

St. John's C.E. Primary School
School Improvement Plan
2016 - 2018



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Staff Responsibilities

Member of staff	Responsibility
Headteacher: Susan Notley	SENCO EMAG Personal development, behaviour and welfare Pastoral Care Enrichment/Creativity Planning Performance Management of all staff Management of Teaching Assistants Safeguarding & Child Protection Looked after children Music Collective Worship SMSC
Deputy Headteacher: Joe Law	Numeracy Physical Education Extra-curricular activities KS2 – creative curriculum Assessment & Record Keeping Management & organisation of KS 2 Mentoring Lower KS 2 teacher Gifted and Talented Safeguarding & Child Protection
KS1 Co-ordinator: Maria Piscitelli Member of the SMT	Literacy KS1 Co-ordinator PSHE/Citizenship

	Healthy Schools agenda Art/DT Co-ordinator Transition between EYFS & KS1
EYFS Co-ordinator: Pat Creed Science Co-ordinator: Pat Creed Middle leader	EYFS Co-ordinator– curriculum, planning, management of staff, assessment Transition between EYFS & KS1 Science/Outdoor Learning
Claire Hill (.6) Yr.5/6	R.E. School Council Humanities Job share in Yr.5/6 with Deputy Headteacher
Class Teacher: Hannah Gallagher	Yr.3/4 IT co-ordinator
Administration Officer: Jane Flanagan	Management of the office Budget First - Aid
Nurse Nurse: Lucy Gibbs	Teaching in EYFS First- Aid Speech/Language dev/Language Group Numicon support
Teaching Assistant: Amanda Kings (FT)	Supporting in lower KS2 Dyslexia training Writing groups Numeracy groups First -Aid
Teaching Assistant: Rona Ramandan(FT)	Supporting in Yr. 5/6 SEN support for Literacy& Numeracy Booster Writing Programmes Yr. 5/Yr.6 Art & DT in Yr5/6 ICT support

	First-Aid
Teaching Assistant: Charlotte Snook	Breakfast Club Support in EYFS 5 afternoons/1 morning Lunchtime cover Support in KS1 4 mornings/readers Yr.3/4 Yr.1 phonics support First-Aid
Teaching Assistant: Tracey Hargate(FT)	Supporting in Yr.1/2 Intervention in Numeracy and writing
Sandra Bennett (3 days)	Support in Yr.1/2 Ordering resources Support at lunchtimes if required Support the swimming programme Support in the office Librarian First-Aid
Ozay Baskal (3 Days)	Support in Yr. 5/6 Support child on EHCP in Yr.5 Intervention work in Yr.5/6 in Numeracy Phonics at lunchtime Lunchtime cover if required First-Aid
Facilities Manager: Dave Ellis (flexible hours)	Support pupils with times tables Management of the school website Attendance reports Procurement support
Site Manager : Gary Hatchby	Caretaking duties Cleaning daily
Cook: Susan Hutchins	School cook
Support in the Kitchen: Sue Doe	Supporting cook

Playleaders: Janet Petit Anouska Kelly (also relief TA)	Play Leader at Lunchtime Supervise packed lunches, lunchtime duty, supporting trips and activities in the classroom when required
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GOVERNORS' RESPONSIBILITIES

Member of Governing Body	Responsibility
Dr.Matthew Laban	Chair of Governors Performance Management of Headteacher Child Protection Safeguarding Governor Member of the Pay Committee
Thelma Tillaney	Vice Chair of Governors Literacy RE/Worship Member of the Admissions, Performance of the Head teacher & Pay Committee
Peng Hui Koh	Parent Governor Numeracy Governor
Sophie Gopaul	Parent Governor Inclusion Governor
Margaret Swift	Member of the Pay Committee
Anne Osborne	EYFS Governor
Awaiting appointment of a vicar	Foundation Governor/Ex-officio Collective worship Governor
Roy Tungatt	Foundation Governor/PCC

	RE Governor Health and Safety Chair of the Admissions Committee Setting up the Governors' Room on the school website Overseeing the school's website
Sue Notley Joe Law	Head teacher Staff Governor
Admissions Committee: Thelma Tillaney Roy Tungatt - Chair Joe Law Sue Notley	Agree Admissions Policy Review Admissions Policy in line with legislation Implementation of Admissions Policy
Pay Committee: Sue Notley Matthew Laban - Chair Margaret Swift Thelma Tillaney Matthew Laban Thelma Tillaney	Agree & Review performance and pay of all staff Agree & Review performance and pay of HT & DHT
Disciplinary Committee: Matthew Laban Roy Tungatt - Chair Margaret Swift	To manage any appeals that may occur

LONG-TERM SCHOOL PRIORITIES/EXPENDITURE
2016/2019

Year	Focus Area	Expenditure	Year	Focus Area	Expenditure	Year	Focus Area	Expenditure
16/17	Literacy	£1,000	17/18	Literacy	£1,000	18/19	Literacy	£1,000
	Library	£500		Library	£500		Library	£500
	Numeracy	£3,000		Numeracy	£500		Numeracy	£500
	ICT	£700		ICT	£3,500		ICT	£4,000
	Foundation Stage	£1,000		Foundation Stage	£1,000		Foundation Stage	£1,000
	Science	£400		Science	£400		Science	£400
	R.E.	£200		R.E.	£200		R.E.	£200
	Art	£400		Art	£400		Art	£400
	D&T	£400		D&T	£400		D&T	£400
	Humanities	£500		Humanities	£500		Humanities	£500
	Music	£400		Music	£400		Music	£400
	SEND	£400		SEND	£400		SEND	£400
	P.E.	£300		P.E.	£300		P.E.	£300
	Playground & outside classroom	£1,000		Playground & outside classroom	£1000		Playground & outside classroom	£1,000
	PSHE	£200		PSHE	£200		PSHE	£200
	General resources	£3,500		General resources	£3,500		General resources	£3,500

PRIORITIES for 2016/ 2017

School Improvement Priorities

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| <p>1. To raise the standards in reading by ensuring that pupils are being taught a range of analytical reading skills so that they are able to respond effectively to a range of questions which require inference and deduction. To ensure that we are at national or better.</p> |
| <p>2. a. Through a variety of different strategies, enhance the teaching of differentiated writing and writing skills, thus, continuing to ensure that high quality writing is expected and produced across all areas of the curriculum, throughout the school. To support this by creating a writing enriched learning environment where pupils see the purpose for writing and their achievements are celebrated.</p> <p>b. Through a variety of different strategies, further develop pupils' desire to want to improve their spelling, ensuring that they are meticulous in applying their spelling knowledge in their writing.</p> <p>c. Continue to raise the standards in handwriting by implementing the reviewed Handwriting policy from Reception Class and ensuring that quality handwriting is incorporated into all areas of the curriculum including displays.</p> |
| <p>3. To raise the standards in pupils' reasoning skills across the school by ensuring that all pupils are being given regular opportunities to complete reasoning questions during the maths lesson.</p> |
| <p>4. Through focused teaching, continue to enhance assessment systems across the school which feeds directly into the daily planning, ensuring quality differentiation and provision across all areas of the curriculum, ensuring high standards across the school.</p> |

Quality of Teaching 2016- 2018

Target	Improvement Steps	Time Frame	Lead Person	Monitoring	Budget	Success Criteria
Ensure that there is a good balance between reading Fiction & Non-Fiction texts	Effective planning of both the type of texts and how reading is taught in guided reading sessions and whole class session.	Autumn – Summer	MP	SN/MP	£1,000	Effective teaching of reading both fiction and non- fiction during guided reading sessions and whole class sessions.
Through various different strategies, ensure that pupils are able to respond effectively both orally and in formal written answers	All staff to attend the training in supporting pupils in becoming analytical readers Maria to attend termly Literacy meetings	Autumn	All teachers and some TAs	MP	£600	Pupils are better prepared to respond effectively both orally and in formal written answers. Dramatic improvement in pupils’ analytical skills, being confident in being able to respond to questions that require a critical analysis Analytical skills being taught from the top readers in Yr. 2 upwards.
	Comprehension books purchased for all year groups Regular parent workshops in reading	Autumn	MP	MP	£700	
	School Library open again for pupils to borrow books weekly Support provided in answering analytical questions. Extra provision in place to support pupils who require extra support in this area	October	All teachers	MP		
Strengthen standards of teaching	Continue with five monitoring cycles per year (Oct, Dec, Feb, March & June)	Sept to July	SN	SN/MP/JL	N/A	

	Support programmes and coaching for identified teachers	Autumn Term	SLT	SN/MP/JL		All teaching will be judged to be at least Good with more teaching moving into outstanding
	Continue in-house training, with an emphasis on writing	Staff Meetings, INSET Days and twilights	MP	SN/MP		
<p>To further improve the teaching of differentiated writing across the curriculum.</p> <p>Through a variety of different strategies, develop pupils' desire to improve their spelling across the school</p>	Staff meetings on improving teachers skills on teaching differentiated writing	Autumn Term Staff meeting	MP	SN	N/A	High quality differentiated writing being taught across the school
	Plan a series of staff meetings to look at the teaching of writing and review the writing policy	Autumn and Spring Term				Staff CPD is enhanced, leading to higher quality teaching and learning in classes
	Share good practice in the teaching of writing and spelling with St. Andrew's and Barclay School	Autumn Term 2016	MP	SN		Staff CPD leads to effective teaching and learning of pupils
	Develop a learning environment across the school that portrays a positive image of writing with a strong emphasis on spelling	Autumn Term 2016	MP	SN		Enriched learning environments which have a strong emphasis on writing and spelling across the curriculum Pupils standards in SPAG are improved and a positive focus on the importance of SPAG in the curriculum
	Develop opportunities across the school to celebrate writing at a variety of different levels – establish Star Writer of the week – display and in the newsletter. Enter the Mayor's Writing Award	Autumn – Summer 17	MP	SN/JL		Pupils develop a passion for writing and accurate spelling and a greater understanding of the purpose of

	Catriona's Writing Competition					writing
To improve the quality of handwriting across the school	Implement the reviewed handwriting policy across the school, starting from Reception	September, 2016	MP	SN	£500 for pens	Standards in handwriting across the school improve dramatically
To ensure that maths lessons include reasoning activities.	Maths planning to include reasoning activities on a regular basis and Friday's lesson to focus on teaching reasoning skills.	September, 2016	JL	JL		Pupils more competent in being able to apply the skills that they have learnt. Greater challenge being provided for all pupils.
To consolidate the strong emphasis on times tables from Yr.2.	Times tables being practised daily and recorded in booklets. All pupils being tested weekly by Mr. Ellis	September, 2016	JL	JL	£1,000	Standards being raised in times tables and supporting the learning in maths across the school.
To consolidate the strong emphasis on teaching calculation skills across the school.	Planning and delivery having a very strong focus on developing and consolidating pupils' calculation skills across the school	September, 2016	JL	JL		Standards being raised in all calculation skills across the school.
To consolidate the use of numicon across the school.	Numicon being used regularly in particular to support the pupils who are finding numeracy challenging	September, 2016	JL	JL		Less able pupils are very well supported and are making at least good progress.
To introduce Ocean maths across the school to help parents	Workshops held to train parents in helping their children with the set maths homework from ocean maths	Sep. 2017	JL	JL	Funded by the Townies	Parents feeling more confident in helping their children with maths homework. Pupils keen to complete the homework.
Target	Improvement Steps	Time Frame	Lead Person	Monitoring	Budget	Success Criteria
Further develop TA knowledge and skills in	Audit skills of established TAs Devise programme to meet identified needs, linked to PM	October 2016 Oct, 2016	MP/JL SN	SN SN	N/A	TAs will feel more confident in their knowledge, skills and understanding in Maths and English

English and Maths	Programme to be delivered during staff meetings, assembly times, twilight sessions and on INSET days	Autumn & Spring Term 2016	MP/JL	SN		TAs to support individuals and small groups effectively
Fully apply the school's policy for marking in writing and spelling	Re-visit updated marking guidance Book Looks as part of monitoring cycle & cross-moderation with other schools Additional support for key members of staff	September 2016	MP/JL	SN	N/A	Consistency in marking across the year groups All staff fully understand how to further support children's learning Children understand next steps leading to higher attainment
Target	Improvement Steps	Time Frame	Lead Person	Monitoring	Budget	Success Criteria
Ensure that RE marking develops understanding of the RE knowledge, understanding and skills	Develop feedback comments to support improvements in RE Ensure that high standards of writing are maintained in the children's books	Autumn 2016	CH	SN	£300 resources	Marking guides children to their next steps in RE understanding and skills Marking will ensure that the standards in RE books match the high standards in writing.
To maintain the high standard of marking attained in writing	SLT to monitor standard of marking through book looks SLT to ensure consistency across the school through whole school book looks involving all teachers and TAs	From September 2016	SLT	SN	N/A	Children understand how to improve their own writing Marking is consistent and in line with the school marking policy
To raise the profile of IT in the curriculum, thus strengthening the	Newly appointed IT Coordinator to map IT skills on the two yearly curriculum cycle being supported by an experienced IT teacher from Bush	From September, 2016 Fateh to take lessons once a	HG	SN	£1,000 from IT budget	Better coverage of IT skills across the curriculum. Teachers more confident in teaching computing across the school.

teaching of computing across the school	Hill Park. Fateh to lead the computing teaching in the Autumn Term alongside the teacher Newly appointed IT Coordinator to plan and carry out CPD to increase knowledge, understanding and skills IT Club to run during lunchtime, supporting SPAG	week From September, 2016 Start in November, 16	HG HG	SN SN		Staff CPD is enhanced, leading to higher quality teaching and learning in classes
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Attainment & Achievement 2016 -2018

Target	Improvement Steps	Time Frame	Lead Person	Monitoring	Budget	Success Criteria
Ensure that pupils	Class teachers to identify individual	September	JL	JL	N/A	Gap is narrowed between PP and

in receipt of pupil premium make at least good progress	<p>needs of PP children</p> <p>Plan programs of support/enrichment for individual pupils</p> <p>Ensure teachers engage in explicit feedback and dialogue with pupils</p> <p>SLT to have a thorough overview of PP children in their phase</p> <p>Monitor provision opportunities for these children</p>	2016				non PP children
Ensure that pupils in vulnerable groups (AOW and BME) make at least good progress	<p>Class teachers and Inclusion Manager to identify individual needs of vulnerable children</p> <p>Quality teaching for all pupils</p> <p>Programme of boosters for children, where required</p> <p>High quality feedback</p> <p>Monitor provision opportunities for these children</p>	September 2016	JL	SN	N/A	Children in vulnerable groups achieve at least 'expected' levels
Ensure that SEN and LAC child make good progress	<p>Class teachers and Inclusion Manager to identify individual needs of SEN children</p> <p>Programme of boosters for children, where required</p> <p>Planned expenditure of LAC funding to be used for 1 child</p>	September 2016	JL	SN	£1,500	Children in vulnerable groups achieve at least 'expected' levels

To continue to accelerate progress in writing and spelling across the year groups	Continue to plan differentiated writing activities through engaging stimuli	September, 2016	MP	SN	N/A	85% attaining at least an expected level in writing
	Ensure all teaching staff set high expectations for writing and spelling in all areas		SMT	SN		
	EYFS provide a writing enriched environment where there are daily opportunities for writing		PC	SN		
	Book looks and observations as part of monitoring cycle and cross moderation with other schools		JL	SN		
Provide opportunities for support and enrichment for the more able across the school	To establish and monitor the school's provision for 'enrichment, extension and acceleration' opportunities: <ul style="list-style-type: none"> - in the classroom - in the wider curriculum - beyond the school Use new STEM Science resources in lessons	September 2016	JL	SN	£1,000	Provision will extend to the more and most able children throughout the school beyond Years 5 and 6
	More pupils from Yr.2 upwards encouraged to learn to play the recorder and keyboard	September 2016	SN	SN	£1,000	
	Develop the partnership with Chace Community School to provide	Spring Term 2017	JL	SN		

	extension opportunities in Reading and Maths for our most able child in Year 6					
	Children in Year 2 to be involved in the Borough Multi skills Sports events	Autumn Term 2016	JL	SN	£400	
	Enter Debating and Public Speaking competitions for the more able in Years 5 and 6	Spring Term 2017	MP	SN	£400	
	Enter most able Y5 and Y6 pupils for the Borough Maths Masterclass	Autumn and Summer Terms	JL	SN	£400	
	Enter pupils for the Lord Mayor writing competition and any other appropriate writing competitions that help to raise the profile of writing across the school	Spring and Summer Term 2017	MP	SN	N/A	

Personal Development, Behaviour and Safety 2016-2018

Target	Improvement Steps	Time Frame	Lead Person	Monitoring	Budget	Success Criteria
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Implement a new PSHE scheme across all key stages		2017-18				
Continue to raise Teacher, TA and Playleader expectations in and around the school	<p>Clarify rules for uniform and for behaviour</p> <p>Ensure all staff are aware and share responsibility for upholding rules at all times</p> <p>Maintain caring/nurturing ethos through careful induction of new staff</p>	Inset Day – Sept 2016 and on-going	JL	SN	N/A	<p>Children wear the correct uniform and high behaviour standards are maintained</p> <p>Very few recorded behaviour incidents</p> <p>All children feel safe and happy at school</p>
Develop a thirst for knowledge and a love of learning	<p>Develop teaching activities that are engaging in order to motivate and challenge all children</p> <p>Be enthusiastic and a good role model to learners</p> <p>Use coaching and sharing of good practice to achieve the above</p> <p>Encourage independent learning through carefully planned activities both in the classroom and for homework, to include holiday homework</p> <p>Publically celebrate children who extend their learning beyond the</p>	<p>On-going from Autumn Term 2016</p> <p>Assemblies from Autumn</p>	JL	SN	N/A	<p>Children will achieve high standards (at least 85% at expected level)</p> <p>All children will actively participate in lessons</p> <p>Evidence of enquiry skills being used by the children</p> <p>Children will be proud to show</p>

	classroom	Term 2016 and in the newsletter				their home learning
Maintain high expectations for behaviour at lunchtime Improve provision for new R and Year 1 pupils at lunchtimes	Lunchtime Playleader training to be organised and delivered, followed by regular meetings throughout the year Discussion with Y5 and Y6 about responsibilities and rights Recruit new Games Makers on the basis that they will maintain roles until Easter 2016 Train new Y5 and Y6 children ready for September 2017	Autumn 2016	JL	SN	£500 for training and resources	Reception transition to lunch play will be smooth Few incidents will arise and children will be happy Games Makers will be reliable and will maintain roles until Easter 2017
Review safeguarding procedures and update in line with new policies	Audit current procedures Match new requirements and identify our own needs Use good practice from Town Partnership Update in line with new policies Implement reviewed e-safety policy across the school	From September 2016	SN	SN	N/A	All procedures will be in line with new requirements

Early Years 2016-2018

Target	Improvement Steps	Time Frame	Lead Person	Monitoring	Budget	Success Criteria
To ensure that children in EYFS have sufficiently challenging opportunities in both Maths and Writing when playing outdoors and inside	Literacy Leader and Maths Lead to model examples of challenge in the EYFS to include the use of key questions displayed on all activities	September 2016	MP/JL	SN	£500 for resources	All children are given sufficiently challenging opportunities in Maths and Writing
	Monitor effectiveness of the provision given for challenging both Maths and Writing in both learning environments	October, 2016	MP/JL	SN	N/A	80% of children to achieve a Good Level of Development (GLD)
To ensure EYFS staff are completing regular observations that are feeding directly into planning and provision that is appropriate for all pupils in both the Rec and Nur.	Specific training provided by Ofsted Inspector is being implemented successfully by all staff in the EYFS	September 2016	PC	SN	N/A	Staff CPD is enhanced, leading to positive impact on practice and provision
	To research various IT programmes that may support this observation process in making it more efficient and beneficial for all pupils' learning	October,2016	PC	SN		80% of children to achieve a Good Level of Development (GLD)
Develop a transition plan from Nursery to Reception	Develop a timetable that is implemented from Sept and alters every term	Sept. 2016	PC & SN	SN	N/A	Smooth transition to Reception, standards continue to be maintained and improved
Develop a transition plan	Plan for more structured sessions in Maths and Literacy with a	Sept.2016	PC & SN	SN		Smooth transition to Year 1 for all children,

from Reception to Year 1	developing timetable being implemented from Sept that alters every term					standards continue to be maintained and improved
To implement the new EYFS curriculum for RE	Develop a timetable that includes a RE lesson weekly	Sept.2016	PC & CH	SN		

Leadership and Management 2016-2018

Target	Improvement Steps	Time Frame	Lead Person	Monitoring	Budget	Success Criteria
Develop subject	All subject leaders to attend LA	Termly	SN	SN	No cost for courses	Enhanced CPD for subject

coordinators' capacity to lead and manage subject area	<p>subject specific training for Maths, Literacy Lead, PE, Science and RE</p> <p>Subject leaders to lead the internal half-termly moderation in maths and Literacy and termly in Science and RE</p> <p>Where appropriate, Literacy and Maths lead to attend cross moderation sessions</p> <p>Literacy & Maths lead to play an active role in the EYFS, taking a regular group on a weekly basis and being involved in assessment and future planning</p>	<p>Half-termly/termly</p> <p>Autumn and Spring & Summer Term 2016/17</p> <p>Nov. 2016</p>	<p>SN</p> <p>SN</p> <p>SN</p>	<p>SN</p> <p>SN</p> <p>SN</p>	<p>Supply budget for all</p>	<p>leaders, leading to effective support for staff and monitoring of curriculum</p> <p>Expectations will be set out and followed</p> <p>Subject leaders will have an active role in the strategic development of curriculum areas and staff CPD</p> <p>Both Maths and Literacy lead will continue to develop their expertise in EYFS, supporting the continued high standards in the EYFS</p>
Further develop middle leader capacity	<p>Induction of new IT coordinator</p> <p>Support subject leaders to lead CPD</p> <p>Middle leaders to prepare action plan for the year</p>	<p>September 2016</p> <p>On-going</p> <p>September 2016</p>	<p>SN</p> <p>SN/JL</p> <p>SN</p>	<p>SN</p> <p>SN</p> <p>SN</p>	<p>N/A</p>	<p>Subject leaders are skilled and confident in managing and leading their curriculum area</p> <p>Knowledge and understanding is enhanced (see individual action plans)</p>

<p>Ensure that the school's curriculum and wider curriculum promotes and sustains a thirst for knowledge and understanding and a love of learning</p>	<p>Maintain the range of extra - curricular opportunities</p> <p>Map out events and trips to ensure that they are broad and balanced across the year groups</p> <p>Continue to develop monitors and School Council roles</p> <p>Creating opportunities for further parental involvement in children's learning through range of workshops/meetings provided</p> <p>(see Enrichment objective in Achievement)</p>	<p>On-going</p>	<p>JL</p> <p>JL/MP</p> <p>JL/CH</p> <p>MP/JL/SN</p>	<p>SN</p> <p>SN</p> <p>SN</p> <p>SN</p>	<p>£100 (badges)</p>	<p>A broad range of extra-curricular and curricular activities continue to be available to all children</p> <p>Monitors and the School Council will have a range of responsibilities</p> <p>Parents, across the age range, will have opportunities to support their children's learning</p>
<p>To develop science assessment across the school</p>	<p>All pupils in KS1 & 2 to be assessed in Science on a termly basis</p>	<p>December, 2016</p>	<p>PC</p>	<p>SN</p>	<p>N/A</p>	<p>Teachers confident in assessing pupils in science, feeding into future planning</p>
<p>Review the balance of the RE curriculum so that pupils' good learning about Christianity is matched by</p>	<p>Evaluate the new 'other faiths' scheme devised by the LDBS</p> <p>If appropriate, organise it into a 2 year cycle</p> <p>Ensure all 'other faith' teaching is joined together in a unit over a series of weeks rather than in isolation</p>	<p>Autumn 2016</p> <p>Commence in Autumn 2016</p>	<p>CH</p>	<p>SN</p>		<p>Children will be able to articulate their knowledge and understanding of other faiths as well as their knowledge and understanding of Christianity, both orally and in writing</p>

their knowledge of other faiths.						
Continue to develop links with St. John's Church	<p>Meet with the newly appointed interregnum to look at existing links and to explore future ideas</p> <p>Yearly plan for services continued in line with the church calendar and advertised on the weekly newsletter for parents to attend</p>	<p>Autumn 2016</p> <p>Autumn 2016</p>	<p>CH & SN</p> <p>SN</p>	<p>SN</p> <p>SN</p>		<p>Children will continue to feel a sense of belonging to the church even if they are not regular attenders</p> <p>All members of the school community will participate in the Christian services throughout the year.</p>
To work towards the Gold Award in Healthy Schools	<p>Audit and check regularly pupils' packed lunches ensuring that pupils adhere to the expectations for healthy lunches</p> <p>Audit the choices that pupils are making for school dinners, encouraging the use of the salad bar</p> <p>Involve the school council in supporting the school in working towards its Gold Award</p> <p>Work towards achieving the Gold Award in December, 2017</p>	<p>Autumn 2016</p> <p>Autumn 2016</p> <p>Autumn 2016</p>	<p>MP/JL</p> <p>MP/JL</p> <p>MP/JL</p> <p>MP</p>	<p>SN</p> <p>SN</p> <p>SN</p> <p>SN</p>		<p>Children parents continue to appreciate the importance of healthy eating</p> <p>Improved healthy packed lunches</p> <p>Reduced amount of waste at lunchtime</p> <p>More pupils using the salad bar</p> <p>Pupils more involved with school meals</p>

<p>To further embed our new assessment procedures for Maths and English</p>	<p>To continue to complete the termly assessments in writing, reading and maths</p> <p>To continue to develop the use of writing targets across the school</p> <p>To further develop our ongoing assessment of reading by recording weekly in the reading journals and completing a weekly comprehension</p> <p>Continue to develop the use of target tracker to analyse data and feed into future planning in particular for vulnerable groups and in updating the SEF</p>	<p>On-going</p> <p>Autumn 2016</p> <p>Inset Day - September 2016</p> <p>Autumn Term 2016</p>	<p>All staff</p> <p>All staff</p> <p>MP</p> <p>JL</p>	<p>SLT</p> <p>SLT</p> <p>SN</p> <p>SN</p>	<p>N/A</p>	<p>Accurate information on progress and data for all children will be recorded. Data can then be analysed to effectively support learning.</p>
<p>Work/life balance</p>	<p>Audit staff on greatest working pressures</p> <p>Look for '10 small steps' to improve work/life balance</p> <p>Incorporate this as part of the performance management cycle</p> <p>Create a suggestion box for all staff to identify improvements that can be made as an on-going part of the programme</p> <p>Implement agreed steps</p>	<p>Autumn Term 2016</p>	<p>SN</p>	<p>SN</p>	<p>£500 for possible innovations</p>	<p>Staff continue to feel valued</p> <p>Workload may be reduced</p> <p>Working conditions will be improved</p>

Buildings and Grounds 2016-2018

Target	Improvement Steps	Time Frame	Lead Person	Monitoring	Budget	Success Criteria
Re- establish the Library	Library shelves and books organised accordingly Library system up and running	Autumn 2016	GH & SB	SN	£1,000	The children will be able to attend the Library on a weekly basis and take books on loan
Begin re-decoration programme for classrooms	Begin a rolling programme of classroom redecoration starting with the Library	October 2016	SN	SN	£1,000	Classrooms will be redecorated on a rolling programme
	Complete programme for redecoration and begin in the Spring Term	Easter 2017	GH	SN	£2,000	
Continue to develop the planting of flowers on a termly basis	All areas of the school to be looked at on a termly basis and where possible include the pupils in the planting and the watering	Autumn through to Summer 2017	GH	SN	£500	Pupils will be encouraged to take pride in their school grounds and the school will always be well presented
Establish a rolling programme for cleaning during the holiday periods	Programme agreed and being implemented successfully	Autumn through to Summer 2017	GH	SN	Cleaning budget	School will always be cleaned to a high standard

PHYSICAL EDUCATION 2016-17 Review Date (Annual): Term 3

Lead Person: Deputy Head teacher

Others: Head teacher & Class teachers

Objective	Strategies	Resources	Monitoring	Evidence of Outcomes
1. To ensure that all teachers teach good and outstanding lessons in PE	Outstanding teachers model good practice to NQT teacher	Teacher time	Lesson observations Feedback from pupils Planning monitored regularly	Good and outstanding lessons in PE observed Feedback from pupils in pupil questionnaire
2. Continue to provide swimming lessons for Yr2 – Yr. 5	Prioritise funding and staffing to take place in the 2 nd half of the year	PE grant	Monitor attendance and regular feedback from staff in charge Certificates in assembly Feedback from pupils/parents Questionnaire to monitor enjoyment	Children will improve their swimming skills
3. To continue to provide a range of sports' clubs both during lunchtime and after school (linked to Healthy Schools' Award – Silver)	Identify staffing & agree timetable	PE grant to subsidise & PM Grant to target specific pupils	Monitor attendance and take up Questionnaire to monitor enjoyment	Children will improve their physical development School will achieve their Silver award in Healthy Schools and apply for the Gold Award
4. The school will continue to participate in a range of competitive sport(PE awards)	Identify staffing & agree timetable	PE grant to subsidise	Monitor participation feedback in weekly celebration assembly and school's website	St. John's will continue to be successful in the competitive field

PUPIL PREMIUM 2016-17

Review Date (Annual): Term 3

Lead Person: Head teacher

Others: Deputy Head teacher /SMT/Class teachers

Objective	Strategies	Resources	Monitoring	Evidence of Outcomes
1. For all teachers to be aware of all children receiving Pupil Premium and monitor their provision and progress half-termly	Discuss at regular meetings, review progress at SMT and termly. Present data at the Governors' meetings	Staff time Target Tracker KS meetings	Pupil premium pupils being constantly monitored during all aspects of monitoring and at SMT meetings and half-termly moderation meetings Assessment data analysed half-termly	Pupil Premium being a key focus area at all times Pupil Premium pupils making progress in line with other pupils
2. To ensure that all stakeholders are aware of the Pupil Premium allocation and usage	Reports to Governors Report on the web-site	Staff time KS meetings	Ensuring that all the information goes out Discussion at staff meeting half termly and KS meetings	Parents, Governors and outside bodies can access information about the Pupil Premium on the school's website
3. HT to be involved in the Literacy support for KS1 & the DHT to be involved in Numeracy support for KS1	HT to run daily groups for PP pupils and support the TA alongside this, parents informed and encouraged to be involved	Staff and learning resources	HT to talk to KS1 teacher regular and feedback progress	Improve the Literacy and Numeracy standards of Targeted PP pupils in KS1
4. To continue in being successful in closing the gap between FSM and non FSM children by ensuring that all PP pupils are getting the support that they require and all staff are receiving regular support and training in meeting the needs of these pupils	Small groups Targeted intervention TA support 1:1 tuition	Staffing KS meetings	Monitor progress and outcomes on a half-termly basis at SMT and KS meetings	Pupil Premium children achieve just as well or better than non-FSM pupils

Governance	2016-17	Review Date (Annual): Term 3
Lead Person: Chair of Governors & Head teacher		Others: Vice-Chair & Deputy Head teacher

Objective	Strategies	Resources	Monitoring	Evidence of Outcomes
1. To further develop the capacity and skills of the governors	<p>Training plan to be put in place three times a year To be involved in termly learning walks and meetings with the subject co-ordinators</p> <p>Governor training X3 a year Annual meeting cycle completed and agreed</p>	Support from the SLT and advisers	<p>Training plan review & feedback Excellent feedback from Learning Walks through evaluation sheets feeding into future meetings and learning walks</p>	All governors developing excellent skills in assessing all areas of school life Excellent feedback from all governors and feeding into future planned work
2. To ensure that the governing body provides excellent strategic leadership (Ofsted report – <i>Governors are not systematic enough in the way that they check how well the school is doing</i>)	<p>Regular Governor Visits/ termly Learning Walks agreed at every meeting and all clearly documented</p> <p>Breakdown of Pupil Premium funding All areas of the website kept up to date Develop the Governing Body's Section on the website</p>	<p>Governor review completed in June '16</p> <p>£300</p>	<p>Governing Body Self Review evaluated termly and updated Feedback from LA review in June. 2016</p> <p>Pupil Premium discussed at termly meetings when assessment data is presented to the GB</p>	<p>Minutes of the Governing Body Governor Visit forms completed on a regular basis, reviewed at every Governing Body meeting</p> <p>Detailed evidence to show that the governors are systematic in the way that they check the school's work and</p>

<p>3. To ensure that governors connected to core subjects keep in touch with the school's subject leaders on a regular basis so that they are clear about improvements in these areas (<i>Ofsted, '13</i>)</p> <p>Please also refer to the GRASP action plan</p>	<p>Regular subject governor visits incorporated into the termly Learning Walks</p>	<p>Core subject governors are part of the LA review in Oct. 16</p>	<p>Website update at Governing Body meetings</p> <p>Feedback from subject governors at the regular meetings</p> <p>Subject governors meeting regularly with the school's subject co-ordinator and being part of termly learning walks looking at examples of pupils' work with subject co-ordinators</p>	<p>record its questions and findings</p> <p>All core subject governors attending termly learning walks in order to keep in touch with the school's subject co-ordinators. They are completely up to date with their subject area and able to talk confidently about it.</p>
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Premises: 2015-16

Review Date (Annual): Term 3

Lead Person: Governors & Head teacher

Others: Deputy Head teacher

Objective	Schedule	Costings	Impact on learning
1. To build an adventure playground in Catriona's Garden	To be completed in August	Lottery funding £9, 609	Develop pupils' gross motor skills and social skills. Make lunchtime more enjoyable for Rec & Yr1 Provide more opportunities for EYFS pupils to develop physically Increase the use of Catriona's Garden for EYFS & KS1 pupils
2. To complete a bike shelter in the playground	As above	As above	
3. To investigate the tree roots causing a problem in the EYFS's outdoor play area	To be completed in July	£2,500	Eliminate the health and safety concern in the outdoor play and thus, be able to use the outdoor play area to its full potential.
4. Minor roof repairs and replacement of asbestos soffits in Diamond Class	To be completed in August	LCVAP funding £116,454	Removal of asbestos will save on future costs of monitoring the asbestos annually, thus, more funding available for the school. Works completed are also linked to the future expansion of Diamond Class. Increased learning space having a positive impact on learning.
5. Proposed expansion of Diamond Class	Awaiting outcome from planning permission proposal	To be funded by LA & LDBS	Enhanced learning environment and allowing the school to expand to 15 pupils/ year group
6. Proposed expansion of the staffroom, refurbishment of pupil toilets and staff disabled toilet.	As above	As above	Be able to accommodate all staff in the staffroom so that staff meetings can take place and improved areas for PPA to take place

<p>7. Proposed expansion of teaching room outside Sapphire Class</p> <p>8. Proposed expansion of Rainbow group room in EYFS</p>	<p>As above</p>	<p>As above</p>	<p>Pupils able to use toilets in the hall at lunchtime thus, reducing congestion in the main building at lunchtime</p> <p>Enhanced learning environment, allowing quality space for group interventions and instrumental lessons to take place</p> <p>Enhanced learning environment so that all the Reception Class can fit comfortably in this space for different tasks.</p> <p>Quality space for Language Groups to take place.</p>
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Outdoor Learning 2015 – 2016

Review Date (Annual) Term 3

Lead Person: Pat Creed

Others: Subject Co-ordinators & EYFS Co-ordinator

Objective	Strategies	Resources	Monitoring	Evidence of Outcomes
1. To plan a quality outdoor learning experience for each half-term on the curriculum map for every class.	Staff meeting on outdoor learning on the 10/9/15 Plan for the Autumn Term on the curriculum map	Outdoor Learning co-ordinator to discuss the opportunities which are available in the locality	Review the impact in a staff meeting at the end of the Autumn Term Review the curriculum plan termly	Positive feedback from staff, pupils, parents and governors during learning walks, observations and moderation of pupils' work
2. To encompass more outdoor learning experiences into our weekly science lessons	As above Evidence in the planning	Science Co-ord to discuss in the staff meeting Collins scheme	Monitor the planning and moderation of pupils' work termly in a staff meeting	Outdoor learning opportunities having a big impact on the pupils' learning, evident in learning walks and feedback from the pupils
3. To encompass more outdoor learning into other areas of the curriculum on a half-termly basis	As above Evidence in the planning	Different co-ord to discuss in staff meeting	Monitor the planning, observations and moderation of pupils' work	Outdoor learning opportunities having a big impact on the pupils' learning, evident in learning walks and feedback from the pupils Standards being raised