

SWANMEAD COMMUNITY SCHOOL – SCHOOL DEVELOPMENT PLAN – JULY 2017 TO JULY 2018

STRATEGIC GOAL: TO RAISE THE ATTAINMENT AND PROGRESS OF MATHS THROUGH RAISING THE PROFILE OF THE SUBJECT ACROSS THE CURRICULUM

FOCUS	TARGETS
Leadership and Management	Leaders at all levels have impact upon raising the standard of provision across the school in all aspects but with particular relation to Maths and Disadvantaged Pupils
	To develop activities between schools in the local community in order to ensure that all stakeholders are at the forefront of opportunities that allow the school to be best placed for the future
Teaching, Learning and Assessment	To develop all aspects of school activity so that they are collectively able to display a significant and sustainable improvement on the attainment and progress of maths
	To continue to collaborate both internally and externally to develop and promote high standards of teaching and learning
Personal Development, Behaviour and Welfare	To continue to action the PDBW plan that aids the development of increasing confidence, promoting good health and improving the resilience of learners in the school
Outcomes for Pupils	To ensure that the percentage of pupils at expected or above for Reading, Writing and Maths at the end of Year 6 is within 5% of the national average (+ to increase the % of children achieving a standard of Greater Depth in Maths and Writing)
	To engage fully in the 'Achievement for All' programme in order to impact the support and achievement of disadvantaged learners

FOCUS – LEADERSHIP and MANAGEMENT – Leaders at all levels have impact upon raising the standard of provision across the school in all aspects but with particular relation to Maths and Disadvantaged Pupils

Objective	Tasks/Actions	Finance/Personnel	Governor	Intended Outcome/Date	Outcome
Link Governor personnel to the Development Plan	<ul style="list-style-type: none"> - Governors specifically linked to aspects of the Development Plan - Increase Link Governors visits relating particularly to Maths and Pupil premium 	£0.00 MW	The Governing Body	School Development Plan updated with Governors allocated (FROM SEPT 2017)	
Clear expectations communicated to all stakeholders relating to the specific focus of the Development Plan	<ul style="list-style-type: none"> - Group forums established relating to discussing the specifics of the Development Plan; SEP, Gobs, SMT, Staff, Pupils 	£0.00 MW	The Governing Body	School Development Plan successfully sent through a range of stakeholder forum to communicate and modify foci (OCT 2017)	
Effective use of Appraisal of Teachers and Support Staff to impact on key aspects of the Development Plan	<ul style="list-style-type: none"> - Teachers and Support Staff Appraisal relates strategically to impacting the school Development Plan 	£0.00 SMT	The Pay Committee	Clear link established between school Development Plan and the targets witnessed within staff Appraisal (OCT 2017 – Teachers) (APRIL 2018 – Support Staff)	
Create specific plan of Staff Meeting and INSET use that focuses on aspects of the School Development Plan	<ul style="list-style-type: none"> - Planned programme of Staff Meetings and INSET in operation to impact Development Plan foci 	£0.00 ML	Chair/Vice Chair of Governors	Staff Meeting and INSET is carefully planned to address and impact the foci of the School Development Plan (FROM SEPT 2017)	

FOCUS – LEADERSHIP and MANAGEMENT – To develop activities between schools in the local community in order to ensure that all stakeholders are at the forefront of opportunities that allow the school to be best placed for the future

Objective	Tasks/Actions	Finance/Personnel	Governor	Intended Outcome/Date	Outcome
To continue to ensure that local collaboration opportunities are discussed at each Governing Body meeting	<ul style="list-style-type: none"> - Agenda item set up relating to this aspect at each meeting 	£0.00 NW	The Governing Body	Monthly governors agenda item (SEPT 2017)	
Increase subject contact time between colleagues at Wadham and Maiden Beech	<ul style="list-style-type: none"> - Increase 7-11 meeting from x 3 to x 6 per year - Create better clarity of vision for the 7-11 meeting is established by the three headteachers 	£0.00 MW Carl Winch David Derbyshire	Chair/Vice Chair of Governors	7 -11 meeting increases from three per year to six with an improved focus (SEPT 2017)	

To review the roles and responsibilities of the senior team (in association with Maiden Beech Academy and Wadham)	<ul style="list-style-type: none"> - Set up June 2017 SMT meeting to review and reallocate roles and responsibilities for Sept 2017. - Increase the leadership-focus nature of the role of ML, CK and SW. - Work with MB and W during 2017/2018 in order to look at leadership over three schools. 	<p>£0.00</p> <p>MW/ML/SW/CK/SS</p> <p>Carl Winch David Derbyshire</p>	Chair/Vice Chair of Governors	<p>Newly established roles and responsibilities of SMT/SLT in place for new academic year (SEPT 2017)</p> <p>Leadership-focused role for each member of SMT/SLT at Swanmead (SEPT 2017)</p> <p>New leadership framework in place over three schools. (SEPT 2018)</p>	
To increase the attendance of Swanmead Senior and Middle Leaders attending the Somerset Challenge Leadership programme	<ul style="list-style-type: none"> - Middle leaders meeting set up to review the SC Leadership programme. - Allocation of Middle Leaders to SC Leadership programme events. 	<p>£500.00</p> <p>MW All Senior and Middle Leaders SS</p>	Chair/Vice Chair of Governors	<p>Swanmead Senior and Middle Leadership to attend 80% of SC Leadership programme events. (MAY 2018)</p>	
To increase the attendance of Swanmead Senior Leaders attending SASH events	<ul style="list-style-type: none"> - Senior team to review each SASH agenda to look at potential to attend. - Swanmead represented and in attendance at each relevant SASH event (Headteacher or SMT/SLT member) for Sept 2017 – July 2019 	<p>£200.00</p> <p>MW/SW/ML/CK</p>	Chair/Vice Chair of Governors	<p>Swanmead Senior Team more widely present at SASH Day Conferences (JUNE 2018)</p>	
To create tighter subject links for Middle Leaders with local Secondary and Middle Schools	<ul style="list-style-type: none"> - Set up programme for each Middle Leader to be 'out of school' on a least two days per year to visit and work with subject leaders at other Secondary, Middle and Primary Schools 	<p>£1000.00 (x 10 Middle Leaders x 2 = 20 x £50 per day)</p> <p>All Middle Leaders</p>	Chair/Vice Chair of Governors	<p>All Middle Leaders to be working in other Secondary, Middle and Primary Schools for at least two days during the academic year. (JULY 2018)</p>	
Increase the Middle Leaders meeting from termly to half termly	<ul style="list-style-type: none"> - Increase on school meeting plan 	<p>£0.00</p> <p>ML</p>	Chair/Vice Chair of Governors	<p>Middle Leaders meet half termly (JULY 2017)</p>	
Develop a joint timetable for KS3 across three schools (Swanmead, Maiden Beech and Wadham)	<ul style="list-style-type: none"> - Monthly meeting with key personnel from the three schools to gain consistency of provision across S, MB and W. - Look at cross school teaching for key teachers. - Look to support natural wastage of staff and support the prevention of redundancy. 	<p>0.00</p> <p>MW</p> <p>Carl Winch David Derbyshire</p>	Chair/Vice Chair of Governors	<p>Joint timetable for KS3 implemented and in operation from SEPT 2018</p>	

FOCUS – TEACHING, LEARNING AND ASSESSMENT - To develop all aspects of school activity so that they are collectively able to display a significant and sustainable improvement on the attainment and progress of maths

Objective	Tasks/Actions	Finance/Personnel	Governor	Intended Outcome/Date	Outcome
To audit current practice across the school in the teaching of numeracy and maths	<ul style="list-style-type: none"> - Engage in the Achievement for All' tailored module for 'Numeracy and Maths Across the Curriculum' - Effective use of INSET and Staff Meeting time to develop resources across the school to encourage numeracy across the curriculum 	£0.00	Val Keitch	All staff accepting responsibility for the development of numeracy and maths skills across the curriculum. Greater awareness of non-specialist staff about the cross curricular possibilities of numeracy and maths. Improving the understanding of pupils, families and staff as to the role of maths and numeracy in the world around them and in special kinds of employment (JUNE 2018)	
To encourage all teachers to trial and develop strategies to develop pupils' use of numeracy and maths across the curriculum		Paid for through The Somerset Challenge Family M Key staff: MW, Maths Team			
To develop greater links with external providers including the Redstart Teaching Alliance, Bridgwater College Academy and the Jurassic Coast Maths HUB in order to foster greater impact on maths standards	<ul style="list-style-type: none"> - For the school to attend the RTA meetings and tap into both finance and resources across the local area that could improve the delivery and impact of maths teaching. 	£0.00 MW to attend meetings from October 2017	Val Keitch	Full attendance at RTA meetings by MW from October 2017 (FROM OCT 2017) Interaction and activity developed with external delivers of specialist maths provision (FEB 2018)	
To develop greater links and interaction with Greenfyld First School and St Mary's and St Peter's Primary School to allow for raising achievement and increasing expectation across KS2	<ul style="list-style-type: none"> - For Maths to have a permanent agenda item on the KS2 Liaison Meetings and Joint SMT Meetings - Swanmead involvement in Greenfyld maths days 	£0.00 MW BP	Val Keitch	Maths discussions prominent in liaison and SMT meetings to impact KS2 attainment and progress (FROM SEPT 2017) Swanmead play full part in First School Maths Focus Days (OCT 2017)	
To increase greater proportions of staff meeting and INSET time to developing the maths skills of all teachers	<ul style="list-style-type: none"> - Use of October INSET for Training Sessions with Tracy Bolton to - Build in more Maths across the Curriculum in staff meeting schedule 	£400.00 for training costs BP/MW £0.00	Val Keitch	Attendance of maths team at Tracy Bolton training session (OCT 2017) Half termly Maths across the Curriculum staff meeting into the schedule (FROM JAN 2018)	
To increase the amount of lesson content in KS2 from 5/6 lessons to 7 lessons in each year	<ul style="list-style-type: none"> - Increase Year 5 to 7 lessons per week. - Increase Year 6 to 7 lessons per week for 6W and 6A sets 	£0.00 MW/MH	Val Keitch	Maths time in KS2 increased on the school timetable (JULY 2017)	

To add teacher-led intervention sessions to the timetable	<ul style="list-style-type: none"> - Use KS2 specialist teachers for up to 5 additional sessions throughout the week to impact Maths (and English) 	<p>£0.00 MW/MH</p>	Val Keitch	CK, JO, ZC and AW used on timetable for Year 5 and 6 intervention sessions (SEPT 2017)	
To continue the same day intervention via additional teacher sessions for 6W and 6A Maths	<ul style="list-style-type: none"> - Same day intervention timetable led by JO in addition to the use of CW for 6W and 6A. 	<p>£0.00 BP/CW Intervention teachers</p>	Val Keitch	Timetable same day intervention sessions timetabled in for specific 6W and 6A pupils (SEPT 2017)	
To closely monitor the attainment of year 7 to ensure an increase in students that are in line with age expectation for Maths.	<ul style="list-style-type: none"> - Learning and Progress intervention to continue for those pupils who were expected to achieve the standard in Summer 2017 and did not. - Resit week built into school calendar - Regularly discuss this cohort at SMT. - HLTA intervention for Maths to continue for those pupils who we expected to achieve the standard in summer 2017 and did not. 	<p>£0.00 L and P Tutor BP/DM</p> <p>£150.00 for external marking SW/Year 7 Eng/MaTeachers MW/BP</p> <p>DM</p>	Val Keitch	% of pupils achieving EXP in Maths SATS raises from 69% to 78% (Jan 2018)	
To develop in school additional maths focus sessions	<ul style="list-style-type: none"> - Arrange half term Maths Days through the curriculum where all subjects teach maths for one day. - Further develop the concept of Maths Monday in promoting maths skills and intrigue into tutor times 	<p>£0.00 BP</p> <p>BP</p>	Val Keitch	Weekly and half termly maths focus sessions developed into the school calendar (FROM OCT 2017)	

FOCUS – TEACHING, LEARNING AND ASSESSMENT – To continue to collaborate both internally and externally to develop and promote high standards of teaching and learning

Objective	Tasks/Actions	Finance/Personnel	Governor	Intended Outcome/Date	Outcome
To improve the quality of classroom and corridor environments to ensure that they positively promote high standards of learning	<ul style="list-style-type: none"> - Increase the amount of classroom photographs that display children in the process of learning - To develop 'Marvellous Work' Notice Boards in classrooms and in corridors that promote and inspire work of high excellence and effort 	£100.00 Printing Costs All teachers/AMC £100.00 paper costs All teachers/FM	Chair/Vice Chair of Governors	All classrooms are improved by the existence and positive use of 'Marvellous Work' boards and an increase in photographs of children learning (DEC 2017)	
To develop a consistency in the variety of feedback being given to learners	<ul style="list-style-type: none"> - Use of staff meetings to look at and share methods of feedback given to learners and their impact on improvements 	£0.00 ML	Chair/Vice Chair of Governors	Staff meetings schedules through Autumn, Spring and Summer possesses regular opportunities to scrutinise work and discuss feedback (FROM NOV 2017)	
To improve behaviour for learning	<ul style="list-style-type: none"> - Development of a new behaviour system that tackles the issue of low level disruption in lessons - To communicate the system to pupils and parents - Engage in the Achievement for All' tailored module for 'Developing Resilience and Self-Efficacy' 	£0.00 ML	Chair/Vice Chair of Governors	New system developed and in operation relating to tackling low level disruption. (SEPT 2017) Staff meetings and forums suggest a decrease in the amount of low level disruption in lessons (DEC 2017) AfA undertaken by staff team (JUNE 2018)	
To improve the use of pupil voice as a mechanism to improve the quality of teaching and learning	<ul style="list-style-type: none"> - Develop new pupil voice group with a remit to meet regular and discuss aspects of school improvements relating to quality of teaching and learning experiences - Ensure the group has a range of ability and involves a number of vulnerable pupils 	£200.00 HI	Chair/Vice Chair of Governors	Proactive Pupil Voice group establish and impactful throughout the school (NOV 2017)	
To incorporate a link between Achievement for All and the school monitoring systems for teaching and learning	<ul style="list-style-type: none"> - Opportunities to monitor key vulnerable pupils built into the school's Monitoring and Evaluation systems 	£0.00 SW	Duncan Perks	Achievement for All into the school's Monitoring and Evaluation systems (FROM OCT 2017)	

FOCUS – PERSONAL DEVELOPMENT, BEHAVIOUR AND WELFARE - To continue to action the PDBW plan that aids the development of increasing confidence, promoting good health and improving the resilience of learners in the school

Objective	Tasks/Actions	Finance/Personnel	Governor	Intended Outcome/Date	Outcome
Improve the resilience of learners.	<ul style="list-style-type: none"> - Engage in the Achievement for All' tailored module for 'Developing Resilience and Self-Efficacy' - Relaunch wristbands that promote pride, independence and resilience, with a link to Swanopoly. - Able Pupils Tutor Group to plan and create resilience activities for tutor time. 	MW ML ZC	The Governing Body	(JUNE 2018) (SEPT 2017) (OCT 2017) Increase points score with relation to questions involving resilience in pupil questionnaire.	
For children to made better selection of the food types they select both within school and afterwards	<ul style="list-style-type: none"> - Review the options available during tuck. Set up new student rota - Evaluate the current food providers – BAM FM - Increase participation at breakfast club, for all children, with healthy options. - Ensure Healthy Lifestyles is covered during Science, DT and PSHE lessons. - Develop a healthy lunch award for packed lunches. - Increase the number of signposts and posters around the school about food choices. - Give away free fruit (provided by Tesco) as part of the breakfast club initiative. 	SS SS JB SW/CH/MW/MLa JG - £50.00 CK JB	The Governing Body	(SEPT 2017) (OCT 2017) (DEC 2017) (ONGOING) (OCT 2017) (DEC 2017) (SEPT 2017) Decrease points score with relation to questions involving food choices in pupil questionnaire.	
Increase the amount of physical activity children do within their week both within school and afterwards	<ul style="list-style-type: none"> - Develop an increased range of inter-house competitions. - Develop physical activity during breakfast club. - Improve the monitoring of pupils and pupils groups to Homework Clubs 	MLa JB SW	The Governing Body	(NOV 2017) (MARCH 2018) (NOV 2017) Higher attendance at sports clubs.	

<p>Raise awareness of mental health across the school to support young people.</p>	<ul style="list-style-type: none"> - Create a mental health and wellbeing board with key information for pupils. - Mental Health Awareness Coffee Morning for World Mental Health Day - Continue and increase 1:1 intervention for pupils who need support with emotional and social needs. 	<p>AA</p> <p>DH/MR/AA</p> <p>MR/DH/AA/AS/SC</p>	<p>The Governing Body</p>	<p>(DEC 2017)</p> <p>(OCT 2017)</p> <p>(SEPT 2017)</p> <p>Evidence of activity that displays an improvement in knowledge and dedication towards mental health across the Swanmead School community.</p>	
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FOCUS – OUTCOMES FOR PUPILS - To ensure that the percentage of pupils at expected or above for Reading, Writing and Maths at the end of Year 6 is within 5% of the national average

Objective	Tasks/Actions	Finance/Personnel	Governor	Intended Outcome/Date	Outcome
<p>To ensure Year 6 are within 5% of expected standard for a combination of Reading, Writing and Maths.</p>	<ul style="list-style-type: none"> - Year 5 to take the 2017 SATs papers to inform teacher assessment in June. - Half termly achievement meetings between MW, CK and BP to closely track and monitor the progress and attainment of our year 6 cohort. - To continue with the V123 tracking document as a way of monitoring year 6 progress and attainment. - Tracking grids to be shared with all staff from the spring term onwards. - SATs to form part of the weekly staff meeting from the spring term onwards. - Maintain the cycle of practise tests to allow progress and attainment to be monitored even more closely. - Continue whole school dedication to reading through the use of daily reading time in lessons. - Re-purchase standardised PIRA tests in order to monitor progress and attainment in year 5 and 6 - Development of additional maths sessions such as Maths Days and Maths Monday - Parent group meeting for Year 6 	<p>£100.00 printing costs Year 5 Teachers</p> <p>MW/BP/CK</p> <p>CK/BP Eng/Maths teams</p> <p>CK</p> <p>MW/CK/BP</p> <p>CK/BP</p> <p>CK</p> <p>CK £1000.00</p> <p>BP</p> <p>CK/BP</p>	<p>The Governing Body</p>	<p>Year 5 take 2017 SATS tests (JUNE 2017)</p> <p>(ONGOING)</p> <p>(ONGOING)</p> <p>(FROM JAN 2018)</p> <p>(FROM JAN 2018)</p> <p>(FROM JAN 2018)</p> <p>Daily 10 minute reading sessions across the school (SEPT 2017)</p> <p>(SEPT 2017)</p> <p>Maths Monday (SEPT 2017) Maths Days (FROM OCT 2017)</p> <p>(MARCH 2018)</p>	

<p>To raise attainment and progress for boys in reading.</p>	<ul style="list-style-type: none"> - To ensure regular intervention slots specifically targeting the attainment and progress of boys. - Class teachers to monitor attainment and progress through regular teacher assessment and summative data. - Intervention with the L&P tutor to continue in order to ensure a greater range of boys' needs are met. 	<p>CK</p>	<p>Marian Gamper</p>	<p>Boys are making the same progress as girls within the subject and are attaining at the same level. (JULY 2018)</p>	
<p>To continue to raise attainment of writing across the key stage.</p>	<ul style="list-style-type: none"> - Children to have separate books for final, assessed pieces of writing. - Within children's writing books, assessment sheets will be included so children are aware of their progress and next steps. - Plan for three collapsed timetable days to gather more evidence throughout the year. - CK to meet with department leaders about cross-curricular writing in Year 5 and 6. - Continue to develop refined and robust assessment system through assessment grids, SIMs and moderation to identify gaps in learning. - As a department, identify and agree non-negotiables for children's writing. 	<p>CK £100.00</p>	<p>Marian Gamper</p>	<p>Staff are promoting high levels of expectations in English books within the subject and across the school. (ONGOING)</p> <p>% of children at expected level at the end of Year 6 is maintained (JULY 2018)</p>	
<p>To ensure year 6 are in line with or exceed national expectation in Reading and Writing.</p>	<ul style="list-style-type: none"> - Regular meetings for the English team to closely monitor progress and attainment. - Continue with and build upon Literacy across the curriculum projects. 	<p>CK/LD/MA</p>	<p>Marian Gamper</p>	<p>(FROM SEPT 2017)</p>	

<p>To ensure Year 6 are in line with national expectation in Maths.</p>	<ul style="list-style-type: none"> - Same day intervention to be implemented in both parallel maths classes. - PUMA tests used to track progress and attainment using standardised scores. - Regular Maths team meetings for the team to liaise and track progress. - Increase in Maths across the curriculum. 	<p>BP/MS/ZC</p>	<p>Val Keitch</p>	<p>(FROM SEPT 2017)</p>	
<p>To ensure consistent progress is made for most able in Reading and Writing.</p>	<ul style="list-style-type: none"> - To ensure regular intervention slots specifically targeting the most able pupils. - CK to meet with ZC and LD to discuss able pupils and extra opportunities to extend their learning. - Class teachers to monitor attainment and progress through regular teacher assessment and summative data. 	<p>CK</p>	<p>Marian Gamper</p>	<p>Able pupils % at Greater Depth increases for both Reading and Writing</p>	

FOCUS – OUTCOMES FOR PUPILS - To engage fully in the 'Achievement for All' programme in order to impact the support and achievement of disadvantaged learners

Objective	Tasks/Actions	Finance/Personnel	Governor	Intended Outcome/Date	Outcome
To ensure that there are high quality impactful interventions for target group pupils which support improved rates of progress	- Engage in the Achievement for All' Core module for 'Provision to Close the Gap'	All Staff	Duncan Perks	To have a clear idea of the priorities that need to be addressed in order to close the gap and how this relates to pupil premium and other activities. (MARCH 2018) Learning outcomes for vulnerable individuals and groups will have improved. (JULY 2018)	
To identify and build on best practice to improve the rates of progress in numeracy and maths for vulnerable and disadvantaged pupils	- Engage in the Achievement for All' tailored module for 'Numeracy and Maths Across the Curriculum'	All Staff	Duncan Perks	Better practice by the school to meet the needs of vulnerable and disadvantaged pupils thereby raising rates of progress in numeracy and maths across the curriculum (MARCH 2018)	
To train all teachers in structured conversation techniques To use feedback from these conversations to improve and develop provision for vulnerable pupils	- Engage in the Achievement for All' Core module for 'Developing Resilience and Self-Efficacy' - For all staff to have organised their initial structured conversation by Dec 2017 - Follow conversations organised through Spring and Summer terms	MW All staff and specific support staff £400.00 Cover implications	Duncan Perks	Gain higher academic and life expectations on the part of the parent, pupils and teacher Gain a better quality of information and understanding between parent and teacher that leads to clear, shared targets and agreed actions Improve the confidence of the parents to support their child's learning Improve outcomes for pupils, particularly accelerating learning in reading, writing and maths, better attendance, positive behaviours, greater resilience and higher self-esteem (JULY 2018)	
To ensure that all pupil premium children are more widely monitored across the school by the formation of a monitoring system	- Improved data systems created relating to the wider attainment, progress and involvements of the school's most vulnerable children - Improved data relating to pupil group attendance to school - Improved data set relating to involvement in extra-curricular clubs of vulnerable pupils	£0.00 SW SW/DH HI	Duncan Perks	Improve and development monitoring and evaluation system so that a wider data set is available relating to vulnerable children (DEC 2017)	

To top slice pupil premium funding (£40 per pupils) in order to support the purchase of reading books	<ul style="list-style-type: none"> - Pupil premium children to select a series of books to a cost of £40.00 	£2400.00 Pupil Premium MW/BTr/MA/CK	Duncan Perks	All pupil premium children to take home £40.00 worth of new books (JAN 2018)	
Develop impactful homework support for pupil premium learners	<ul style="list-style-type: none"> - To promote lunchtime homework club to vulnerable learners - Use of CW at homework club to assist and support vulnerable learners 	MW/CW	Duncan Perks	Increase the % of vulnerable learners attending Homework Club (DEC 2017)	