

New Marston School Improvement Plan – Nov 2017 update

Item identified	Actions to be taken	Lead Staff and/or Gov Committee	Budget/Resourcing	Monitoring: Interim Evaluation points (milestones) and evidence	January 2018 update
Leadership and Management 4-3 (Jan 18 2.5)				2.5	
<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"> • Improved quality of teaching and learning • Improved CPD • Focus on spelling, vocab and writing • Improve writing skills throughout school using RWI and quality texts • Improve handwriting and presentation • Peer obs and triads to improve the quality of teaching AND LEARNING • Well-matched work to needs of pupils • Low threshold-high ceiling learning • Higher expectations for learning possibilities • Focus on Quality First Teaching 	<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>Sept 17: Strong leadership now in place – NLE and Deputy is ex-Head of School, Governance is becoming strong.</p>	<p>Mainly good but some inconsistencies Particularly in English and maths</p> <p>New Governing body strong and working on effectiveness</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 information for parents. Many published school policies are not reviewed within agreed timescales.”</p>	<ul style="list-style-type: none"> Regular fortnightly newsletters Improve and maintain website Questionnaires for parents in September and then on a regular basis thereafter. – offer ICT suite Reviewing policies on a regular basis in discussion with staff, governors, pupils and parents where relevant. 	TS	£3K BB time for updating website on a regular basis	<p>July 2017: Parents report that this is/has improved a little this term. Still needs working on, including website.</p> <p>Sept 17 New school website is in place and all policies are currently under review. Parents will be consulted more frequently and engaged more fully.</p>	Nov 17 questionnaire showed that parents are now happy with the level and quality of communication between home and school
<p>School Vision and Values are not clear to all members of the School Community</p>	<p>Whole community to be involved in re-visiting and setting new vision. To be communicated with all stakeholders.</p>	TS with Chair and SLT	None	<p>Re – visiting Vision and Values planned for Autumn 2017</p>	<p>Jan – process begun Pupil voice also</p>
<p>School budget is experiencing a huge deficit in 2016-17</p>	<p>Maintain a careful eye on all financial decisions and budget monitoring reports.</p>	TS and Governors and SBM	SBM costs £4k per annum	<p>School budget is looking to improve 2017-18 with new staffing structure</p>	<p>Jan 18 = in-year surplus of £20-30k is forecast</p>
<p>Teaching, Learning and Assessment 4-3</p>					<p>3</p>
<p>“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.”</p>	<p>Implement RWI thoroughly across KS1 and spellings</p> <p>Ensuring staff are not taken away from regular teaching slots</p> <p>Resources are available to aid teaching</p> <p>Staff are able to develop professionally by observing good practice elsewhere</p>	TS and SL	<p>Cost of quality books £3k from curriculum resource budget</p>	<p>July 2017: No improvement seen in outcomes but teacher modelling is improving</p>	<p>Jan 18 – gaps are closing between W and R,M</p>
<p>“The new curriculum is not planned well.</p>	<p>New curriculum planned for September to include:</p>	SLT (holiday	See above	<p>New curriculum planned for Sept – based on quality books</p>	<p>Eng and Maths planned well</p>

Teachers are unclear in their expectations of pupils and some subjects are not taught regularly.”	Classic/quality text-based topics Coverage of national curriculum Higher expectations for learning	days)			Foundation subjects not always regular Higher expectations in Eng and maths
“Teachers, teaching assistants and subject leaders do not receive clear guidance to improve their skills. Teaching is inadequate.”	From Sept: • Full-time permanent teachers • Regular CPD in staff meetings getting to good and beyond, focus on AfL, quality questioning and modelling. Peer Observations TA training based on “Making Best Use of Teaching Assistants”	SL and TS RV and SD with teaching assistants	Little cost	Teachers now receiving CPD every staff meeting. SENCos training TAs	Learning walks shows that teachers are using AfL well and regularly
“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	Jan18 = catered for in planning and lessons. Evidence from SEN walks and SLT walks
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	Jan 18 – improving but not consistently accurate
Personal Development, Behaviour and Welfare 4 – 3 (Jan 18 – 2)					3
“Some pupils do not attend regularly enough.”	Attendance Action Plan for and to be implemented in September. Make parents aware	RV, Cherelle and Kate	Staff time £2,500	July 17 – no improvement yet Sept 2017 – new attendance officer	Jan – same but better monitoring and more robust systems in place

		(HSLW)		Rachel working on improving attendance	
“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 Sept – almost complete	OCC safeguarding review outstanding
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"> Improving the quality of support staff Improve the quality of T and L Improve the outside perception of the school Have a growth mindset across the school community which encourages a “can-do” attitude 	TS	No cost – in-school CPD	July 2017 – some small improvements Sept – still improving	Jan 18 – assembly behaviour excellent Around classrooms, in classes Some improvements to be made: outside, lunches.
Outcomes for Pupils					4
The information that leaders gather about how well pupils are learning is unreliable.	The use of a tracker system needs to be refined and made fit for purpose. We are still not happy with Target Tracker.	Scott	See above	See above	More robust systems in place – closer but not 100% accurate Summative is a lot stronger Changes made by RLT – SLT will need to consider best use of new summative assessments
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	Some improvements – behaviour, books, etc

<p>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.</p>	<p>Action Plan will be up and ready in September and will:</p> <ul style="list-style-type: none"> • Monitor spending, progress and impact on every child • Incorporate attendance and Home-School Link issues into PP provision • Ensure teachers are using strategies which will raise expectations 	<p>SD and TS</p>	<p>£15,000</p>	<p>July 2017 – some improvements in outcomes for these pupils – not analysed yet</p>	<p>Generally not working alongside peers RV and TS currently targeting</p>
<p>Early Years 4 - 3</p>					<p>3</p>
<p>“Children in the early years do not make the progress they are capable of. Teachers do not assess children’s skills accurately.” EYFS provision</p>	<p>Action Plans for training and updating practice and improving provision by Easter. To include;</p> <ul style="list-style-type: none"> • provision for indoor and outdoor area • teaching and learning • New EYFS Leader to be appointed <p>Teaching improvement plans to be implemented where necessary Continue to work with Sally Hughes to improve teaching and learning and assessment</p>	<p>TS and LS (EY Leader) LS and AW, to be monitored by Sally Hughes and T S</p>	<p>£11,000 for OCC for equipment and we need to spend c£3,000 on training staff</p>	<p>July 2017 – some improvements needed in quality of teaching September 17 Further improvements following staff changes</p>	<p>Jan 18 New EYFS Leadership team excellent Provision is good, but outdoor Reception remains an issue due to funding</p>
<p>30 hours/2 year olds Develop provision in F2, F3 – teaching, attainment, assessment</p>	<p>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</p>	<p>TS</p>	<p>£11,000 application to OCC</p>	<p>July 2017 – OCC stalling and hoping to be able to offer fully by Jan 2017 Sept – we have the lease</p>	<p>Opened for 30 hours DfE stalling with 2 year-olds</p>
<p>Parental engagement in all parts of school</p>	<p>Nursery to have an online assessment tracker which enables parents to engage and communicate development points at home Eg 2 Simple</p>	<p>LS and AW to set up step tracker</p>	<p>£1,500</p>	<p>Action plan will be in place Autumn Term Parental eng increasing – high turn-out for Int evening,</p>	<p>Parents volunteering Pupils on waiting list for nursery!! Active parent voice on</p>

	Parental engagement to be improved	for staff and parents		phonics workshop, parent playdates, coffee mornings	Governors Parent forum monthly
Overall Effectiveness 4 Jan 18 - 3					3
	<p>Overall Effectiveness Judgement:</p> <p>Most key areas are (at least) requiring improvement:</p> <ul style="list-style-type: none"> - School culture of caring, inclusion, high expectation - School vision and values - Curriculum drivers, planning and teaching - Curriculum content and wider opportunities - Outcomes for all our children - Community work, including that of the School Council - Cultural, sporting and other visits/visitors - Caring, purposeful and empathetic atmosphere - A culture of reflection, responsibility & consideration for others - Staff attitudes, relationships and role modelling 				<p>Jan 18 – all improved</p> <p>Culture improved</p> <p>School Council active</p> <p>Curriculum more engaging</p> <p>More sport on offer, including curriculum time and ASC</p> <p>Positive staff team</p>