



New Hartley First School Improvement Plan 2016-2017



End of Year Attainment Targets	Reading% M S D E	Writing % M S D E	Maths% M S D E	Classroom Support (max. 20)	Pupil Premium Numbers	Success / Evaluation Criteria	Monitoring, Evaluation, Review
Year 1 – 23 children (July 16) – 29 children	22 52 26 0 21 58 21 0	10 66 22 0 4 63 21 12	10 49 41 0 8 58 29 4	20 sessions		R – 74% M/S W – 76% M/S M – 59% M/S	Termly review of targets – tracking sheets. Book scrutiny – half termly. Whole staff moderation meetings. Individual discussions with staff. Lesson observations
Year 2 – 23 children (July 16) – 22 children	30 60 10 0 27 41 27 5	20 65 15 0 0 64 32 4	20 60 20 0 18 50 27 4	20 sessions	1	R – 90% M/S W – 85% M/S M – 80% M/S	
Year 3 – 24 children (July 16) – 25 children	35 45 20 0 28 44 8 20	20 55 25 0 28 48 4 20	25 55 20 0 8 56 20 16	17 sessions	7	R – 80% M/S W – 75% M/S M – 80% M/S	
Year 4 – 24 children (July 16) – 20 children	40 45 5 10 50 40 10 0	30 55 5 10 20 45 35 0	25 55 10 10 30 35 35 0	19 sessions	6	R – 85% M/S W – 85% M/S M – 65% M/S	
End of EYFS	80% of pupils to attain 8 or more PLGs					65%+ 12 PLGs	
Year 1 Phonics	65% of pupils to attain 12 PLGs						
Year 2 SATs	70% working at or above required level					70%+	
	Reading 2+ 90% 2B+ 90% 3+ 35%						
	Writing 2+ 94% 2B+ 78% 3+ 24%						
	Maths 2+ 90% 2B+ 85% 3+ 27%						
	2016-17 End of Year Targets highlighted						
Curriculum	Action to improve provision and raise standards			Timescale & Responsibility	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
Enrichment Weeks	Specific focus on subjects for one week; sharing expertise,; visits; specialists in school				To be assessed when planned	Raise profile in selected curriculum areas Children evaluate and feedback Enjoyment	AW All staff Children Parents

English	Creative Arts English Science/Computing	Nov. 16 SB/JF/RW Mar 17 JD/CL June 17 JB/KD	AW/KD/JD	Attainment/progress increases over the course of the year – data monitoring	Data (whole school) Book scrutiny (all staff) Learning walks (JD/KD) Lesson observations (AW/KD)
	Whole school focus throughout the year to raise standards in reading and writing. Half-termly activities with ‘prizes’ Book Week English Week Fund raising for new books Monitoring/awareness with governors Data sessions at GB and CP meetings Pupil Premium feedback Work through new assessment/tracking procedures –very much work in progress	All Year October 2016 March 2017 All year	JD/CL Whole school	Raise £6000 Govs. continue to improve understanding/awareness of all aspects relating to progress and attainment. Govs challenge use of funding/resources	GB meetings
SEN	Action to improve provision and raise standards	Timescale & Responsibility	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
SEN Documentation and assessment	Ensure we are meeting statutory requirements for support of SEN children Monitoring of handover of student information between class teachers Improve delivery of support resources for SEN children Ensure SENCO has correct skill set Guarantee SENCO has correct training and SLT time/support Mechanism for easily monitoring SEN progress and reporting frequently to responsible Governor SEN Paperwork to be complete and compliant Confirm communication channel open with parents of all SEN children	Autumn 2016 Mr. Dey Mr. Belshaw Mr. Wright		New SENCO has gained confidence and has ownership SENCO leads/guides staff and governors through the required processes	AW and Governing Body
	Training for SENCO qualification	Mr. Wright/Mr. Dey	Apporox. £1000	Mr. Dey to reach required national standard	AW/KD

Business Plan	Action to improve provision and raise standards	Timescale & Responsibility	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
	<p>Ensure at least two Governors have a clear & detailed understanding of finance and budget</p> <p>Respond to changes in Early Years provision</p> <p>Investigate Wraparound provision</p> <p>Clarify latest position on school building changes / developments</p> <p>Agree position on current / future academy status</p> <p>Be aware of potential of future 2-tier system and impact on NHFS</p> <p>Agree outline contingency plan for fluctuations in future admissions numbers</p>	Autumn 2016 Spring 2017		<p>School building adaptation 2017</p> <p>Increase numbers in Nursery – 2 year olds and 30 hour provision</p>	VF/KD and Governing body
Head Teacher Selection Process	Action to improve provision and raise standards	Timescale & Responsibility	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
	<p>Resignation of Head Teacher</p> <p>Timing and messaging of announcement of HT to staff, parents, children and wider community.</p> <p>Timings / milestones of whole process</p> <p>Involvement of staff in process / pecuniary interest (Kerrie Dowdney))</p> <p>LEA / legal requirements</p> <p>Understand possible SLT combinations post-appointment</p> <p>Ensure SLT and other staff are consulted and happy during process</p>	To be developed after GB meeting on 3 rd November	Sally Lamb LA?	HT appointment in Spring term 2107 to take effect from September 2017	AW/VF and Governing Body
Attendance	Action to improve provision and raise standards	Timescale & Responsibility	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
Overall target	<p>Monitoring on a weekly basis</p> <p>Discuss with parents if below 95%</p> <p>Letters if attendance drops below 90%</p>	All year VF		Attendance is 96.5% or more each term	VF AW
Late Arrivals	<p>Monitor on a daily basis</p> <p>Discus with parents if 'lates' 20% or more in a week</p>	All year VF		Improvement on figure for 2015-16	VF AW

Monitoring/Moderation	Action to improve provision and raise standards	Timescale & Responsibility	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
<p>Ensure new curriculum is being embedded in practice and planning.</p> <p>Ensure progress and achievement judgements are rigorous and consistent.</p> <p>Ensure progress of vulnerable groups is in line with the rest of the cohort.</p>	<p>Observation of colleague's practice, with specific focus.</p> <p>Book and planning scrutiny – termly</p> <p>Monitor setting of clear, differentiated half termly class targets in reading, writing and maths</p> <p>Learning Ladders - used effectively to monitor progress and achievement and inform planning</p>	<p>KD</p> <p>Over the year – KD/CL</p> <p>On going</p> <p>On going</p>	<p>Staff meeting</p>	<p>Individual feedback and whole school</p> <p>Analysis of scrutiny of books and planning fed back to Leadership Team.</p> <p>Display of appropriate targets in all classrooms.</p>	<p>KD/AW</p>
	<p>Moderation teacher's judgements each term – dedicated staff meeting time</p> <p>Interschool moderation attended Learning Ladders – assessment of it as a tracking tool (New Hartley and across the SVLP)</p>	<p>KD/ SMT</p> <p>Staff Ongoing monitoring.</p>	<p>Inter school and whole school</p>	<p>Consistent approach to assessment.</p> <p>Assessment fed into children's targets.</p> <p>Raised standards/careful target setting and monitoring.</p>	<p>KD/AW</p>
	<p>Work with Pupil premium manager to monitor progress on a half termly basis. (see PP development plan)</p> <p>Interventions employed to aid closing the gap where necessary (see PP development plan)</p>	<p>KD/VF</p> <p>All staff</p>	<p>Outlined in PP report</p>	<p>Clear awareness by all staff of the vulnerable groups within their class.</p> <p>Flexibility of resourcing to accommodate interventions where necessary.</p>	<p>KD/VF/AW</p>
Safeguarding/E-Safety	Action to improve provision and raise standards	Timescale & Responsibility	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
	<p>All staff consistently apply agreed procedures</p> <p>Training for all staff</p>	<p>All year – all</p> <p>November 2016</p>		<p>Observation/discussion</p> <p>Increased awareness/understanding</p>	<p>Ongoing AW</p> <p>AW</p>

PE/Sport Premium	Action to improve provision and raise standards – based on analysis of 2015-16	Timescale & Responsibility Timetable	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
Effective use of funding	<p>Match before/after school activities to data analysis/wants/needs</p> <p>Look to increase percentage of children participating in extra activities</p> <p>Maintain Gold Sports Mark</p> <p>Increase participation in competitive activities</p>	All year	Allocated funding	<p>Increase participation before and after school</p> <p>Increase percentage taking part</p> <p>Achieve award</p> <p>Greater involvement in school games</p>	<p>Each half term</p> <p>AW</p>
'Happy Staff'	Action to improve provision and raise standards – based on analysis of 2015-16	Timescale & Responsibility Timetable	Resources & Costs	Success / Evaluation Criteria	Monitoring, Evaluation, Review
	<p>Confirm Appraisal policy up-to-date and adhered to.</p> <p>Ensure appraisal objectives are aligned, i.e. reflect relevant areas of School Improvement Plan and roll down through other staff appraisals</p> <p>Guarantee whole-school approach to key improvement priorities (awareness / involvement)</p> <p>All staff to be have clear and agreed roles and tasks through transition period.</p> <p>Plan for retiring staff</p> <p>Ensure we are keeping senior staff motivated and younger staff the environment to continue to flourish, especially during transition phase.</p>	<p>September 2016</p> <p>Autumn 2016</p> <p>Spring 2017 and Summer 2017</p>		<p>New policy agreed</p> <p>Targets set meet needs of SDP</p>	<p>AW and Governing Body</p> <p>AW/KD/VF and Sally Lamb</p> <p>Governing body</p>