



Hugglescote Community Primary School
School Development Plan
2022-2023

Headteacher – Mr Paul Driver
Chair of Governors – Mrs Rachel Wharrad

Hugglescote Community Primary School

Priorities

Academic progress

- 1 To improve attainment in Reading, writing and maths.
- 2 To achieve positive progress scores in Reading, Writing and Maths by the end of Key stage 2
- 3 To improve outcomes in writing.
- 4 To ensure all children have the skills to communicate giving them the foundations for future learning.

Quality of education

- 1 To ensure high quality teaching enables pupils to develop detailed knowledge and skills across the curriculum
- 2 To ensure the curriculum supports pupils in developing their knowledge, skills and abilities to apply what they know and can do with increasing fluency and independence.
- 3 To ensure all pupils read widely and often, with fluency and comprehension appropriate to their age.
- 4 To ensure teachers check pupils understanding systematically, identify misconceptions and provide clear, direct feedback.

Behaviour and attitudes

- 1 To update the school behaviour policy.
- 2 To create a culture where children show that they are resilient in the face of difficulties.
- 3 To improve the attendance and punctuality of pupils particularly those in the vulnerable groups.

Personal development

- 1 To develop opportunities to nurture, develop and stretch pupils' talents and interests.
- 2 To further promote an ethos of inclusion and tolerance through the introduction of the 'no outsiders' strategy.
- 3 To develop meaningful opportunities for pupils to contribute positively to society.
- 4 To embed the 5 ways to well-being throughout the whole school

Leadership and management

- 1 To ensure that all leaders, including Governors, are skilled in evaluating, planning, analysing and monitoring so they drive up improvement.
- 2 To ensure that continuing professional development for teachers and staff enables them to deliver better teaching for pupils.
- 3 To ensure subject leaders complete regular monitoring activities to monitor the impact of the redesigned curriculum and hold others to account.
- 4 To ensure governors complete rigorous and robust monitoring activities to be able to hold all leaders to account.

School Development Plan 2022-2023 – Academic progress

Lead people accountable for securing continual improvement: Paul Driver, Nicky Walker, Richard Ward, Michelle Stretton and Alison Burton

Objective 1		Evidence base / linked research:				
To improve attainment in Reading, Writing and Maths.		End of KS2 assessment data In year assessment data (Target Tracker)				
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1 Compile and scrutinise data to identify areas of concerns, patterns and consider actions.	SLT	Target Tracker	Aut '22	<ul style="list-style-type: none"> (Oct 22)Data compiled, shared with all leaders. Issues identified and action plans developed. (Oct 22) 	<ul style="list-style-type: none"> Data monitoring Lesson observations Gov data scrutiny Pupil progress meetings
	2 Share data with Governors. Create action plan for monitoring and support.	Governing Body PD	Meeting time Release time for SL's	Aut '22	<ul style="list-style-type: none"> Governors are aware of outcomes for pupils. (Oct 22) Governors create action plan for monitoring areas of concern. (Oct 22) 	<ul style="list-style-type: none"> Data scrutiny Lesson obs Pupil interviews Pupil progress meeting
	2 Complete pupil progress meetings to identify gaps in attainment	NW Teachers	Teacher release time	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> Termly PP meetings completed. Underachievement identified and support implemented. 	<ul style="list-style-type: none"> Data monitoring Pupil progress proformas
	3 Monitor impact of 'catch up' provision across the school	NW, PD	Teacher release time. LSA release	Aut 22 Spr 23	<ul style="list-style-type: none"> Pupils in 'catch up' making accelerated progress – Dec 22, Apr '23. Progress tracked through pp meetings. 	<ul style="list-style-type: none"> Lesson observations Pupil progress meetings Data scrutiny Gov monitoring
	4 Ensure appropriate intervention in place for pupils to close any attainment gaps.	NW, PD , DK	Release time Resources	Aut 22 Spr 23	<ul style="list-style-type: none"> Oct '22 intervention activities implemented. Apr '23 Pupils making accelerated progress. 	<ul style="list-style-type: none"> Lesson observations Pupil progress meetings Data scrutiny Gov monitoring
	5 Ensure a focus on pupils identified in the lowest 20% or as disadvantaged.	NW, PD, DK	Pupil progress meetings Staff release time Training	Aut 22 Spr 23	<ul style="list-style-type: none"> Oct '22 all staff aware of the focus pupils. Mar '23 focused support ensures pupils are making at least expected progress. 	<ul style="list-style-type: none"> Lesson observations Pupil progress meetings Data scrutiny
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022-2023– Academic progress

Lead people accountable for securing continual improvement: Paul Driver, Nicky Walker, Richard Ward, Michelle Stretton and Alison Burton

Intent	Objective 2	Evidence base / linked research:				
		To achieve positive progress scores in Reading, Writing and Maths by the end of KS2	Negative progress in reading and maths (2019). Persistent negative progress in reading (partly attributed to historical over assessment Ofsted 2017). Outcomes below expectations in writing.			
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1 Ensure all underachieving pupils identified through Pupil Progress meetings	NW and PD	PPA time	Aut 22 Termly	<ul style="list-style-type: none"> Apr '23 All pupils making at least expected progress 	<ul style="list-style-type: none"> PP record sheets Intervention to ensure appropriate children involved.
	2 Implement rigorous and robust monitoring schedule for all leaders	PD	Release time	Aut 22	<ul style="list-style-type: none"> Termly monitoring improves standards across the curriculum. Governors involved in monitoring supporting school development. 	<ul style="list-style-type: none"> Scrutinise schedule to ensure key priorities covered by monitoring activities. Monitoring report to Governors.
	3 Ensure all staff aware of expectations in R,W and M	LW	Leadership time Staff meeting	Aut 22	<ul style="list-style-type: none"> All staff understand the teaching and learning strategy in R,W and M (Oct 22). 	<ul style="list-style-type: none"> Reading lesson drop in's Pupil survey NFER data
	4 Ensure subject leaders complete monitoring activities	PD NW	Leadership time	Termly	<ul style="list-style-type: none"> Subject leader monitoring improves standards across the curriculum 	<ul style="list-style-type: none"> Joint obs SL feedback sheets Gov subject leader meetings / reports
	5 Ensure that good practice is regularly shared across the school	SLT	SLT meeting Staff meeting	Termly	<ul style="list-style-type: none"> Ensure termly opportunities to share good practice in R,W and M 	<ul style="list-style-type: none"> Lesson obs Staff meeting sharing of good practice.
	6 Ensure feedback and marking effective	PD and NW	CPD Staff meeting	Aut '22	<ul style="list-style-type: none"> Oct'22 – pupils are making progress as a consequence of effective feedback and marking. 	<ul style="list-style-type: none"> Lesson obs Work scrutiny Pupil interviews Gov monitoring
	8. Complete internal and external moderation activities		Staff meeting time	Termly	<ul style="list-style-type: none"> Oct '22 – collaborative Moderation termly -internal and collab moderation. 	<ul style="list-style-type: none"> Notes from moderation Teaching and learning obs
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022-2023 – Academic progress

Lead people accountable for securing continual improvement: Nicky Walker and Zoe North

Intent	Objective 3		Evidence base / linked research:			
		To improve outcomes for all in writing	<ul style="list-style-type: none"> • Attainment in writing declined 2022 • Attainment in spelling a concern • Write Stuff philosophy introduced in Spring / Summer 2022 – need to ensure consistent approach. 			
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Embed the use of the Write Stuff approach throughout the school	ZN/NW	Write stuff costs	Aut 22	<ul style="list-style-type: none"> • Staff will have received CPD to develop practice • Books will reflect consistent approach • Standards and pupils outcomes will improve 	<ul style="list-style-type: none"> • Lesson obs • Pupil interviews • Data scrutiny • Book scrutiny
	2. Children will increase the frequency of writing across the whole curriculum	ZN/NW Subject leaders	Release time for leader	Aut 22	<ul style="list-style-type: none"> • Extended writing will be evidenced in their writing books as well as in other subjects across the curriculum • Standards will improve 	<ul style="list-style-type: none"> • Lesson obs • Pupil interviews • Data scrutiny • Book scrutiny
	3. Whole school consistent approach to spelling to be introduced (Spelling Shed)	MS and AB	Release time Spelling shed subscription	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> • Data will reflect that spelling standards improve from baseline • Children will apply more accurate spelling in their independent work 	<ul style="list-style-type: none"> • Lesson obs • Pupil interviews • Data scrutiny • Book scrutiny
	4. Whole school refocus on handwriting and presentation including big moves programme	ZN/NW teachers	Cost of new pens Cost of big moves	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> • Books will reflect the presentation policy • Presentation including handwriting will improve. 	<ul style="list-style-type: none"> • Lesson obs • Pupil interviews • Data scrutiny • Book scrutiny
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022- 2023 – Academic progress

Lead people accountable for securing continual improvement: Paul Driver, Nicky Walker and Ali Burton

Intent	Objective 4	Evidence base / linked research:				
		To ensure all children have the skills to communicate giving them the foundations for future learning.	<ul style="list-style-type: none"> In school data identifies communication and language as a barrier for many children. Communication is a whole school priority. EEF - Covid-19 lockdown impacts on communication and language research. 			
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Scrutinise data and attainment information to identify gaps in communication throughout the school.	PD, NW and AB Govs	Release time.	Aut 22	<ul style="list-style-type: none"> Leaders have clear understanding of the issues for our children regarding communication skills and the impact on their learning. (Nov 22) 	<ul style="list-style-type: none"> Data scrutiny - EYFS, NFER and SEND assessments. Gov monitoring
	Complete an action plan for developing children’s communication skills throughout the school.	NW Govs	Governing Body meeting time.	Aut 22	<ul style="list-style-type: none"> Action plan completed to identify actions to improve communication skills for pupils. (Nov 22) Action plan shared with Governors (Dec 22) 	<ul style="list-style-type: none"> Governor meeting minutes SLT minutes Action plan Data scrutiny
	Research and identify strategies / interventions to support pupils developing their communication skills.	NW	CPD Resources	Aut 22 Spr 23	<ul style="list-style-type: none"> Strategies implemented throughout the school to improve children’s communication skills. (Dec 22) 	<ul style="list-style-type: none"> Observations Data scrutiny Work scrutiny
	Share plans and strategies with parents/ carers. Support parents/ carers in developing communication skills at home.	NW PD	Workshops for parents Resources	Spr 23	<ul style="list-style-type: none"> Parents and carers are able to support communication development at home. (Jan 22) 	<ul style="list-style-type: none"> Parent survey Parent workshops.
	Monitor the impact of interventions and strategies.	NW, PD and AB Govs	Release time	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> Monitoring completed to scrutinise the impact of strategies and interventions. (Termly) Strategies and interventions adapted if not having expected impact. 	<ul style="list-style-type: none"> Observations Data scrutiny Work scrutiny Pupil interviews
	Evaluate the impact of the strategies and outcomes for the children.	NW and PD		Spr 23] Sum 23	<ul style="list-style-type: none"> Impact evaluated and shared with staff and governors. (Apr and July 23) 	<ul style="list-style-type: none"> Data scrutiny Gov monitoring Lesson obs
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022 - 2023 – Quality of Education

Lead people accountable for securing continual improvement: Paul Driver and Nicky Walker

Objective 1					Evidence base / linked research:	
To ensure high quality teaching enables pupils to develop detailed knowledge and skills across the curriculum					<ul style="list-style-type: none"> • OFSTED – curriculum review 2018 • OFSTED – school inspection handbook 2019 	
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Regularly monitor the quality of teaching and learning across the school.	PD SLT Govs	Release time (SLT)	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> • Monitoring plan in place and adhered to. (Termly) • Regular monitoring improves quality of teaching and learning. 	<ul style="list-style-type: none"> • Lesson obs • Drop in's • Governor monitoring • Pupil interviews.
	2. Ensure that all teaching staff are aware of what high quality teaching and learning looks like and implement this in class.	PD NW	CPD Walkthrus resources	Aut 22	<ul style="list-style-type: none"> • CPD completed. (Jan 23) • High quality T and L evident throughout the school. (termly) 	<ul style="list-style-type: none"> • Teaching and learning obs • Performance management and appraisal notes • Staff meeting notes
	3. Complete CPD to embed the '10 principles for excellent teaching based on Rosenshine's principles.	PD Govs	Walkthrus resources Staff meeting time	Aut 22	<ul style="list-style-type: none"> • CPD completed with teaching staff. (Jan 23) • Principles evident in teaching leading to good progress for all pupils. (Jan 23) 	<ul style="list-style-type: none"> • Teaching and learning obs • Governor monitoring
	4. Embed feedback and marking policy.	PD NW Govs	Staff meeting time	Aut 22 Spr 23	<ul style="list-style-type: none"> • Expectations clear for all staff. • Pupil independence in learning improves. (Dec 22 and Apr 23) 	<ul style="list-style-type: none"> • Teaching and learning obs • Pupil interviews • Book scrutiny • Governor monitoring
	5. Monitor impact of curriculum	PD SL's Govs	Release time for monitoring.	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> • Pupils know more, to remember more to do more throughout the curriculum. • All leaders aware of the impact of the quality of teaching throughout the curriculum. (termly) 	<ul style="list-style-type: none"> • Teaching and learning obs • Data scrutiny • Planning scrutiny • Governor lesson monitoring • Subject leader reports to gov.
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022 - 2023 – Quality of education

Lead people accountable for securing continual improvement: Paul Driver, Nicky Walker

Intent	Objective 2			Evidence base / linked research:		
		To ensure the curriculum supports pupils in developing their knowledge, skills and abilities to apply what they know and can do with increasing fluency and independence.			<ul style="list-style-type: none"> • OFSTED curriculum research reviews. • OFSTED – curriculum review 2018 • OFSTED – school inspection handbook 2019 	
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Share remodelled curriculum with all stakeholders.	SL's	Meeting time	Aut '22	<ul style="list-style-type: none"> • Stakeholders are aware of the changes to the curriculum. (Oct 22) 	<ul style="list-style-type: none"> • Stakeholder communications • Notes of meetings • Gov meeting mins • Subject leader report to gov
	2. SL's complete monitoring plan for their subject area. SLT to complete separate plan.	SL's	Staff meeting Release time	Aut '22	<ul style="list-style-type: none"> • Rigorous monitoring leads to sustained improvements. (Oct 22, Jan 23, Apr 23) 	<ul style="list-style-type: none"> • Monitoring plans and schedules. • Monitoring reports
	3. Monitor teaching and learning to ensure the planning is ambitious, develops pupil knowledge and independence.	SL's Govs	Staff meeting SL release	Spr '23	<ul style="list-style-type: none"> • Rigorous and robust monitoring plan implemented each term. • Teachers focus on developing knowledge and independence. 	<ul style="list-style-type: none"> • Teaching and learning obs • Work scrutiny • Pupil interviews • Intervention obs • Gov monitoring
	4. Review impact of the curriculum	SLT SL's Govs	Staff meeting time	Spr 23	<ul style="list-style-type: none"> • Review completed any necessary adaptations made. (Feb 23) 	<ul style="list-style-type: none"> • SL curriculum notes. • Action plans • Gov monitoring
	5. Further develop learning support assistants knowledge, skills and understanding.	SLT Govs	SLT release Staff meeting	Spr '23	<ul style="list-style-type: none"> • Termly CPD opportunities implemented. (termly) • All adults support pupils in making good progress. 	<ul style="list-style-type: none"> • INSET meeting notes. • Pupil interviews • Gov monitoring • Appraisal notes
	6. Monitor pupil progress and attainment	PD NW	PP meeting time	Sum '23	<ul style="list-style-type: none"> • Pupil progress monitored termly. Interventions implemented to support underachieving pupils. • Pupils make good progress. 	<ul style="list-style-type: none"> • Pupil progress meetings • Gov meeting minutes • Data scrutiny
Impact	Positive Impact			Continued barrier to success / further actions required		
	Autumn			Autumn		
	Spring			Spring		
	Summer			Summer		

School Development Plan 2022 – 2023 – Quality of education

Lead people accountable for securing continual improvement: Paul Driver, Nicky Walker and Zoe North

Objective 3				Evidence base / linked research:		
To ensure all pupils read widely and often, with fluency and comprehension appropriate to their age.				<ul style="list-style-type: none"> • Outcomes in reading throughout the school. • Implementation of Phonics and early reading scheme • Impact of reading development strategies across the school. 		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Ensure the clear expectations for reading are embedded across the school and shared with stakeholders.	ZN	SL release time	Aut 22	<ul style="list-style-type: none"> • All aware of reading expectations. (Oct 22) • Attainment and progress in reading improves (Jul 23) 	<ul style="list-style-type: none"> • Lesson observations • Pupil interviews • Data scrutiny • Monitor reading logs
	2. Monitor reading provision across the school	PD, NW ZN Govs	Subject leader release time Staff meeting time CPD activities for new lead	Aut 22	<ul style="list-style-type: none"> • Monitoring activities completed. (Dec 22) • Areas for development identified and plans in place 	<ul style="list-style-type: none"> • Lesson observations • Pupil interviews • Parent Questionnaire • Monitor reading logs • Gov monitoring / subject leader meetings
	3. Monitor outcomes in reading across the school	PD, NW ZN	SL time to work with DHT Staff meeting time to share outcomes	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> • Termly NFER tests completed. • Attainment in reading improves (Apr 23) 	<ul style="list-style-type: none"> • Data scrutiny • Pupil interviews • Lesson obs • Gov monitoring
	4. Ensure teaching of reading is sequential.	NS AB MS	Monitoring release time CPD SL time with SLT	Spr 23	<ul style="list-style-type: none"> • SL completes regular monitoring to ensure all teaching sequential. 	<ul style="list-style-type: none"> • Lesson obs • Data scrutiny • Monitoring reading logs
5. Monitor and evaluate quality of intervention support.	ZN PD NW	SL release time for obs SL training on interventions	Spr 23	<ul style="list-style-type: none"> • Pupils make accelerated progress. (Jan 23) • Intervention activities have a positive impact. (Jan 23) 	<ul style="list-style-type: none"> • Observation • Data scrutiny • Work scrutiny • Gov monitoring 	
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022-2023 – Quality of education

Lead people accountable for securing continual improvement: Paul Driver, Nicky Walker

Intent	Objective 4		Evidence base / linked research:				
		To ensure teachers check pupils understanding systematically, identify misconceptions and provide clear, direct feedback.		<ul style="list-style-type: none"> • ‘A marked improvement’ EEF • Reviewing feedback and marking in schools – DFE 2018 			
Implementation	Actions		Who	cost	When	Success criteria	Monitoring Activity
	1. Ensure all staff, children, Governors and parents are aware of the policy and expectations for feedback.		PD	Staff meeting time	Aut 22	<ul style="list-style-type: none"> • All stakeholders are aware of the feedback policy. (Oct 22) • Consistent feedback supports improved outcomes for pupils. (Jan 23) 	<ul style="list-style-type: none"> • Gov minutes • Pupil interviews • Parent questionnaires.
	2. Ensure feedback is consistent across the school and in line with the school policy.		SLT Govs SL's	Monitoring release time	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> • Feedback and marking is consistent across the school. (Jan 23) • Misconceptions are identified and direct, clear feedback is given to pupils. (Jan 23) 	<ul style="list-style-type: none"> • Lesson obs • Pupil interviews • Gov monitoring
	3. Review procedures to ensure a positive impact on outcomes for pupils.		PD NW SLT	SLT meeting time SLT release time	Spr 23 (Feb)	<ul style="list-style-type: none"> • Review completed to inform leaders of the impact of the new policy. (Feb 23) • Policy review ensures effectiveness. (Feb 23) 	<ul style="list-style-type: none"> • Data scrutiny • Gov monitoring • Lesson obs.
	4. Monitor impact of the feedback and marking policy.		SLT Govs	Monitoring release time	Spr 23 (Apr)	<ul style="list-style-type: none"> • Monitoring completed to ensure feedback is effective and supports positive outcomes. (Apr 23) 	<ul style="list-style-type: none"> • Lesson obs • Data scrutiny • Pupil interviews
	5. Evaluate effectiveness of the policy.		SLT		Sum 23	<ul style="list-style-type: none"> • Leaders including Governors evaluate the effectiveness of the policy in relation to the impact on pupils and outcomes. (June 23) 	<ul style="list-style-type: none"> • Lesson obs • Data scrutiny • Pupil interviews • Gov monitoring
Impact	Positive Impact				Continued barrier to success / further actions required		
	Autumn				Autumn		
	Spring				Spring		
	Summer				Summer		

School Development Plan 2022 - 2023 – Behaviour and attitudes

Lead people accountable for securing continual improvement: Paul Driver, Nicky Walker and SLT

Intent	Objective 1	Evidence base / linked research:				
		To update the school behaviour policy	<ul style="list-style-type: none"> Ofsted – managing behaviour research Paul Dix – When the adults change everything changes. Rosenshines principles of instruction. 			
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. SLT to complete action research on behaviour management in schools.	PD NW SLT	CPD Release time for meetings	Aut 22	<ul style="list-style-type: none"> Research completed. SLT all able to have a positive input into development of policy. (Nov 22) 	<ul style="list-style-type: none"> Research notes Minutes of meetings
	2. Develop draft behaviour policy	PD NW Govs	Staff meeting time Teacher release time	Aut 22	<ul style="list-style-type: none"> Draft policy developed (Dec 22) 	<ul style="list-style-type: none"> Meeting minutes Draft policy
	3. Consult with all stakeholders	NW FR Govs	Release time	Aut 22	<ul style="list-style-type: none"> Consultation completed. (Dec 22) Stakeholders' views taken into account. (Dec 22) 	<ul style="list-style-type: none"> Feedback from consultation Survey responses Meeting minutes Gov meeting mins
	4. Implement updated policy	PD NW Govs	Staff meeting time Meeting time – non teaching staff.	Spr 23	<ul style="list-style-type: none"> New behaviour policy implemented consistently throughout the school (Feb 23) 	<ul style="list-style-type: none"> Lesson obs notes Meeting minutes Ratified policy
	5. Monitor impact of the updated policy	PD NW Govs	SLT meeting time SLT release time	Spr 23 Sum 23	<ul style="list-style-type: none"> Monitoring completed. (March 23) Policy has a positive impact on behaviour management throughout the school. (Apr 23) Policy administered consistently. 	<ul style="list-style-type: none"> Lesson obs Pupil interviews Meeting minutes Parental feedback Behaviour logs Gov monitoring
	6. Evaluate effectiveness of the policy.	PD NW Govs	Release time Staff meeting time	Sum 23	<ul style="list-style-type: none"> Behaviour management consistently in line with expectations across the school. (June 23) 	<ul style="list-style-type: none"> Meeting minutes Monitoring feedback Pupil interviews Behaviour logs Parental feedback
Impact	Positive Impact			Continued barrier to success / further actions required		
	Autumn			Autumn		
	Spring			Spring		
	Summer			Summer		

School Development Plan 2022-2023 – Behaviour and attitudes

Lead people accountable for securing continual improvement: Paul Driver and Nicky Walker.

Intent	Objective 2	Evidence base / linked research:					
		To create a culture where children show that they are resilient in the face of difficulties.	<ul style="list-style-type: none"> • EEF • Ofsted framework • Carol Dweck – Growth Mindset 				
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity	
	1. Complete a pupil and parent survey on pupil attitudes to learning	PD NW	Survey resources	Aut 22	<ul style="list-style-type: none"> • Survey completed findings shared with staff. (Nov 22) 	<ul style="list-style-type: none"> • Survey responses • Pupil interview responses • Gov minutes 	
	2. Research strategies to develop / improve resilience in learners. For example, 10 steps to resilience	PD NW	Teaching resources Staff meeting time	Aut 22	<ul style="list-style-type: none"> • Research completed and strategy developed to support our pupils. (Dec 22) 	<ul style="list-style-type: none"> • Lesson observations • Assembly plans • Survey responses 	
	3. Implement strategies throughout the school	PD NW	Staff meeting time Release time	Aut 22	<ul style="list-style-type: none"> • Learning appropriately challenging for all pupils. (Feb 23) 	<ul style="list-style-type: none"> • Lesson observations • Survey responses • Gov visit reports 	
	4. Implement support strategies in the classroom so pupils know what to do when faced with a challenge.	PD NW	Staff meeting time Staff CPD	Spr 23	<ul style="list-style-type: none"> • 3 before me, zones of regulation and worry boxes all in place. (Feb 23) 	<ul style="list-style-type: none"> • Lesson observations • Survey responses • Gov visit reports 	
	5. Identify individuals in need of further support. E.g. Pastoral, ELSA.	PD NW	Change team release time SLT meeting time	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> • Termly pastoral team meetings. • Half termly team around the child meetings to be held. 	<ul style="list-style-type: none"> • Pastoral support feedback • MHW checklist monitoring 	
	6. Monitor the impact of strategies	PD NW	Release time Staff meeting time	Sum 23	<ul style="list-style-type: none"> • Termly monitoring to be completed. 	<ul style="list-style-type: none"> • Survey responses • Pupil interview responses • Gov monitoring • SL report to govts. 	
Impact	Positive Impact				Continued barrier to success / further actions required		
	Autumn				Autumn		
	Spring				Spring		
	Summer				Summer		

School Development Plan 2022 - 2023 – Behaviour and attitudes

Lead people accountable for securing continual improvement: PD, NW and SLT

Intent	Objective 3	Evidence base / linked research:				
		To improve the attendance and punctuality of pupils in the vulnerable groups.	<ul style="list-style-type: none"> School attendance guidance for schools. GOV.UK July '19 The link between absence and attainment at key stage 2 and key stage 4: 2013 to 2014 academic year Attendance currently below 97%. Consistently approx. 96.5% over the past three years. 			
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Ensure all stakeholders are aware of expectations for attendance.	PD	Parent meeting time Govs	Aut '22	<ul style="list-style-type: none"> Letters and policy shared with all stakeholders. (Sept 22) Regular updates sent via Weduc. Absence levels decrease. (Feb 23) 	<ul style="list-style-type: none"> Attendance levels Punctuality Feedback from parents/carers Gov monitoring
	2. Monitor all pupils' attendance and particularly vulnerable groups	PD NW	SIMs training (ES)	Aut 22	<ul style="list-style-type: none"> Attendance monitored weekly. Implement support for families at risk. (Nov 22) Monitor patterns for vulnerable pupils. 	<ul style="list-style-type: none"> CPOMS logs Attendance data Meeting notes Gov monitoring
	3. Ensure clear process and procedures in place for pupils with attendance below expectations.	PD NW	Meeting time	Aut 22	<ul style="list-style-type: none"> Policy embedded and implemented throughout the school leads to improvements in attendance. (Nov 22) 	<ul style="list-style-type: none"> Attendance data Punctuality Feedback from parents/carers
	4. Ensure expectations adhered to.	PD	Staff meeting time	Spr 23	<ul style="list-style-type: none"> Monitor attendance weekly, support families through pastoral worker and improve attendance for all. (Apr 23) Termly report to Govs 	<ul style="list-style-type: none"> Attendance data Punctuality Feedback from parents/carers Gov monitoring
	5. Introduce rewards / incentives for good attendance.	PD	Attendance prizes	Aut 22	<ul style="list-style-type: none"> Introduce attendance raffle tickets for pupils with attendance above 97% (termly) 	<ul style="list-style-type: none"> School newsletters Attendance data
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022-2023 – Personal Development

Lead people accountable for securing continual improvement:

Intent	Objective 1			Evidence base / linked research:		
	To develop opportunities to nurture, develop and stretch pupils' talents and interests.			<ul style="list-style-type: none"> • Extra-curricular provision • Parental questionnaires • Pupil interviews 		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Audit extra-curricular provision.	RW MS	Release time	Aut 22	<ul style="list-style-type: none"> • Provision audited and tracked (Oct 22) 	<ul style="list-style-type: none"> • Audit current and past extra provision. • Scrutinise attendance
	2. Identify gaps in provision	RW MS	Release time	Aut 22	<ul style="list-style-type: none"> • Gaps in provision identified plans for development in place (Nov 22) 	<ul style="list-style-type: none"> • Audit current and past extra provision. • Scrutinise attendance registers • Report to Govs
	3. Complete pupil interviews on talents and interests	RW MS	Release time	Aut 22	<ul style="list-style-type: none"> • Pupil interviews completed (Dec 22) 	<ul style="list-style-type: none"> • Pupil interview findings • Outcomes from audit of provision
	4. Complete parental questionnaire	MS RW	Release time	Spr 23	<ul style="list-style-type: none"> • Parents involved in identifying extra-curricular provision needs. (Dec 22) 	<ul style="list-style-type: none"> • Outcomes from parental questionnaire • Pupil interview outcomes
	5. Implement provision to address gaps in current provision.	MS RW	Release time	Spr 23	<ul style="list-style-type: none"> • Provision addresses gaps identified (Feb 23) 	<ul style="list-style-type: none"> • Extra provision monitoring • Pupil interview feedback • Parent questionnaire feedback • Report to Govs
	6. Monitor to ensure high quality provision is accessible to all.	MS RW	Release Time	Sum 23	<ul style="list-style-type: none"> • Uptake in extra curricular provision high (July 23) 	<ul style="list-style-type: none"> • Provision monitoring • Pupil feedback • Parent feedback • Provision uptake • Gov monitoring
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022-2023– Personal Development

Lead people accountable for securing continual improvement: PD and NW

Intent	Objective 2	Evidence base / linked research:				
		To further promote an ethos of inclusion and tolerance through the introduction of the 'No Outsiders' strategy.	<ul style="list-style-type: none"> 'Teaching the Equality act in primary schools'. Charity commission review 			
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Complete staff training	PD NW	Meeting time	Aut '22	<ul style="list-style-type: none"> Training completed. Staff aware of the strategy and begin to research materials for their curriculum. (Dec 22) Governors aware of programme and expectations. 	<ul style="list-style-type: none"> Meeting minutes Training materials.
	2. Plan teaching and learning opportunities throughout the curriculum linked to texts.	All staff	Staff meeting time Release time	Aut '22	<ul style="list-style-type: none"> Curriculum planning completed. (Dec 22) All staff aware of the expectations. (Dec 22) 	<ul style="list-style-type: none"> Meeting minutes Curriculum planning MTPs Gov monitoring
	3. Purchase resources	All staff FR	Books and resources	Aut 22	<ul style="list-style-type: none"> Resources purchased to support the delivery of the 'No Outsiders' strategy (Jan 23) 	<ul style="list-style-type: none"> Resource audit
	4. Inform stakeholders of the aims of the strategy and implementation in our school.	PD	Workshops for parents.	Aut' 22	<ul style="list-style-type: none"> All stakeholders informed about the implementation of the strategy. (Jan 23) Parents can ask questions / raise concerns. (Jan 23) 	<ul style="list-style-type: none"> Meeting minutes Consultation docs Stakeholder feedback
	5. Implement strategy	All staff	Staff meeting time	Spr '23	<ul style="list-style-type: none"> No outsiders strategy implemented throughout the school. (Apr 23) Inclusion and tolerance promoted throughout the curriculum. (Apr 23) 	<ul style="list-style-type: none"> Lesson obs notes Pupil interviews Work scrutiny Gov monitoring
	6. Evaluate the impact and adapt plans as / if necessary.	PD NW SLT Govs	Release time Meeting time	Sum '23	<ul style="list-style-type: none"> Inclusion and tolerance promoted throughout the school community. (June 23) Strategy supports the development of knowledge and understanding. (June 23) 	<ul style="list-style-type: none"> Parental feedback Meeting minutes Staff feedback Pupil feedback. End of year report to Govs
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022 -2023 – Personal Development

Lead people accountable for securing continual improvement: Change group, RW and MS

Intent	Objective 3	Evidence base / linked research:				
	To develop meaningful opportunities for pupils to contribute positively to society.	<ul style="list-style-type: none"> • Five ways to well being • Place 2 Be research • Ofsted Framework 				
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Implement 'Make a difference days' into the curriculum	MS RW SLT	Resources for activities	Aut 22	<ul style="list-style-type: none"> • (Apr 23) Make a difference days part of the school curriculum. 	<ul style="list-style-type: none"> • Timetable monitoring • Planning for activities • Staff and pupil feedback
	2. Build links with community groups e.g. Rotary club and Parish Council	MS RW	Release time KS meetings	Aut 22	<ul style="list-style-type: none"> • School linked to council and community groups (Apr 23) 	<ul style="list-style-type: none"> • Evidence of links and meetings • Activity planning • HT Report to Govs
	3. Identify opportunities for pupils to contribute to the local community	MS RW	Release time Resources for activities	Spr 23	<ul style="list-style-type: none"> • (Apr 23) all pupils have opportunities to contribute to the wider community. 	<ul style="list-style-type: none"> • Activity timetables • Feedback from staff and pupils • Evidence of links to community groups • Photographs
	4. Embed opportunities into curriculum	MS RW	Release time KS meetings	Spr 23	<ul style="list-style-type: none"> • (Apr 23) Opportunities evident throughout the curriculum. 	<ul style="list-style-type: none"> • Activity timetables • Feedback from staff and pupils • Evidence of links to community groups • Curriculum maps • Gov visit reports
	5. Monitor impact of the activities	MS RW SLT	Release time	Spr '23	<ul style="list-style-type: none"> • (Apr 23) pupil interviews/ parental questionnaires completed. 	<ul style="list-style-type: none"> • Activity timetables • Feedback from staff and pupils • Evidence of links to community groups • Photographs • Report to Govs
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022 -2023 – Personal Development

Lead people accountable for securing continual improvement: Change group, NW, Gvs

Intent	Objective 4	Evidence base / linked research:					
		To embed the 5 ways to well-being throughout the whole school	<ul style="list-style-type: none"> • Five ways to well being • Place 2 Be research • Ofsted Framework 				
Implementation	Actions		Who	cost	When	Success criteria	Monitoring Activity
	1.	Re-Introduce the 5 ways to well-being to school community	NW Change group	Meeting time Release time Resources	Aut 22	<ul style="list-style-type: none"> • All children aware of the 5 ways to well-being. (Oct 22) • 	<ul style="list-style-type: none"> • Assembly plan • Pupil interviews • Parental surveys • Lesson obs
	2.	Develop curriculum opportunities to teach the strategy.	NW Change group	Meeting time Staff release time Staff meeting time	Aut 22	<ul style="list-style-type: none"> • Evidence of 5 ways to well-being taught throughout the curriculum. (Apr 23) 	<ul style="list-style-type: none"> • Assembly plan • Pupil interviews • Parental surveys • Lesson obs • Report to Gvs
	3.	Work with all stakeholders to develop wider opportunities for pupils.	NW Change group	Meeting time Staff release time Parental meetings	Spr 23	<ul style="list-style-type: none"> • Wider opportunities for pupils around the 5 ways to well being evident. (Apr 23) 	<ul style="list-style-type: none"> • Assembly plan • Pupil interviews • Parental surveys • Lesson obs • Gov meeting mins
	4.	Monitor and evaluate the impact of focusing on the 5 wells to well being	NW Change group	Meeting time Staff release time Lesson obs	Sum 23	<ul style="list-style-type: none"> • Monitoring activities completed. Work reviewed considering the impact of previous work. (June 23) 	<ul style="list-style-type: none"> • Pupil interviews • Parental surveys • Gov visit feedback • Lesson obs • CPOMs logs • Report to Gvs
Impact	Positive Impact					Continued barrier to success / further actions required	
	Autumn					Autumn	
	Spring					Spring	
	Summer					Summer	

School Development Plan 2022 - 2023 – Leadership and management

Lead people accountable for securing continual improvement: PD, NW and RWh

Intent	Objective 1		Evidence base / linked research:			
	<ul style="list-style-type: none"> To ensure that all leaders, including Governors, are skilled in evaluating, planning, analysing and monitoring so they drive up improvement. 		<ul style="list-style-type: none"> Ofsted inspection framework Governor association. 			
Implementation	Actions	Who	Cost	When	Success criteria	Monitoring Activity
	1. Complete an audit of leaders skills, knowledge and understanding.	PD	Survey cost	Aut 22	<ul style="list-style-type: none"> Audit completed to identify skills, knowledge and understanding. (Dec 22) 	<ul style="list-style-type: none"> Outcomes from Audit Meeting minutes Gov audit
	2. Create a rigorous and robust monitoring plan	PD NW	Meeting time	Aut 22	<ul style="list-style-type: none"> Termly monitoring plan in place, adhered to by all staff. 	<ul style="list-style-type: none"> Monitoring plan Gov monitoring schedule Gov visit reports SL monitoring reports
	3. Update Governor monitoring and Governor visit materials	PD NW Govs	Governor training Materials	Aut 22	<ul style="list-style-type: none"> Governor monitoring and visit materials updated and shared with Govs to support high quality monitoring. (Dec 22) 	<ul style="list-style-type: none"> Governors visit plan Governors visit reports Governor Meeting mins
	4. Ensure all leaders are aware of monitoring and evaluation expectations.	PD NW Govs	Meeting time	Spr 23	<ul style="list-style-type: none"> All leaders complete regular monitoring activities to improve standards. (Easter 23) 	<ul style="list-style-type: none"> Monitoring reports. Monitoring plan Feedback notes Reports
	5. Complete joint monitoring activities with all leaders	PD, NW SLT Govs	Release time	Aut 22 Spr 23 Sum 23	<ul style="list-style-type: none"> Termly joint monitoring activities completed throughout the school. 	<ul style="list-style-type: none"> Lesson obs Monitoring reports Meeting mins Gov monitoring
	6. Evaluate impact	PD, NW Govs	Release time	Sum 23	<ul style="list-style-type: none"> impact of monitoring evaluated and outcomes reflected upon for future planning. (July 23) 	<ul style="list-style-type: none"> Impact report to GB
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	

School Development Plan 2022 - 2023 – Leadership and management

Lead people accountable for securing continual improvement: Paul Driver

Intent	Objective 2			Evidence base / linked research:			
		To ensure that continuing professional development for teachers and staff enables them to deliver better teaching for pupils.			<ul style="list-style-type: none"> • OFSTED school inspection handbook – July 2019 • What makes effective CPD? – Teacher development trust 		
Implementation	Actions		Who	cost	When	Success criteria	Monitoring Activity
	1. Complete audit staff CPD and career progression.		PD	Staff meeting time	Aut 22	<ul style="list-style-type: none"> • Audit completed and CPD identified following Performance Management. (Dec 22) 	<ul style="list-style-type: none"> • Completed audits. • Staff survey • Staff CPD plan
	2. Identify CPD needs in line with priorities.		SLT	SLT time	Aut 22	<ul style="list-style-type: none"> • CPD needs identified (Dec 22) 	<ul style="list-style-type: none"> • Staff CPD plan • CPD reviews • CPD report to Govs
	3. Ensure all CPD needs addressed through robust Performance Management process.		PD	PM meetings	Spr 23	<ul style="list-style-type: none"> • CPD needs addressed for all staff. (May 23) 	<ul style="list-style-type: none"> • Staff survey –end of year • CPD plan • PM report to Govs
	4. Create a strategic plan for CPD which addresses needs of all teachers.		PD	CPD Staff meetings INSET	Spr 23	<ul style="list-style-type: none"> • Strategic plan completed and shared. (Oct 22) 	<ul style="list-style-type: none"> • Completed audits. • Staff CPD plan • Review of performance management. • Report to Govs
	5. Ensure staff feedback completed after all CPD.		PD	Feedback forms	Aut 22	<ul style="list-style-type: none"> • CPD feedback sheets completed and areas for dev't identified. (Dec 22) 	<ul style="list-style-type: none"> • Scrutinise feedback forms.
	6. Create 'Hubs of Excellence.'		PD NW	Staff release Staff meeting	Spr 23	<ul style="list-style-type: none"> • Develop Hubs of excellence across the school (Apr23) 	<ul style="list-style-type: none"> • Staff meeting minutes • Record sheets • Teacher CPD notes
Impact	Positive Impact					Continued barrier to success / further actions required	
	Autumn					Autumn	
	Spring					Spring	
	Summer					Summer	

School Development Plan 2022- 2023 – Leadership and management

Lead people accountable for securing continual improvement: PD and Govs

Intent	Objective 3				Evidence base / linked research:		
	To ensure subject leaders complete regular monitoring activities to monitor the impact of the curriculum and hold others to account.				<ul style="list-style-type: none"> • Ofsted framework • EEF research 		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity	
	1. Subject leaders to create termly monitoring schedule for their subjects. Identify activity, outcome, and further actions.	PD All teachers	Staff meeting time Release time	Aut '22	<ul style="list-style-type: none"> • Planned regular monitoring activities improve the quality of teaching and learning. (ongoing) 	<ul style="list-style-type: none"> • Meeting minutes • Monitoring schedules • Monitoring reports • Termly report to Govs 	
	2. All leaders complete training on holding others to account and managing difficult conversations.	PD	Staff meeting time	Aut '22	<ul style="list-style-type: none"> • Leaders are able to hold others to account to drive improvement in a professional manner. (Feb 23) 	<ul style="list-style-type: none"> • Meeting minutes. • SL monitoring feedback reports 	
	3. Subject leaders complete monitoring activities sharing feedback to all leaders.	All teachers Govs	Release time Training for SLs	Aut '22 Spr '23 Sum '23	<ul style="list-style-type: none"> • Rigorous and robust monitoring activities improve standards across the curriculum. (March 23) 	<ul style="list-style-type: none"> • Monitoring feedback reports • Meeting minutes 	
	4. Subject leaders to complete termly impact report	SL's	Release time	Aut '22 Spr '23 Sum '23	<ul style="list-style-type: none"> • All leaders aware of the impact of the SL monitoring. (Termly) • Curriculum adapted where appropriate to ensure high quality learning for all pupils. 	<ul style="list-style-type: none"> • SL reports • Monitoring feedback reports. • Report to Govs 	
Impact	Positive Impact				Continued barrier to success / further actions required		
	Autumn				Autumn		
	Spring				Spring		
	Summer				Summer		

School Development Plan 2022 – 2023 Leadership and management

Lead people accountable for securing continual improvement: PD and R Wharrad

Intent	Objective 4			Evidence base / linked research:		
	To ensure Governors complete rigorous and robust monitoring activities to hold all leaders to account.			<ul style="list-style-type: none"> Governance Handbook - GOV.UK 'Why visit?' - National Governance Association 		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1. Create rigorous and robust monitoring schedule for governors	PD RW NW	Meeting time Key Govs subscription	Aut '22 Spr '23 Sum '23	<ul style="list-style-type: none"> All leaders aware of the Governor monitoring activities to be completed. (Termly) 	<ul style="list-style-type: none"> Meeting minutes Monitoring schedule
	2. Ensure all Governors are aware of the monitoring expectations.	PD	Meeting time Key Govs subscription	Aut '22	<ul style="list-style-type: none"> All Governors are aware of the expectations. (Oct 22) Governors further develop their knowledge and understanding. (Apr 23) Governor monitoring drives up standards across the curriculum. (July 23) 	<ul style="list-style-type: none"> Meeting minutes Governor feedback forms Lesson obs Data scrutiny Pupil interview
	3. All Governors to complete training on holding others to account and managing difficult conversations.	PD Govs	Meeting time	Aut '22	<ul style="list-style-type: none"> Governors are able to hold others to account and manage difficult conversations in a professional manner. (Jan 23) 	<ul style="list-style-type: none"> Governor feedback forms Meeting minutes Lesson obs
	4. Ensure Governors share outcomes from monitoring activities.	RWh Govs	Meeting time	Aut '22 Spr '23 Sum '23	<ul style="list-style-type: none"> All leaders are aware of the outcomes from Governing monitoring enabling them to drive improvement across the school. 	<ul style="list-style-type: none"> Review of documentation – Teams Meeting minutes
	5. Evaluate impact of Governor monitoring activities.	R Wh Govs		Aut '22 Spr '23 Sum '23	<ul style="list-style-type: none"> Impact of Governor monitoring regularly evaluated and monitoring schedule adapted as necessary. (Ongoing) 	<ul style="list-style-type: none"> Governor annual plan Termly feedback reports Monitoring feedback forms.
Impact	Positive Impact				Continued barrier to success / further actions required	
	Autumn				Autumn	
	Spring				Spring	
	Summer				Summer	