

Kymbrook & Thurleigh Federation School Development Plan - New 2015-2018 Updated October 2016

Ofsted Outcome	Area for Development	Success Criteria	Action & Strategies	By Whom & By When	Cost Implications Approx/Review
<p>1. Achievement of Pupils at the school.</p>	<p>Priority 1. The use of new planning and assessment practices to be in place to start in September 2015. All teaching staff to be aware of and using new practices. That pupils progress can be tracked effectively and next steps be easily identified.</p> <p>Assessments must be reviewed Autumn 2016 to check effectiveness and determine next steps.</p>	<p>Standards are maintained and raised in light of the demands of the New National Curriculum. Assessment practices are thorough and set challenging goals for pupils in order to ensure pupils are on track to achieve the new higher goals. Planning methods reflect the school and national curriculum.</p> <p>Governors Actions / Monitoring –</p> <ul style="list-style-type: none"> • <i>Check HT reports to gobs in July for new reporting procedures using the new data generated from new progress sheets. Check for groups and good evidence of progress of all groups.</i> • <i>Governor Training on understanding school data for new gobs and refreshers.</i> 	<ul style="list-style-type: none"> • New tracking and progress strategy for literacy to be in place as from Sept 2015. • HT to create new excel tracking programme so that progress in literacy can be clearly seen and understood by all. • SLT to review progress sheets in order to assess effectiveness. • New Pedagogos to be put into place to ensure that pupils still have access to easily understood targets for reading, writing and maths. • New maths assessments to be used as from 2015 so that new reporting procedures can be used to HT. <p>Timetables to be altered in order to reflect the need for time for more grammatical, handwriting and maths work.</p>	<p>HT and SLT and relevant leads.</p> <p>HT tracking systems to be ready by October half term 2015.</p> <p>SLT & Leads in consultation with staff Autumn 2016</p> <p>HT/CT to source new pedagogos – distribute to staff by October Half Term 2015</p> <p>Teaching Staff</p> <p>HT to give governors a briefing on the schools new monitoring and tracking systems.</p>	<p>Nil</p> <p>Nil</p> <p>Training Day Venue 31st October 2016</p> <p>£455.00 – split between the two schools.</p> <p>Head start Maths Assessment purchased Summer 2014. £325 per school</p>

<p>Priority 2. Maintaining and continuing to achieve high standards in maths across the federation and to raise the level of challenge in line with the demands of the New Curriculum.</p>	<p>The Federation maintains high standards in maths making maths as incorporated across the creative curriculum as English and raises challenge level in line with the demands of the new curriculum.</p> <p><i>Governors Actions / Monitoring</i></p> <ul style="list-style-type: none"> • <i>Govs visit focus on maths.</i> • <i>Look for maths standards in reporting from HT</i> 	<ul style="list-style-type: none"> • The use of Maths Missions Planners where appropriate to be embedded in order to ensure the integration of maths throughout the curriculum so that maths becomes as apparent as literacy throughout the curriculum. • Extra short oral and mental maths moments to be planned into the school day for regular short sharp revision. • EYFS settings to challenge pupils above and beyond the ELGs in order to ensure readiness for Yr.1. 	<p>Teaching Staff to utilise new planners that focus the mind onto where maths could be placed in the wider curriculum</p> <p>Timetabling to reflect this provision.</p> <p>EYFS staff to plan for daily short teacher led input for every child as well as math missions and free choice math areas.</p>	
<p>Priority 3. The achievement of Vulnerable /SEND and FSM/LAC Pupils in the school. Closing the gap and raising the challenge.</p>	<p>That Vulnerable/ SEND and FSM/LAC Pupil Premium pupils continue to make progress levels similar to or as well as their peers.</p> <p><i>Governors Actions / Monitoring</i></p> <ul style="list-style-type: none"> • <i>Scrutiny of new / revised policies</i> • <i>Govs to have a shared clarity of understanding</i> • <i>Who are our vulnerable groups ?</i> • <i>How does the data prove progress ?</i> 	<ul style="list-style-type: none"> • Support for LAC children in KLS – • LAC children in both schools monitored for any further needs. • Review Inclusion Policy and Core Offer • Creation with Young Minds of Vulnerability Indexes- • All pupils to be run through the vulnerability index • All staff to have Academic Resilience Training. 	<p>HT to source to put in place before October 2015</p> <p>All teaching and support staff relevant to the well-being of the children.</p> <p>HT Summer 2016</p> <p>HT Summer 2015</p> <p>HT / CT by Autumn 2015 Young Minds</p>	<p>Awaiting BBC PP funding</p> <p>Training Booked 2nd November 2015</p>

	<p>Priority 4. To extend the understanding of knowledge and skills required by the new 'computing curriculum' in order to ensure that provision for pupils is secure and clear.</p>	<p>That all pupils have access to a thorough and appropriate level of computing curriculum, that includes good levels of challenge and support to ensure success for all.</p> <p><i>Governors Actions / Monitoring</i></p> <ul style="list-style-type: none"> • <i>ICT gobs visit</i> • <i>Have named gobs to support computing curriculum</i> 	<ul style="list-style-type: none"> • To source a good supportive guided curriculum for teacher confidence. • To work with DWM to ensure the schools have access to all the new software demanded by the curriculum. • Peer to peer team teaching to enhance confidence. 	<p>VK Summer 2014</p> <p>ICT co-ordinators</p> <p>ALL teaching staff academic year 16-17</p>	<p>Computing Curriculum – £980 per school.</p> <p>Ongoing over 2014-2016 academic years in line with new curriculum cost tbc. Software updates 6th October 2016</p> <p>Management release time £120 per day per teacher.</p>
	<p>Priority 5:- To improve on ICT provision with a full audit with DWM and a two year roll out of upgrades</p>		<ul style="list-style-type: none"> • Audit of current situation and recommendations with DWM • DWM to produce staggered quotes for upgrades 2015-16 and 2016-17 • Upgrade costings to be included in both budget plans • Upgrade to take place from 2015 -2017 • Audit of new requirements for two new classrooms at KLS • Audit of new requirements of 1 new classroom and a new hall at TLS • Inclusion of requirements for new provisions into budgets 2016-2017 	<p>DWM & HT /JC/RB</p> <p>DWM</p> <p>HT JC RB</p> <p>HT & DWM by Autumn 2016</p> <p>HT & DWM by Autumn 2016</p> <p>HT/JC/RB</p>	<p>Costings of upgrade will be approximately £20,000 per site.</p>

<p>2) Quality of teaching in the school.</p>	<p>Priority 1. To continue to improve the quality of learning in lessons through systematic checking of pupils understanding in lessons and appropriate intervention as well as raising challenge in line with the demands of the New National Curriculum.</p>	<p>That all teaching staff are providing higher challenge in maths and ensure inclusion of handwriting, grammar and computing sessions. That all staff are checking regularly for understanding and progress of pupils during learning tasks.</p> <p><i>Governors Actions / Monitoring</i></p> <ul style="list-style-type: none"> • <i>Govs to ensure HT reports on lesson obs & Book scrutinies etc.</i> 	<ul style="list-style-type: none"> • All staff trained in the use of the [redacted] colourometer as a communication tool and measure of understanding in class. • Observations of staff to include clear focus on pupil understanding and next steps. • All teaching staff to work with pupils on understanding the purpose and importance of feedback to improve progress. • All teaching staff to be fully trained in Phonics programme 	<p>HT / SK – 6th September 2015</p> <p>HT throughout Autumn Term 2016</p> <p>Teaching Staff – Ongoing 2016 -17</p> <p>AM / TB Autumn 2015</p>	<p>Training Nil FOC</p> <p>£500 per candidate</p>
	<p>Priority 2. Early Years – to enhance maths provision to focus on the inclusion of a daily teacher led input of maths in order to support pupils in their development to ensure that they are ‘school ready’ for the demands of the New National Curriculum. To include maths through ‘maths missions’ throughout the EYFS curriculum.</p>	<p>That pupils are given daily challenge and support in order to enhance maths progress in the Early Years above and beyond the demands of the Early Learning Goals. This will ensure that pupils are ‘school ready’ for the higher demands in the maths curriculum in year 1.</p> <p><i>Governors Actions / Monitoring</i></p> <ul style="list-style-type: none"> • <i>Early Years visit</i> • <i>ECERS Audit report to gov</i> 	<ul style="list-style-type: none"> • Teaching staff make clear plans for daily short rigorous maths input adult to child 1-1. • Teaching staff plan for a ‘maths’ themed table for pupils to access of their own free will. • Teaching staff to plan ‘maths missions’ to incorporate maths experiences throughout the creative topic based curriculum. 	<p>ALL Early Years teachers academic year 15-16 JW & TF</p>	

	<p>Priority 4. Sports Premium Funding.</p>	<p>That the Sports Premium Funding is used to enhance and improve current P.E. / Clubs Provision creating greater pupil involvement in sports.</p> <p><i>Governors Actions / Monitoring</i></p> <ul style="list-style-type: none"> <i>HT report to gobs ref: financing and change of use of field</i> 	<ul style="list-style-type: none"> KLS Once field space is acquired and planning for change of use – quotes for work to ‘bridge’ gap over ditch / make field ready for sports use. Re gain Silver Sports Mark TLS & KLS Continuation of sports club for ‘targeted’ vulnerable group at TLS. 	<p>Field acquired & planning approved by approx. December 2015. HT to get quotes on work needed.</p> <p>SM Autumn 2016</p> <p>SM /PS Autumn 2016 and ongoing</p>	<p>Sports Premium Funding</p> <p>Quotes in Autumn 2016 for 20x26m artificial pitch area going to gobs 6th October 2016</p>
<p>3) Behaviour and Safety of Pupils at the School.</p>	<p>Priority 1. Focus on Health and Well-being. To improve and enhance the ‘learning and life chances’ of all pupils by a Federation wide focus on ‘Health & Wellbeing’</p>	<p>Both schools will benefit from an overview of pupil well- being in Key Stage 2 – from this we can take any actions needed. Also a need to understand who our vulnerable pupils are and how to help them.</p> <p>Pupils benefit from enhanced input and better emotional intelligence and well-being.</p> <p><i>Governors Actions / Monitoring</i> <i>Mental Health and Well Being</i> <i>Week & Workshare visit / Governor Involvement</i></p>	<ul style="list-style-type: none"> Key Stage two upwards to take part in four Borough wide surveys:- Emotional Well-being, Drugs and Alcohol, Healthy Relationships, Healthy Eating and Physical Activity. to provide vulnerability indexing and provision of training in Academic Resilience Child Whispering – a specialised programme taking place on TLS site over Autumn Term – specifically aimed at enhancing well being. 	<p>This is ongoing, however the Drug and Alcohol Survey wasn’t completed due to the inclusion of a question that could have created anonymous disclosures that school could not have acted upon.</p> <p>HT & Mary Hinton – Young Minds. Training in AR booked November 2015 Sandy Kennedy – Both sites trained September 2015 – Also trained in CW F.A.B. Fight Against Bullying Programme. HT working with Early Help Professionals on Early Help Accreditation to include a section on Emotional Health and Well Being. Aut 2016</p>	

	<p>Priority 2. To ensure the continued safety of pupils and staff within the schools through the continuation and extension of training programmes for Health and Safety issues.</p>	<p>That pupils and staff continue to have a safe and comfortable learning experience therefore being able to focus on their learning journeys.</p> <p><i>Governors Actions / Monitoring Full Section 175 Audit with support from Joannah Towler as Safeguarding Governor.</i></p>	<ul style="list-style-type: none"> • Safeguarding refresher training and full training. • First Aid Training • Prevent Training • Crisis management Training 	<p>RS / VK / KA – By October 2015 Whole Staff to be booked for Sept. 2017 RS / VSP/ KA to be refreshed Sept 2017 JW Autumn 2015 Whole Staff 15/10/15 SLT 2014-2015 Whole Staff – September 2015 2 x Paediatric 1st aiders KLS Nov 2016</p>	<p>Poolside resuscitation Training KLS June 2017</p>
	<p>Priority 3. To further enhance and improve parental engagement with the school. Keeping parents well informed and demonstrating to parents the new demands of national curriculum in order to work together to support pupil body on their learning journey.</p>	<p>If successful this work will result in better emotional intelligence and well-being for pupils as they will feel secure that their parents/carers are engaged and interested in their school life.</p> <p>New action to introduce an interim half-termly reporting format especially with move to primary in mind.</p> <p><i>Governors Actions / Monitoring Governor Surgeries at Parent Evenings on relevant issues.</i></p>	<ul style="list-style-type: none"> • Workshops for parents • More opportunities for workshare afternoons. • Support for parent volunteers. • Transition workshops for parents. • Surgeries for parents on the primary consultation doc. • SLT – HT to develop / amend / create new half-termly reporting format . 	<p>Autumn Term 2016</p>	
<p>4) The Improvement of the Educational Environments for all. THURLEIGH</p>	<p>Priority 1. New Hall – THIS PRIORITY HAS NOW CHANGED TO POTENTIAL FOR PRIMARY ON BOTH SITES</p>	<p>Current Hall space is unfit for purpose especially as class size increases. A new hall build would improve this and enable space for other groups and 'break out groups' Plus potential for going to primary.</p>	<ul style="list-style-type: none"> • Writing campaign to Borough to highlight the issue. • Application to Borough by September 2015 highlighting 'wants' and 'needs' 	<p>2013-2014 Applications in September 28th 2015.</p>	<p>The assumption would be that should we become a Borough priority on this issue that we would be expected to donate up to £4,000 towards the overall costs.</p>

		<p><i>Governors Actions / Monitoring Goves publication of response to consultation.</i></p> <p><i>Decision to move to primary Strategic Management Over view</i></p>	<ul style="list-style-type: none"> • Consultation to admit yr 5/6 must be from November 2015 – March 2016 • No alteration to KLS as keeping yr 5 not changing intake. • admissions at TLS for intake at rising 2 not rising 3 	<p>Consultation Doc. For approval October 2015.</p> <p>Alteration to admissions at TLS from rising 2.</p>	<p>Approved by Borough Autumn 2015.</p>
	<p>Priority 2. Glazing and single glazed panels. The glazing throughout the school (with the exception of the Hall and the offices) is single glazed and metal panels. These are all backed onto the radiators!!</p>	<p>That spend per pupil head on energy is reduced so that more money can be invested in pupil related resourcing.</p>			<p>Doors and windows are meant to be going ahead summer 2015. Planning permission required. Update Oct 15 planning still not in for doors and windows. Update Doors & Windows now completed Summer 2016</p>
<p>4) The Improvement of the Educational Environments for all. KYMBROOK</p>	<p>Priority 1. New Class Block /Field Space THIS PRIORITY HAS NOW CHANGED TO POTENTIAL FOR PRIMARY ON BOTH SITES</p>	<p>Current field inappropriate for effective use. Current class spaces inadequate to cope with the change to primary provision.</p> <p>Field Acquisition and Double class block required.</p>	<ul style="list-style-type: none"> • Application to Borough by September 2015 highlighting 'wants' and 'needs' • Consultation to admit yr 5/6 must be from November 2015 – March 2016 	<p>Applications in September 28th 2015.</p> <p>Consultation Doc. For approval October 2015.</p>	<p>Field now acquired March 2015 – Borough planning permissions for fencing and culvert from Autumn 2016</p>
<p>5) Leadership and Management.</p>	<p>Priority 1. Management of the move to 2 tier 2015-2017 on both school sites.</p>	<p>To manage and lead on the consultation process to primary provision on both school sites.</p> <p>HT granted permission to take control of the builds on both sites Summer 2016</p>	<ul style="list-style-type: none"> • Applications to Borough by September 2015 highlighting 'wants' and 'needs' • Consultations to admit yr 5/6 must be 	<p>HT/ Governors</p> <p>HT/ Governors by November 9th 2015</p>	<p>KLS - £200,000 granted for April 2017 TLS £192,000 granted for April 2017</p>

			<ul style="list-style-type: none"> from November 2015 January 2016 Borough Decisions to be made February 2016. Governors final decision to move – February 2016 		
Management of the move to 2 tier 2015-2017 on both school sites.	To manage and lead on the building projects required to be able to cope with Primary status.	<ul style="list-style-type: none"> HT in charge of TLS /KLSbuild with funding from BBC as from Spring 2017. HT now also in charge of KLS Classroom build as from Summer 2016 HT to get quotes for Hall and Hall conversion to send to BBC to ensure accurate funding stream. Once funding / quotations agreed HT to arrange with TGS Learning Escape and P Brooks General Builders for building timetabling. Furnishing new builds in preparation for Autumn 2017 BBC in charge of field renovation fencing and culvert Planning Permissions 	<p>HT to design Classroom and Hall with TG Escapes</p> <p>HT before Spring 2016.</p> <p>3 comparable quotations now required – In process with the HT / JC / RB</p> <p>Summer 2016 – Autumn 2016</p> <p>HT / SLT – Furniture ordered by Autumn Spring 2016 KLS / 2017 TLS</p> <p>To be completed Autumn term 2016</p> <p>To go ahead Autumn term 2016</p>	<p>Quote for re-designed Hall £192,000</p> <p>Quote for conversion circa £57,000</p> <p>Quote for Classroom £176,000</p> <p>Costing Circa £3,000 per site.</p> <p>Included in build costings</p>	

	<p>Management of the move to 2 tier 2015-2017 on both school sites. Educational provision.</p>	<p>Curriculum & Assessment design for yrs 5 & 6 in preparation for launch in September</p> <p><i>Governors Actions / Monitoring</i></p> <ul style="list-style-type: none"> • Estimate of impact of move to 2 tier on workload hours • Gobs to support with 2 tier committee to assist with strategic direction. 	<ul style="list-style-type: none"> • HT and SLT to meet to determine what provision for KS2 will look like. • HT & Team with specialists e.g. Janet for science to determine best topics for curricular coverage for KS2 • HT & SLT to explore and determine on the best possible program of assessments for KS2 pupils. • Whole Staff Training Day 31st October 2016 for review of Assessments 	<p>e.g. specialism swaps, curriculum provision, school curriculum and new topics. Timetabling SLT & HT</p> <p>e.g. 4 year rolling program of topics purely for KS 2 students – how best to fit in NC requirements and trips / visits etc.</p> <p>e.g. a breakdown of NC requirements v school formative and summative assessments.</p>	<p>Release Days for SLT – Strategic Vision by Summer 2016 x 5</p> <p>Whole Staff Training Day Autumn Term 2016 – Split curriculum into KS1 and KS2 rolling programmes</p> <p>Release Days for SLT from Summer 2016 to Spring 2017 for assessment devp. x 5</p>
<p>Priority 2. Management of the increase of age range at TLS from 4+ to 2+ -</p>	<p>That the HT improves her knowledge base of the Early Years requirements and is able to self-assess the provision to ensure highest possible quality.</p> <p><i>Governors Actions / Monitoring</i></p> <p><i>Gobs to be involved in the action plan following the ECERS Audit Tour of Early Years Provisions.</i></p>	<ul style="list-style-type: none"> • Support for admin to cope with additional invoicing etc. • HT to be ECERS trained • HT to continue to put strategies in place to gain the remaining assets for the early Years from the Pre-School Learning Alliance. • Training in ECERS for Early Years Staff 	<p>HT to provide extra support admin assistant 1 day per week.</p> <p>Autumn 2015– Spring 2016</p> <p>HT writing campaign to Pre-School LA</p> <p>Completed Summer 2016</p>	<p>We have now met all the requirements for this and assets will be transferred to the school. £10,000.</p>	