be able to offer fully by Jan 2017
Parental engagement in all parts of school	Nursery to have an online assessment tracker which enables parents to engage and communicate development points at home	LS and AW to set up step tracker for staff and parents	£1,500	Action plan will be in place Autumn Term

	Parental engagement to be improved			
<b>Overall Effectiveness 4</b>				
	<p>Overall Effectiveness Judgement:</p> <p>Most key areas are (at least) requiring improvement:</p> <ul style="list-style-type: none"> <li>- School culture of caring, inclusion, high expectation</li> <li>- School vision and values</li> <li>- Curriculum drivers, planning and teaching</li> <li>- Curriculum content and wider opportunities</li> <li>- Outcomes for all our children</li> <li>- Community work, including that of the School Council</li> <li>- Cultural, sporting and other visits/visitors</li> <li>- Caring, purposeful and empathetic atmosphere</li> <li>- A culture of reflection, responsibility &amp; consideration for others</li> <li>- Staff attitudes, relationships and role modelling</li> </ul>			