



NUTFIELD CHURCH (C OF E) PRIMARY SCHOOL



**School Priorities for Development 2020 - 2021
COMMUNITY, PEACE, WISDOM, HOPE, DIGNITY, JOY**

School's Self-Evaluation judgment	Requires Improvement → Good → Outstanding		
Leaders:	SLT- IMOGEN WOODS / ANNA BENJAMIN / KATHARINE BROOKS / PHILLIPA ASSESNDER	Reviewed: To be reviewed:	SEPTEMBER 2020 MARCH 2021

Specific objectives (Specifically what we want to achieve)	Actions (What we need to do to make it happen)	Resources (human, financial & timescale)	Monitoring (Sources of evidence to show progress)	Evaluation of Impact
1: Quality of Education				
Further develop the construction and development of an ambitious curriculum so that all pupils develop the skills and knowledge needed to be successful learners:				
Develop Quality of Education by launching first year of 3 year Well Being Curriculum Plan	<ul style="list-style-type: none"> -Review Quality of Education policy -Lead teacher to oversee the work of key Year groups (YR,2 and Ys 1 & 5) to complete actions related to outdoor learning -PTFA spend to be fulfilled which supports outdoor learning to be spent effectively for all classes YR-6. -Overviews and medium term plans to be completed in detail (this should include all operational 	<ul style="list-style-type: none"> Staff Meetings throughout the year (X3) Reviews of spend Mid-Year review with HT Termly planning reviews SLT reviews / meetings 	<ul style="list-style-type: none"> Governor monitoring (Quality of Education) Monitoring Lesson observations/SLT walk throughs SLT book and planning scrutinies Pupil voice 	Review in March 2021

	measures such as spend, rotas, parent/community involvement)			
Develop Quality of Education by enhancing pupils' opportunities for sport and outdoor adventure	<ul style="list-style-type: none"> -Review sports premium spend -Support teacher in reviewing this with key governor and SLT/bursar -HT to arrange adventure opportunities for pupils in KS2 - Promote outside learning and adventure within the community -arrange opportunities for sporting events 'in house' whilst local tournaments are suspended 	Coach new teacher to understand the use of and reporting of Sports Premium Complete sports premium document		Review in March 2021
Develop Quality of Education by enhancing teachers' roles and responsibilities and developing their experience and skills through building on wider school development plan	<p>Update leadership development plan to:</p> <ul style="list-style-type: none"> -Introduce strand leadership -Introduce event leadership -Introduce in house leadership 	<ul style="list-style-type: none"> - New leader in core subject (Maths) will be supported by SLT and where needed previous core leader -Key appraisal targets will link to specific whole school development targets so that identified awards are achieved, pupil groups continue to flourish and teachers are given the opportunity to work in new areas of interest 		Review in March 2021
<p>To maintain GLD at 90+% and KS1</p> <p>90%+ pupils to achieve EXS by end of KS1</p> <p>100% pupils who were assessed GLD1 to be EXS by end of KS1</p> <p>100% of those assessed GLD3 (exceeding) in RWM to achieve GDS by end of KS1</p>	<ul style="list-style-type: none"> -Appraisal -Agreed FS/KS1 phonics approach -Additional booster classes for Y6 (teacher led) -Staff training and support -Updated assessment tracking taking to account effects of missed school for some pupils -Parents' evenings/workshops -Reading / Maths interventions 	<p>Mid-Year Appraisals</p> <p>Staff coaching with SLT</p> <p>Staff meetings</p> <p>Assessment Week</p> <p>Additional diagnostic analysis</p>		Review in March 2021
KS2 combined results 90%+ 21/25 Pupils to be EXS in Reading, Writing and				Review in March 2021

Maths combined 84% 100% GDS to make expected progress 7/7 GDS in writing	-Focus on DP children			
Support classes most vulnerable post lockdown	-Identify areas of need -Ensure sufficient staffing is in place -to support teacher intervention -Begin a 2 year recovery trajectory for Ys 3,4 and 5. -Ensure teacher appraisals are in line with these plans -Ensure teachers appraisals March reviews in these classes are given extra time -Focus on future staffing for these vulnerable classes -Use COVID recovery funds to target specific year group/groups			
Continue to improve teaching so that all pupils are given the opportunity to reach the highest standards, including the most able	-P4C Training -Curriculum lead monitoring – regular cycle of book and planning scrutiny			Review in March 2021
Further develop quality first teaching across all subjects through the use of Socratic questioning	-Socratic questions to be identified in plans -Philosophy to be promoted in EYFS	P4C training		Review in March 2021
Sharp focus on ensuring younger children gain phonics knowledge and language comprehension necessary to read	-Library -Reading Buddies -Directed Tasks Y2 (Y1 A2 Phonics check) -90+%	Letters and Sounds materials Phonics Check materials	Regular check ins (SLT) Data analysis Test monitoring (SLT)	Review in March 2021
Develop rapid and accurate recall of basic computation with a specific focus on Year 3 and 4	-Daily Number Club -Times Tables Rockstars program	DfE guidance Number Club Times Tables tests (DfE) Y4	Tracking of times tables tests	Review in March 2021
Continue to raise the standard of presentation and handwriting across the school	-Introduce and build on work done around handwriting policy	Final Handwriting policy to be shared with all staff Handwriting policy	SLT Monitoring Half termly handwriting books reviewed in staff	Review in March 2021

			meetings	
2: Behaviour and Attitudes				
Ensure that the school continues to meet all the criteria for good in behaviour and attitudes securely and consistently:				
Evidence and celebrate behaviours and attitudes that are exceptional. Ensure that pupils behave with consistently high levels of respect for others. They play a highly positive role in creating a school environment where commonalities are identified and celebrated, difference is valued and nurtured, and bullying, harassment and violence are never tolerated	-Re achieve Anti-Bullying Gold Chartermark (II) standard -Anti-Bullying Partnership children ---Termly Meetings (adult partnership) -Calendar of planned Anti-Bullying events -Sharing of learning and activities with parents through newsletters	Anti-Bullying policy Children's Anti-Bullying Policy. Partnership meetings Inclusion meetings Anti-Bullying events	Termly monitoring by team leaders Update for Governors Governor monitoring (safeguarding)	Review in March 2021
Pupils make a highly positive, tangible contribution to the life of the school and the wider community. Pupils actively support the wellbeing of other pupils	-Charity ambassadors -Pupil Parliament -Love Projects -Peer Mediators -Y6 Buddies	Children's Anti-Bullying Policy. Behaviour policy Behaviour folders	Termly monitoring of behaviour folders	Review in March 2021
Attendance – To ensure that average attendance is 97%+ Persistent Absence - Further reduce figure to below 2%	-Termly attendance monitoring -Governor monitoring -Inclusion team to focus on support for families with Persistent Absence pupils	Attendance reports Attendance policy	Termly attendance monitoring	Review in March 2021
3: Personal Development				
Provide the pupils with meaningful opportunities to understand how to be responsible, respectful, active citizens who contribute positively to society	-Leaders to hold regular meetings of Pupil Parliament, Faith Team and Anti Bullying groups -Achieve the Eco Schools Green Flag Award	Pupil Parliament meetings Big Vote event Minutes of meetings Staff meeting updates	Regular meetings of Pupil Parliament	Review in March 2021
Pupils to access a wide, rich set of experiences providing opportunities of exceptional quality for pupils to develop their talents and	e.g. Residential / Activity weeks -Swimming -Gardening -Partnerships:		Governor and SLT monitoring	Review in March 2021

interests	<ul style="list-style-type: none"> Science at St Bede's Year 6 to university Kentwyns (choir / Y5) -Love Projects -Love Works visit -After school clubs -Pupil Parliament, Faith Team, Anti- ---Adult Bullying Partnership 			
Pupils are well prepared for life in modern Britain, developing their understanding of the fundamental British values	<ul style="list-style-type: none"> -Wellbeing curriculum -Big Vote -P4C -RE Curriculum 		Governor and RE lead monitoring Planning monitoring	Review in March 2021
4: Leadership and Management				
Senior Leaders and Governors to ensure that the Covid protective measures/risk assessments and all related documents, policies and procedures are robustly followed and sufficiently match Government, Local Authority and Diocesan guidance	<ul style="list-style-type: none"> -X3 formal reviews at FGB -Procedures shared on Governors' micro site -Standing item on staff meetings weekly -Staff to formally review half termly Governors to formally review termly 	Governors Meetings Termly review (RA sent out and governors to comment) Co Chairs' Strategy Meetings SLT Consultation meetings as guidance changes and then again termly with Governors Staff Meetings weekly checks	X3 formal monitoring reviews sent out termly and formally reviewed at each FGB	Review in March 2021
Senior Leaders and Governors to ensure that 'catch up premium' is spent to best affect -To show how the grant will be spent -To consider and communicate the effect of this expenditure on the educational attainment of those pupils.	<ul style="list-style-type: none"> -X2 formal reviews at FGB -Procedures shared on web site -Governors to formally review and monitor in Quality of Education Monitoring -X1 SDP review monitoring 	Consultation meetings SLT Staff Meetings (to agree funding focus) – see final funding plan for this agreement	X2 formal monitoring reviews and formally reviewed at April FGB and/or SDP review Website update	Review in March 2021
Begin succession planning for Governors and further promote the role of governors within the life of the school and through monitoring. (All governor meetings to be virtual for the foreseeable future)	<ul style="list-style-type: none"> -Governor monitoring & evaluation virtual monitoring visits 2020-2021 -Updates in FGB -Minutes -Discussions with Diocese regarding Bishop's certificate (2021/22) -Possible use of 0.5 'light touch 	FGB meetings (X3) Finance Governor meetings Co-Chairs' strategy meetings External review of Governance	Governor monitoring reports	Review in March 2021

	school' support from Schools Alliance for Excellence			
All staff members at all levels are supported in the development of their understanding of the school as a church school. Future Church school leaders are prepared and supported through professional development leading to improved practice	-Refer to SIAMS action plan and related SEF document -Refer to Leadership plan for NQT CPD and NQT CPD+1	SIAMS framework SIAMS SEF	Governor monitoring reports Middle leader monitoring	Review in March 2021
Leaders have a clear and ambitious vision for providing high quality education to all pupils, including GD, DP and SEN	-Introduction of new curriculum overviews -Curriculum monitoring -Bespoke coaching	Monitoring of Curriculum lead Intervention monitoring by SENCO and Inclusion team.	Middle Leader monitoring Pupil Progress Lesson observations Pathway Plan meetings Governor monitoring	Review in March 2021
Further develop the DSL Team by developing CPD opportunities for all staff. Encourage all DDSLs to use new CPOMS independently	-Whole staff KCSiE training (INSET) -Training for new DSL's -Refresher DSL and DDSL training -Monthly DSL meetings -Safeguarding Action Plan -Monitoring with Safeguarding Governor X3	Safeguarding Action Plan Governor monitoring timetable	Monthly DSL meetings Governor and SLT monitoring	Review in March 2021