

# **The Iona School & Nursery**

## **Improvement plan 2016-2020**

### **Introduction**

School improvement planning is a continuous process, consequently the school improvement plan is an organic document. We are constantly striving to reach new targets and goals and to continuously improve all aspects of school life.

This ranges from teaching and pastoral care to buildings and staff training.

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## Premises improvement

<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>
Jan 16	New security fencing around the building	Site security	All members on site	Budget and timescale	Within six months	
Jan 16	Further double glazing to German room and handwork room	To allow school to become more energy efficient, to save on bills and provide a quieter warm environment for the children	Staff, children and environment	Budget and timescale	Within one year	Funding unavailable renew further down
Jan 16	Creating a school shop in the old changing rooms with separate entry	Further school funds and improve buildings	Staff, Visitors ,parents and children	Budget	Within three years	Decision taken not to do this.
March 16	KG building to be fully surveyed	To allow for more improvement, to ensure this is safe.	Staff visitors and children	Awaiting a time when not in use	By Aug 16	July 16
June 16	Wall to office in KG	To allow proper admin time and a lockable office	Staff and children	Awaiting a time when not in use	By Aug 16	Aug 16
June 16	New carpet to KG	To allow a more comfortable environment	Staff and children	Awaiting a time when not in use	By aug 16	Oct 16
Sept 16	Gym needs new lights and heating	To meet with compliance and ensure that children are safe	Staff, children, visitors and wider community for rentals	awaiting funding... applied for grant in Jan 17. Funding obtained March 17	6 months	April 17
Dec 16	New grab rail to outdoor staircase	To meet with compliance and ensure that children are safe	Children	Budget	By Feb 17	Feb 17
Dec 16	Wall off half nursery store room so they have a good cupboard	To ensure area looks cosmetically appealing and ensure that staff have storage space	Staff	Budget	By April 17	April 17
Dec 16	Wall off half nursery store room so they have a good cupboard	To ensure area looks cosmetically appealing and ensure that staff have storage space	Staff	Budget	By April 17	April 17
Feb 17	Repaint KG building on external	To preserve further and ensure building is safe	Children, visitors, staff	Budget	By Sept 17	July 17
March 17	Change upstairs toilet for less abled pupil	To meet pupils needs also to have an accessible toilet	Children, visitors, staff	Budget	By Sept 17	Aug 17

		upstairs				
March 17	To install further hand rails and block off stairs	To meet pupils safety needs	Children, visitors, staff	Budget	By Sept 17	Aug 17
March 17	Further double glazing to German room and handwork room	To allow school to become more energy efficient, to save on bills and provide a quieter warm environment for the children	Staff, children and environment	Budget and timescale	Within two years (Budgetary)	
April 17	New shelving and units to PT room	Further safe storage	Children and staff	Budget	By May 18	April 17
May 17	New dishwasher to KG blue room	to assist in staffing hours	Staff	Do asap	By July 17	July 17
June 17	Check external walls for cladding and repair any rendering that may be unsafe or flammable	Safety of staff, children and visitors	staff, children and visitors	Budget	By Aug 17	Aug 17
June 17	Updates to kitchen, work surfaces and tiling	Further food safety	staff, children and visitors	Budget	By Sept 17	Aug 17
June 17	New Carpet in upstairs class room	To better the environment	Staff and children	Budget	By Sept 17	Aug 17
Sept 17	New evacuation Sledge for upstairs classroom	To assist with less abled child	Child	None	By Oct 17	Oct 17
Oct 17	New floor in KG	Old floor has become unsafe.	Staff, children and visitors	Needs to be done asap	By Jan 18	Jan 18
Oct 17	New intercom system to AS and nursery	Further staff safety	Staff and children	Needs to be done ASAP	By Nov 18	Oct 18
Jan 18	New fence around school and intercom system	New neighbours make this a priority	Children/staff	Needs doing asap, need to find funding	Sept 18	Aug 18
Feb 18	Install hard wired internet to KG	To allow KG staff to carry out work in their office	Children and staff	Asap	By Sept 18	Aug 18
March 18	Move the SEN room from upstairs to old dining room	Bigger space and better area to carry out SEN work and Rhythmic movement	Children and staff	Do when money and volunteers in place	By July 18	May 18
April 18	New Kindergarten building	Old building becoming near the end of its useful life, wasteful in energy and an eyesore	Children, staff, visitors	Do when funding and money in place	By April 2022	
July 18	Internet hard wired to SEND room	To allow more productivity	Children and staff	Do when money in place	By Sept 18	Aug 18
July 18	Internet hard wired to Kindergarten office room	To allow more productivity	Children and staff	Do when money in place	By Sept 18	Aug 18
July 18	Messy area to corner of nursery,	To help children grow and	Children and staff	Do asap	Dec 18	Jan 18

	needs vinyl floor to allow for wet play and sand pit	develop				
July 18	New carpet in Nursery baby end	To better the environment	Staff and children	Budget	By Sept 18	Sept 18
August 18	New cabin on land	Offer space for community groups and to give children an outdoor classroom	Children, visitors	Budget or grant funding	By August 19	
August 18	Upgrade walkway between buildings to covered ornate walkway	To better the environment	Children/staff/visitors	Budget	By August 2019	
Sept 18	New play area for nursery outside in tree area	To assist with the nurseries development	Staff and children	Budget	By Sept 19	
Oct 18	New printer for KG office	To help with their organisation	Staff and children	Budget	By Nov 18	Oct 18
Oct 18	To remove all shrubs and create a community garden	To further buildings appearance, build community and help children see nature	Staff, visitors and children	Volunteers	By Dec 18	Jan 18
Oct 18	Increased security lighting along kg, car park and over main entry	To keep staff, children and visitors safe	Staff, visitors, children	Asap	By oct 18	Oct 18
Nov 18	Turning lower gym block into a separate room, involving new entry (outside gates) updated toilets and updated area, blocking school access from building	Updating buildings and to work with Tuyo	Staff, children, visitors	Working with Tuyo for funding	By Jan 2020	
Nov 18	Upgrade of prospectus to parents to include more information	To draw parents to the school and become more informative	Potential parents and staff	budget	By July 19	
Nov 18	Upgrade of website to parents to include more information	To draw parents to the school and become more informative	Potential parents and staff	None	By May 19	

Date considered	Objectives	Reasoning	Benefits?	Obstacles	Ideal timescale	Completed by	impact
Jan 19	To purchase five laptops for teachers so they can work swiftly and easily.	Teachers need to have technology to work effectively	All stakeholders	Financial	By April 19	Feb 19, donated by a parent	Teacher are content and have better working times
Feb 19	Upgrade upstairs German room to incorporate handwork room, install new sink	To allow handwork room to become educational lead/hot desk office	All stakeholders	Financial	By April 19	April 19	Teachers have an area in which to work uninterrupted. New educational lead will have a place to be

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## Staff improvement

<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>
Sept 16	Ensure all staff are aware of KCSIE sept 16	To improve safeguarding	Everyone	None	To start in sept 16q	ongoing
September 16	All staff to have annual safeguarding training	Change in policy	Staff, children and visitors	Awaiting course and inset day, booked Feb. 17	4 months	Feb 17
July 15	All EY staff to be first aid trained, also RS to to refresher	Change in policy	Staff, children and visitors	Awaiting course	6 months	
Jan 16	All Nursery staff to take food hygiene level 2	To ensure high standards	Staff and Children	None	Two Months	June 16
Jan 17	Senco training in nursery	Ensure high standards	Staff and children	None	Feb 17	Feb 17
Jan 17	School Senco to train early years staff, including nursery and KG	To ensure high standards	Children and parents	None	Done over four months	Finished by May 17, with regular top ups.

Jan 16	After school staff to take food hygiene level 2	To ensure high standards	Staff and Children	None	Two months	
Jan 16	Safeguards to take a refresher	To ensure high standards	Staff, visitors and children	None	Feb 16	Feb 16
Jan 16	Nursery staff to take Food Hygyne	To ensure high standards	Staff and children	None	All done by May 16	May 16
Oct 16	DSL to take prevent for EY so she can train staff	To ensure compliance	Staff, children and visitors	None	Oct 16	Oct 16
oct 16	To send two key nursery staff on EAL training	To ensure high standards	Staff children and visitors	None	Feb 17	Nov 16
Oct 16	To send three nursery staff (inc management team) to SEND training	To ensure high standards	Staff children and visitors	None	Feb 17	Jan 17
Dec 16	Refresh SG training all school staff and ongoing volunteers/trustees	To ensure complete compliance	Staff, children and visitors	None	Feb 17	Feb 17
Feb 17	Receptionist to be trained in fire safety (fire marshall) plus new nursery fire marshall as other is taking sick	To ensure high standards	Staff, children and visitors	none	March 17	27/3/17
Feb 17	Ensure nursery manager has safer recruitment training as she may start to interview	To ensure compliance	Staff. children	None	May 17	April 17
Feb 17	Key school staff to attend SWSF easter conference	To help with CPD	Staff and children	Budget	April 17	April 17
March 17	Rob strafford needs to retake peadritric first aid	Certificate has expired (we are still compliant)	Staff and children	Awaiting suitable date	August 17	May 17

March 17	Train two new DSL in school, also one extra DSL in KG	To ensure high standards	Staff, children visitors	None	May 17	May 17 (school completed in Oct 17)
March 17	Train new DSL in nursery (Lauren Thornley)	To ensure high standards	Staff, children visitors	None	May 17	May 17
March 17	Kira manual handling	To assist in her role	Her own safety	Awaiting course	July 17	July 17
April 17	Train New DSLs in KG to ensure complete cover from part time staff	To ensure high standards	Staff and children	Awaiting courses	June 17	May 17
April 17	Train another DSL in nursery as manager will be going on maternity leave in Oct	To ensure high standards	Staff and children	Awaiting courses	Oct 17	Oct 17
May 17	Staff to start going to DSL network meetings, these had previously been unavailable to us	To ensure high standards	Staff and children	Ongoing	Ongoing	ongoing
Aug 17	All staff to take the home office e-learning Prevent	To ensure high standards	Staff and children	None	all current staff done by Dec 17	Dec 17 and new staff when they join
Sept 17	KG staff and Class teachers to re take food hygiene	To ensure high standards	Staff and children	None	Done by Dec 17	Nov 17
Oct 17	Do new SG quiz for all staff to ensure understanding of SG policy and fill in any training gaps	To ensure full understanding	Everyone	None	Quiz out end Nov	Nov 17
Dec 17	School Manager to retake health and safety level 3	To ensure compliance	Staff, children and visitors	Finding available hours	Done by april 18	April 18
Dec 17	School manager to retake fire marshall	To ensure compliance	Staff and children	None	Done by Jan 18	Jan 18

Jan 18	All school staff to take/retake first aid	To ensure high standards and compliance	Staff children and visitors	Awaiting inset days	Done by June 18	May 18
Feb 18	Ensure deputy nursery manager completes safer recruitment	To ensure compliance	Staff and children	None	Done by May 18	May 18
Feb 18	Send RMT teacher on a refresher course and CPD	CPD	Children	Awaiting courses	Done by June 18	June 18
March 18	GDPR training for relevant staff	To ensure knowledge and compliance	Staff and children	None	Done by May 18	May 18
April 18	School manager to retake safer recruitment	To ensure knowledge and compliance	Staff and children	Awaiting time	Done by Aug 18	Aug 18
May 18	Safeguarding trustee to retake safer recruitment	To ensure compliance	Staff and children	None	Done by June 18	July 18
June 18	All staff to retake safeguarding training from LADO with note to early help	To ensure knowledge and compliance	Staff and children	Awaiting inset days	Done by Nov 18	Oct 18
Aug 18	Train new DSL in KG	To ensure knowledge and full DSL cover	Staff and children	Awaiting courses	Done by Nov 18	Nov 18
Sept 18	New deputy manager in nursery, once appointed, train in SR, DSL	To ensure knowledge and compliance	Staff and children	Awaiting appointment	Done within 3 months of appointment	Oct 18
Sept 18	DSL lead training for FS and JS as refresher	To keep up to date with sg	Everyone	Awaiting course	Nov 18	Nov 18
Sept 18	Ensure all staff are aware of KCSIE sept 18 and also training on new updates in SG policy	To improve safeguarding	Everyone	None	To start in sept 18	ongoing






## Accessibility Plan: July 2017-2020

	Objectives	Action			Timescale	Monitoring Method: Who? How?
		How	People	Resources		
1	<b>Ensure any new building project includes accessibility features for disabled staff and pupils and fully complies with regulations</b>	<i>Planning meeting Architecture and building compliance certificates</i>	<i>SLT Architect Project manager Building contractor</i>	<i>Agreed School budget Security systems Accessibility planning</i>	ongoing	<i>Trustees  meetings reports from Project manager and independent quality surveyor</i>
	Improve physical access to the school wherever possible. (We recognise that due to the	<i>Look at providing a chair lift to the main staircase above the gym by year 3 In order to allow access to the top floor</i>	<i>SMT  College of Teachers Building contractor</i>	<i>School budget/fundraising  Door widening if possible</i>	ongoing	<i>Trustees  College of teachers SMT</i>

2	<i>age of parts of the building this may not be possible in all areas)</i>					
3	Improve access for pupils who may experience difficulty moving around the school.	<i>Ensure care plans are in place to support all pupils with mobility difficulties</i>	<i>SMT/ Senco Parents</i>	<i>Accessibility and Care Plan Planning time for SENCO</i>	<i>On-going</i>	<i>College of teachers Class teacher Senco</i>
4	To ensure all staff receive relevant and timely training on a range of effective strategies to support learners with DSEN.	<i>School to seek advice from experts.</i>	<i>SMT LA Services for Education Senco</i>	<i>Staff training costs Visiting speakers/trainers</i>	<i>ongoing</i>	<i>College of teacher Senco</i>

		<p>Consider needs of specific pupils, both for school and off-site activities. Raise awareness of disability equality via</p> <ul style="list-style-type: none"> <li>• Staff meetings.</li> <li>• Class teaching</li> <li>• Noting local area</li> <li>• Celebrating differences/diversity.</li> </ul>	<p>Disability Rights Commission All school staff</p>			<p>TAs. Other Support staff.</p>
6	<p>Ensure that all trips &amp; residential visits are accessible for pupils with learning or physical disabilities.</p>	<p><b>Thorough planning.</b> <b>Advance visits.</b> <b>Risk assessments.</b></p>	<p>Class teacher SMT volunteers</p>	<p>Leaders planning time for risk assessments Pre-visits where possible</p>	<p>Reviewed July 2018  then On-going</p>	<p>Class teacher  Trip leaders. Feedback from pupils</p>
7	<p>Ensure that after-school clubs and care provision facilities are accessible for all children.</p>	<p><b>Ensure access is available for all pupils including those with physical or sensory disabilities.</b> <b>Provide adult support if necessary.</b> <b>Make physical adaptations as required.</b></p>	<p>Class teacher  Leaders of after-school Clubs</p>	<p>New equipment as needed</p>	<p>Reviewed July 2018  then On-going</p>	<p>College of teachers Feedback from parents  and pupils</p>
8	<p>Ensure the new curriculum is fully accessible to pupils with any type of difficulty or disability.</p>	<p><b>Consider alternative communication systems.</b> <b>Consider the way in which information is presented to pupils.</b> <b>Consider ways in which pupils can communicate their ideas.</b></p>	<p>All Staff Class teachers</p>	<p>New curriculum costs Resources</p>	<p>Reviewed July 2018  then On-going</p>	<p>College of teachers Senco SMT</p>

## Teaching /management Improvement

<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>
Jan 16	Resume more frequent, regular pattern of peer appraisals	To improve teaching standards and confidence, to strengthen the collegiate	Teachers and pupils	Timing and the need for flexibility in staffing	To start in February 16	ongoing
Sept 16	Ensure all staff are aware of KCSIE sept 16	To improve safeguarding	Everyone	None	To start in sept 16	ongoing
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>
Jan 16	Eileen carrying out PG cert in SEND	To improve our SEND provision	Pupils and staff	None		Finish June 2018
Feb 17	Regular trustee meetings with Fiona, termly	To improve trustee relationship with staff and further their understanding	Everybody	None	To start in March 17	Ongoing
Sept 17	Two staff members being paid for on NEST course	To allow for any succession and knowledge	Everybody	None	Start sept 17	ongoing

Oct 17	Two staff members do the tonalis course	To allow for better educational standards for children	Children and staff	None	Start oct 17	ongoing
Nov 17	Eileen Hickman (senco) going on regular health practitioner courses at Wynstones	To improve our SEND provision	Children and parents	None	Ongoing	ongoing
Nov 17	Delia Jones registered as an RMT practitioner	To improve our SEND provision	Children and parents	None	Ongoing	ongoing
March 18	Visioning group set up	To move forward with school improvement and fundraising	Everybody	None	Started march 18	ongoing
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>
July 18	Ensure all EY staff have written supervisions	To allow for EYFS	Children and staff	None	To start in July 18	ongoing
Sept 18	New chair of college	Chair resigning	Children, staff and visitor's	None	By Oct 18	Sept 18
Sept 18	New teacher to enrol in NEST	To allow for any succession and knowledge	Everybody	None	Start sept 18	ongoing
Sept 18	New KG teacher employed	To help with KG leadership and to assist the school in a better provision	Children	None	By Sept 18	Sept 18

Sept 18	KG teacher (part time) retiring in July 19 (or before if we find succession) look to overstaffing for a while to ensure smooth transition	To ensure KG runs well and the children are not disrupted	Children and staff	Finding the right person	By Nov 18	Oct 18
Sept 18	New teacher on NEST course	To further education	Children and staff	None	By sept 18	Sept 18
Sept 18	Teachers doing observations for our nest staff member students	To help students and increase staff security	Children and staff	None	Ongoing	ongoing

<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>Impact</b>
Nov 18	Staff to consider carrying out in depth self-assessment, to be checked by two senior members Create a comprehensive picture of leadership structures, with clearly defined lines of responsibility, accountability and communication Define areas of responsibility and oversight based on the Independent School Standards and Ofsted Inspection Framework, including quality of teaching and assessment	To increase understanding and build knowledge	All stakeholders	Forms to be discussed	To start Jan 19	ongoing	Staff are becoming more aware of their roles and responsibilities - comprehensive job descriptions have assisted this. RS and MW have a better oversight of teaching and learning across school and are able to report to trustees.

Jan 19	Appoint a named link trustee for each area of responsibility	To update and improve school in line with the ISS	All stakeholders	None	In place by June 19	Ongoing and continuous	Trustees have clarity and are able to further accountability in their areas
Jan 19	Develop a clear plan for future leadership structure	To update and improve school in line with the ISS	All stakeholders	None	In place by June 19	Ongoing and continuous	Trustees and staff feel confident in their roles
Jan 19	Develop a Steiner Waldorf Curriculum Framework document, which sets clear expectations for attainment so that progress can be measured accurately by both teachers and parents, gives suggestions for lesson planning, effective teaching methods and resources and activities, and is used by teachers to show curriculum coverage.	To update and improve teaching standards in the school in line with the ISS	All stakeholders	None	First draft done by April 19 Second draft by June 19	First draft done April 19	Teachers have a clearer idea of the curriculum and what needs to be covered during the year. Teachers have a better understanding of age related expectations for each year group. Curriculums are now clearly outlined keeping parity and consistency throughout the classes
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>impact</b>
Jan 19	To purchase a PITA tracking program to assist with assessment of children To create and collate a 'purple files' system for teaching assessment	To update and improve teaching standards in the school in line with the ISS	All stakeholders	Budget for tracking system, however, funds donated	Feb 19	Feb 19	Teachers are constantly assessing which helps inform planning and differentiation. This assessment process is allowing teachers to plan for higher achieving



							children and has supported teachers to identify all children's needs. Teachers are refining the paperwork for the daily formative assessments to make it time effective.
Jan 19	Embed a regular programme of monitoring and assessment through learning walks, lesson observations, book scrutinies and planning and assessment checks.	To update and improve teaching standards in the school in line with the ISS	Teachers and children	Staff	Started Feb 19, fully embedded by July 19 and then ongoing	On target	This is a useful process which has impacted positively on teaching and learning and monitoring and assessment.
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>impact</b>
Jan 19	Embed regular, half termly pupil progress meetings with all Class/Kindergarten Teachers and Termly for Subject Teachers.	To update and improve teaching standards in the school in line with the ISS	Teachers and children	Time	Embedded by June 19	on target	Greater understanding with few 'silos' of knowledge
Jan 19	Develop a programme of moderation that includes the development of exemplification materials, internal meetings and visits to external settings.	To update and improve teaching standards in the school in line with the ISS	Teachers and children	Time	Embedded by June 19	On target	MW had a good meeting at a local primary school and has made connections for future visits. Teachers are using exemplary material on Steiner websites to moderate work, however we are yet to benefit from the impact of moderating work with other Steiner Schools.

Jan 19	Assessment in the early years is accurate, and informs planning. Children make good progress against clear curriculum targets. Create moderation file, including examples of work of expected standard for each age range, including some examples from other settings, including mainstream.	To update and improve EY teaching and assessment	Teachers and children	None	Embedded by June 19	On target	Teachers are evaluating the impact of individual planning. Scrutiny folder checks (observation and curriculum coverage) have highlighted which areas of learning are covered by appropriate evidence and which aren't. Half termly learning journey scrutiny checks evidence children's progress and ensures consistency across both kindergarten groups.
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>impact</b>
Jan 19	Early years assessment framework in place for all forms (holistic, educational and EYFS) Tracker input to comply with this Folders show good evidence of holistic stretch and challenge for higher achieving children	To update and improve EY teaching and assessment Comply with the EYFS	Teachers and children	None	Embedded by June 19	On target	Daily planning meetings, weekly individual planning, half-termly scrutiny checks, framework for tracking and assessment systems ensure EY teachers are keeping holistic expectations high for all children, including the most able. These systems also ensures that children's individual needs and interests are identified, considered and interventions are carried out accordingly.

Jan 19	Create a document framework to draw out, identify and embed the elements of science contained within the curriculum, showing the development of scientific skills Develop a curriculum framework for science for classes 1-5 Ensure that throughout their time at the school, children build their scientific understanding in an appropriate way	To update and improve teaching standards in the school in line with the ISS, to further our science education. To challenge and consider AGT children	All stakeholders	None	Already in place, but embed further by June 19	On target	Evidence of Science is now clearer on teachers' planning and children's work.
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>impact</b>
Jan 19	Create a consistent culture of accurate spelling of age appropriate words across the school. A measurable improvement in children's spelling, evidenced in their independent writing and in integrated spelling tests. A consistent, school-wide approach to teaching spelling, and giving feedback in line with marking and feedback policy	To update and improve teaching standards in the school in line with the ISS, to further our English education To challenge and consider AGT children	All stakeholders	None	Embedded by May 19	On target	Having the opportunity to discuss strategies has been useful. Working with the SENCo to devise the framework from the 'Spelling by Hand' book will help to embed a whole school approach. Increased teacher enthusiasm for teaching spelling consistently across school.

Jan 19	Develop a consistent approach to providing challenge for all learners Teachers highlight where challenge has been provided on lesson plans Challenge is identified in the children's work with symbol (Ch) Use Book Looks and Pupil Progress Meetings to inform teachers views and expectations of appropriate challenge	To update and improve teaching standards in the school in line with the ISS, to further our English education. To challenge and consider AGT children	All stakeholders	None	April 19	On target	Teachers have become more adept at identifying challenge and showing this on lesson plans and in children's work. Planning is beginning to show evidence of challenge for many learners. Challenge is beginning to be evidenced more clearly in children's work.
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>impact</b>
Jan 19	Develop a marking and feedback policy to support teachers in giving effective feedback, enabling children to make good progress. Update policy to reflect current practice and improvements Ensure consistency across the classes	To assist teachers with learning modules and challenge the children. To assist AGT children. To improve teaching standards	All stakeholders	None	To be fully embedded by July 19	On target	Policy has been extended from the existing assessment policy. Class teachers have had the opportunity to discuss and share current practice. Teachers have developed a whole school approach to using symbols for correcting children's work and have identified challenge within this.
Jan 19	Develop opportunities for children to explore a range of writing approaches, including creative writing	To challenge all children, support children's emergent and creative writing	All stakeholders	None	To be fully embedded by July 19	On target	Children will have been challenged and we can further asses their abilities. a focus in the older classes

	Staff will consolidate approaches and share and develop good practice in providing opportunities for creative writing. Class 1/2 will develop a writing area in continuous provision Class 3/4 will develop a range of different approaches to writing. Class 5/6 will further develop their writing of independent stories, reviews and poetry.	and to provide challenge for higher achieving children. assist with our teaching provision and to meet the ISS					with creative writing and poetry to develop their needs when entering mainstream education
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>impact</b>
Jan 19	In the Early Years, ongoing training and development needs are identified and addressed through regular supervision.	To embed a culture of regular, effective, comprehensive supervision, coaching and appraisal Ensure that staff who are struggling are identified quickly, and offered appropriate support	All stakeholders	None	Start feb 19 Embed by July 19	On target	All staff have a clear outline of future goals and CPD that now documents how it impacts on quality of teaching and benefits for children. Self evaluation questions for EY practitioners support reflection for completing the new supervision proforma. New supervision proforma supports a constructive plan on future professional goals.

Jan 19	When staff attend training and/or complete Continuing Professional Development sessions, they complete a review form, disseminate information to other staff, and evaluate the impact of the training on personal and wider practice.	To monitor and provide effective training.	All stakeholders	None	Start Feb 19 embed June 19	On target	Training can be tailored to give better impact.
Jan 19	To have in place a robust system of appraisal for all staff, which supports and challenges them to ensure that all children are making the best possible progress from their starting points.	To provide staff with a positive supportive system. to further teaching provision and moral	All stakeholders	None	Start feb 19, embed july 19	On target	Supported and fully aware staff
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>impact</b>
Jan 19	Create a culture of excellent attendance Raise levels of attendance to 96% by the end of the academic year 2019-20 Parents have been provided with the school attendance target, policy and procedures, in hard copy and via the website Parents receive a letter when their child's attendance starts nearing 96% Policy and procedures are implemented effectively and	To ensure that children benefit fully from the education	All stakeholders	None	Start feb 19 embed july 19	On target	Good boundaries for parents regarding time off, increased attendance and working procedures. Good all round clarity.

	consistently						
Jan 19	Trustees and school leaders will use progress data, information from ongoing monitoring and evaluation, and information from appraisals to evaluate the school's progress towards meeting the Independent School Standards.	To ensure staff support, to give the trustees clear guidelines and boundaries for their work. To ensure leadership is fully compliant	All stakeholders	We need to source more trustees	Start Jan 19, completed by July 19	On target	Staff feel more confident and supported by trustees. Trustees recognise the need for increased participation and to spread their workload by getting more trustees.
Jan 19	Share and provide information regarding children's academic performance	To share children's academic performance for each year on the website	All stakeholders	Tracker + data to be used	Start feb 19, to go on website before the new school year	On target	To advertise and promote the school and also clarity about our provision.
<b>Date considered</b>	<b>Objectives</b>	<b>Reasoning</b>	<b>Benefits?</b>	<b>Obstacles</b>	<b>Ideal timescale</b>	<b>Completed by</b>	<b>impact</b>
Jan 19	Pupil voice needs to be present. This should be done via policy, in the class and the school council	To give the children a say in their education, to ensure they feel valued	All stakeholders	None	March 19	March 19	The children enjoy their views being heard and understand how the school runs

