



School Development Plan (SDP)

June 2016 – July 2017

Developments which may have in-year impact on this SDP.

1. National level

Assessment without levels
SEN reforms, publication of Rochford Report
Expected publication of fair funding formula

2. Local authority level

SEND agenda, cuts to high needs funding

3. School level

Planned academisation
New Head, restructured leadership team

1st review 11/16

School development plan 2016-17

Strategic Objective Improve provision for pupils in the Early Years Foundation Stage.				
Link Governor/s: EYFS: Pat Adams			Lead LMT COS	Budget: £1200
Vision: 100% good or outstanding teaching and learning, observed in lessons, pupil engagement, profile books and staff interaction. Effective support of communication. All pupils to make progress from starting points.				
Action plan	Lead	Resources	Timescale and Monitoring Dates	Pupil impact success criteria and evaluation
Improving the quality of provision in the early years foundation stage				
Restructure staff team, including experienced EYFS and SLCN practitioners where possible	COS	Human	Appoint for September 2016 start. Review October 2016, Feb/ March 2017	Quantitative evidence: Qualitative evidence: Team appointed Autumn 2016.
CPD to develop expertise in EYFS. Observing practice in other settings, EY network across GEP schools, internal mentoring and coaching	COS/ JG	Leadership programme, GEP network	Teacher visits Summer, Autumn 2016. Ongoing CPD. Monitor through weekly mentoring.	Quantitative evidence: Qualitative evidence: HLTA attending CPD course, visits to EY settings arranged.
Direct support for staff team from Speech and Language Therapist	COS/ SaLT team	SaLT team Specialised equipment?	Ongoing, with particular focus Autumn 2016. Review in class team meetings.	Quantitative evidence: Qualitative evidence: Autumn 2016, focus class.
Review pedagogy and curriculum to better meet needs of learners	JG	Professional	Start implementation Sept 2016. Ongoing review through class team meetings, mentoring and observation schedule	Quantitative evidence: Qualitative evidence: Discussed and planned as part of appraisal process.
Regular review of provision, engagement and learning	JG/ EY team	Professional		Quantitative evidence: Qualitative evidence: Ongoing through line management meetings
Improve quality of resources as far as possible	JG	Outdoor and indoor equipment. Exceeds current budget allocation	Summer 2016. Ongoing as possible.	Quantitative evidence: Qualitative evidence: Presented to Bramley Golf Club. Identified as target charity for club 2016-17.

School development plan 2016-17

Strategic Objective				
Develop middle leadership layer in order to improve pupil outcomes across phases and curriculum areas				
Link Governor/s: Bob Arnold			Lead LMT COS	Budget: £350
Vision: Middle leaders consistently have a demonstrable impact on learning				
Action plan	Lead	Resources	Timescale and Monitoring Dates	Pupil impact success criteria and evaluation
Developing middle leaders				
Identify individuals demonstrating motivation and potential for leadership	LMT	Human	Summer term 2016	Quantitative evidence: Qualitative evidence: 4 teachers on middle leadership courses.
Restructure roles and responsibilities of leadership team to accommodate middle leadership layer across school, considering admin and support staff	LMT		Summer term, review Autumn term 2016	Quantitative evidence: Qualitative evidence: UPR teachers taken on curriculum development roles across school.
Assign mentors and arrange CPD for aspiring leaders and mentors	COS	CPD budget	Summer term, start programmes Autumn term 2016	Quantitative evidence: Qualitative evidence: Completed.
Support and monitor through performance appraisal	LMT	Existing structures	October 2016-October 2017	Quantitative evidence: Qualitative evidence: Underway.

School development plan 2016-17

Strategic Objective: Embed the new curriculum and assessment systems to improve outcomes in identified subject areas: English, Maths, PSHE, Science and Computing				
Link Governor/s: Pat Adams, Michelle Stevens		Lead LMT: COS, FW, EM		Budget: Curriculum budgets
Vision: 80% make or exceed expected progress across five subject areas.				
Embed new curriculum and assessment				
Action plan	Lead	Resources	Timescale and Monitoring Dates	Pupil impact success criteria and evaluation
Complete assessment and moderation exercise with the Ridgeway	DM/ FW, subject leaders	Internal	Summer 2016	Quantitative evidence: Qualitative evidence: Completed.
Write and implement schemes of work across the school	FW, subject leaders	Professional	Summer 2016, introduce Autumn 2016.	Quantitative evidence: Qualitative evidence: Written and currently being introduced.
Consolidate and standardise application of marking policy across school	FW, EM	Internal	Summer, Autumn 2016. Ongoing through appraisal cycle	Quantitative evidence: Qualitative evidence: Monitored and referred to in observation and appraisals.
Embed Assessment for Learning across phases and subjects	EM	Professional	CPD Autumn 2016. Ongoing through appraisal cycle	Quantitative evidence: Qualitative evidence: Embedding as part of new curriculum development.
Track and monitor progress of all individuals to maintain outstanding progress	LMT	Data system	Twice yearly analysis. Ongoing through AfL	Quantitative evidence: Qualitative evidence: System under review 2016-17, for implementation 2017-18.