

BURLAIS PRIMARY SCHOOL YSGOL GYNRADD BWRLAIS



'Working Together, Learning Forever'

School Improvement Plan Evaluation 2016 -17

This document is based on the Welsh Government regulations 155/2014

Targets for 2016 - 2017

- Improve pupil outcomes at Foundation Phase and KS2 in Literacy (Reading focus): **Increase LLC 80% - 84%/Reading KS2 82% - 85%**
- Improve boys' performance in PSD at 06: **Gender gap to decrease from by at least 10% (29% compared to Wales 18%)**
- Improve girls' performance in L5 Math's: **Gender gap to decrease from -19%**
- Improve 06 attainment in MD: **Increase from 20% - 26%**
- **Improve Science attainment L4 increase from 81% -87%/L5 to increase from 31% -37%**
- **Improve attainment of eFSM pupils in KS2 CSI to increase from 66% - 76%**
- Improve pupils' Welsh skills
- Embed high quality marking and feedback to pupils and embed AfL strategies
- Use the new technology available to improve staff and pupils' ICT skills
- Continue to develop the strategic direction of the new school through distributed leadership, staff development and improved stakeholder involvement
- Improve attendance to at least **95%**

Timeline	Date	Staff Members and GB
Planning	September 2016	Alison Bastian, Mike Bowen, Claire Rowe, all teachers
Reviewing	Half Termly	As above plus Governing Body

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Contextual Information

Current National Category	Standards	Leadership, Teaching and Learning	Colour
2014 - 2015	4	B	Amber
2015 - 2016	3	B	Yellow

Strategic Overview 2016 -2017

Workforce Planning: number of FTE TEACHERS

28

Workforce Planning: number of FTE SUPPORT STAFF

Foundation Phase: 18

Other: 27

Grant Finance 2016-2017

Source of Funding	Purpose	Sum
Education Improvement Grant	Ensure each pupil profits from excellent teaching and learning, focusing on <ul style="list-style-type: none"> Improving Literacy and Numeracy Breaking the link between disadvantage and educational attainment 	£202,938
Pupil Deprivation Grant (See Action Plan)	Breaking the link between disadvantage and educational attainment <ul style="list-style-type: none"> Improving Literacy and Numeracy – achieving above the standardised score of 85 and especially 115 for pupils eFSM Improving oracy and language levels of eFSM pupils Reducing barriers to learning through supporting vulnerable families and pupils through EBD groups/TAF/Counselling Numicon Intervention group 	£174,800

2016-2017	Nursery	Reception	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Total
Eligible for Free School Meals		29	26	32	21	21	22	21	172
Children in Need		2		1			3	2	
Looked After Children				2	1				
English as an Additional Language n/s = not supported	14	13	13	6	7	3	6	0	61
Number of latecomers to Welsh									
Special Educational Needs	5	15	32	25	23	26	24	31	179
School Action	3	11	23	15	13	16	12	23	116
School Action Plus	1	1	3	5	4	4	3	3	24
Statement	1	3	6	3	6	6	9	5	39

Target Setting

Foundation Phase Targets complete this

FPh		2016 Current Year 2								2017 Current Year 1								
		Boys		Girls		Pupils				Boys		Girls		Pupils				
Cohort	Full Cohort					0								0				
	Number of FSM					0								0				
		O5+	O6+	O5+	O6+	O5+	O6+	Targ et O5+	Targ et O6+		O5+	O6+	O5+	O6+	O5+	O6+	Targ et O5+	Targ et O6+
Number achieving expected outcome	LCE					0	0	-	-						0	0	-	-
	LCW					0	0	-	-						0	0	-	-
	MDT					0	0	-	-						0	0	-	-
	PSD					0	0	-	-						0	0	-	-
	DCS					0		-							0		-	

Key Stage 2 Targets **complete this**

	KS2	2016 – Current Year 6								2017 – Current Year 5								2018 – Current Year 4							
		Boys		Girls		Pupils				Boys		Girls		Pupils				Boys		Girls		Pupils			
Cohort	Full	6		7		13								0								0			
	Welsh Medium	0		0		0								0								0			
		L4+	L5+	L4+	L5+	L4+	L5+	Target L4+	Target L5+	L4+	L5+	L4+	L5+	L4+	L5+	Target L4+	Target L5+	L4+	L5+	L4+	L5+	L4+	L5+	Target L4+	Target L5+
Number achieving expected level	English	6		7		0	0	-	-					0	0	-	-					0	0	-	-
	Welsh	6		7		0	0	-	-					0	0	-	-					0	0	-	-
	Mathematics	6		7		0	0	-	-					0	0	-	-					0	0	-	-
	Science	6		7		0	0	-	-					0	0	-	-					0	0	-	-
	CSI	6		7		0		-						0		-						0		-	

Key Stage 2 targets – pupils in receipt of Free School Meals **Complete this**

	CA2	2016 – Current Year 6										2017 – Current Year 5										2018 – Current Year 4									
		FSM		Non FSM		pupils						FSM		Non FSM		pupils						FSM		Non FSM		pupils					
Cohort	Full					0										0									0						
	Welsh Medium					0	FSM		Non FSM							0	FSM		Non FSM						0	FSM		Non FSM			
		L4+	L5+	L4+	L5+	L4+	L5+	Target L4+	Target L5+	Target L4+	Target L5+	L4+	L5+	L4+	L5+	L4+	L5+	Target L4+	Target L5+	Target L4+	Target L5+	L4+	L5+	L4+	L5+	L4+	L5+	Target L4+	Target L5+	Target L4+	Target L5+
Number achieving expected level	English					0	0	-	-	-	-					0	0	-	-	-	-					0	0	-	-	-	-
	Welsh					0	0	-	-	-	-					0	0	-	-	-	-					0	0	-	-	-	-
	Mathematics					0	0	-	-	-	-					0	0	-	-	-	-					0	0	-	-	-	-
	Science					0	0	-	-	-	-					0	0	-	-	-	-					0	0	-	-	-	-
	CSI					0		-		-						0		-		-						0		-		-	

School and Governing Body appraisal of the progress with 2015/2016 priorities

Burlais Primary School
SEE END OF YEAR EVLAUTION – (APPENDIX 1)

	KEY QUESTION 1	KEY QUESTION 2	KEY QUESTION 3
2016 - 2017	<ul style="list-style-type: none"> Improve learning, standards (English and Maths) and skills (Literacy, Numeracy, ICT, Thinking Skills and Welsh) Raise standards in reading comprehension Raise achievement at 06 for boys in PSD Develop digital learning so that it further impacts on pupil outcomes Monitor Maths and Improve achievement at L5 and 06 in Maths Monitor impact of Science SOW changes Improve attendance and punctuality – attendance target 95% Improve achievement at 06 and L5 for all pupils 	<ul style="list-style-type: none"> Provision for digital learning and IT across the curriculum Implement new planning for Rich Tasks/Maths and outdoor learning timetable Embed digital learning Monitor changes made to Maths/Numeracy provision to address achievement in L5+ and 06 Monitor impact of outdoor learning and reading comprehension activities to raise standards in reading comprehension Embed AfL strategies and new marking policy Further develop use of Welsh language and monitor progress towards Siatr Iaith Review provision for MAT pupils in Science/Maths Update T/L policy Monitor STF pupil tracking systems – SCERTS 	<ul style="list-style-type: none"> Evaluate governing body input to strategic direction Evaluate staff training on digital competences Monitor the impact of Maths interventions Monitor impact of spelling strategies Monitor impact of intervention groups for eFSM pupils Introduce Peer Observations/Trust Trios Pilot Student Partnership working with Trinity St. Davids
2017 -2018	<ul style="list-style-type: none"> Improve learning, standards and skills in all areas Improve attendance and punctuality so that school is in quartile 1 Monitor impact of IT resources and staff development Continue to improve achievement of eFSM and boys 	<ul style="list-style-type: none"> Successful Futures Curriculum – review T/L policy Refelctive Practice – Teaching Continua Monitor impact of reading comprehension material Siatr Iaith Monitor planning of Rich Tasks Evaluate impact of outdoor learning plan Monitor effectiveness of Marking Policy 	<ul style="list-style-type: none"> Monitor the impact of digital learning Monitor the impact of curriculum changes Embed peer observations and trust trios and share good practice Evaluate student partnership scheme
2018 - 2019	<ul style="list-style-type: none"> Improve learning, standards and skills in all areas Continue to improve attendance and punctuality 	<ul style="list-style-type: none"> Monitor new T/L policy Review teaching and learning in Maths 	<ul style="list-style-type: none"> Evaluate peer observations and trust trios

Strategic Plan for Improvement - Priorities for 2016 – 2017

Foci: Standards/outcomes

Links:	SER	CIF/ESTYN	UNCRC	Nat. / local priorities		Governors	Pupil Group						
	Priority 1	KQ1, 2 & 3		Literacy, numeracy, reducing the impact of poverty		JP	School Council						
Improve all pupils' literacy, numeracy, thinking and Welsh skills and ensure every child reaches their potential in English and math's. Measureable Pupil Outcomes (success criteria): LLC to increase by 4% so that impacts on FP Indicator. Maths to increase 2% and Science to increase 4.5% to impact on CSI for KS2: increase by 3% (Next quartile). Progress of pupils in national reading tests to increase by 10% in all year groups Y2-6.													
Very good progress			Strong progress			Satisfactory progress			Limited progress				
Actions		Who? (named)	When? (actual dates)	Intended outcomes / milestones	Type of monitoring & reporting mechanism	Who? (named)	When? (actual dates)	Costs	RAYG rating of progress				
									Aut.		Spr.		Su.
Analyse data and set targets for English / literacy, maths / numeracy, Welsh, science, PSD and for groups of learners - FSM, gender, LAC, EAL (1.1.1, 1.1.2, 1.1.3)		SLT and all class teachers	Oct '16	Aspirational targets set	Collection of targets by SLT / scrutiny of analysis and targets set	Phase leaders	Nov 16	Management time PDG (See Plan)					
Action research into boys' achievement in PSD at 06 with follow up Action Plan		Karen MW	Nov 16	Identification of underachievement, reasons and plan actions to address	Presenting action plan to SLT, staff and GB Reporting findings to SLT and GB	SLT and GB	Nov 16	Management time					
Monitor new SOW for science and liaise with cluster school and Pentrehafod on raising achievement at L5 – focus on MAT pupils See Action Plan		David Webster	Jan 17	Consistency in teaching and learning within science Raised pupil achievement by at least 4.2% to move to next quartile	Audit of work/listening to learners/data analysis/cluster meetings/team teaching with Pentrehafod for L5 predicted pupils	K/U Team David Webster	June 17	£300 City Consortium					
Continue to promote the use of Welsh around the school (1.1.5, 2.1.3) See Action Plan		Karen Davies/Sian Charlton/Gavin Thomas	Sept '16 ongoing	Use of Welsh enhanced around the school by staff and pupils	Lesson/session observations, work and planning scrutiny, data analysis, listening to learners/ Criw Cymraeg/Siartr Iait	All staff	Feb '16	£360.00 Supply costs					
Ensure consistency in feedback and marking, AfL including peer and self-assessment across the school (2.2.2).(See Action Plan)		Mike Bowen/Beki Lewis/KMW	Nov 17	Identification of strengths and areas for development	Lesson/session observations, work and planning scrutiny, listening to learners	Phase leaders/SMT and pupils	Termly	Management time					
Monitoring new planning for rich tasks in literacy, numeracy, thinking and ICT across the curriculum (Donaldson report) (2.1.1, 2.1.2)		Karen Davies/Beki Lewis/Mat Roberts	Jan 17	Identification of areas needing further development	Presentation to SLT	SLT and GB	April '16	£540.00 Supply costs					
Develop planning for the use of the outdoor environment (3.4.1) in both key stages (See Action Plan)		Rachel Thomas/KMW	Sept '16	Progressive curriculum plans produced showing continuity across the years	Presentation of plans to SLT and all staff	All staff and Eco Committee	June 16	Budget £20,000					
Monitor math's planning and pupil progress		Matt Roberts and MLT	Sept '16	Continued improvement in teaching and learning in Math's	Verbal updates and written reports	SLT & GB	Termly	£160.00					
Track well-being across at KS2 (1.2.1, 1.2.2, 1.2.3, 1.2.4). Improve attendance/ engagement		Claire Rowe	Sept '16	Improved provision for well-being	Scrutiny of tracking Attendance Action Plan	SLT & CTs	Oct '16	PDG funded (see plan)					
Resources				Costs	CPD required				Costs				
• Time for planning / visits/monitoring • Comprehension resources					• ADDs sessions/Visit to schools – Pupil Voice/Science								

Impact statements from reports and final evaluation of outcomes: Strengths / Areas for Development / Ways Forward

Autumn	Spring	Summer

Links:	SER	CIF/ESTYN	UNCRC	Nat. / local priorities	Governors	Pupil Group
	Priority 2	KQ 2 & 3 (staff training)		Literacy and numeracy	JP	School Council

Improve pupils' ICT skills

Measureable Pupil Outcomes (Success Criteria): All pupils to make expected progress (2 sub levels) this year

Very good progress	Strong progress	Satisfactory progress	Limited progress
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Actions	Who? (named)	When? (actual dates)	Intended outcomes / milestones	Type of monitoring & reporting mechanism	Who? (named)	When? (actual dates)	Costs	RAG rating of progress		
								Aut.	Spr.	Su.
Attend cluster network and work in partnership to increase use of Hwb to include communication with parents / carers (2.2.2) and plan for implementation of Digital Competence Framework (See Action Plan)	Rachel Evans/Mike Bowen/Matthew Wotherspoon	Sept '16	Improved partnerships, impacting upon provision for pupils	Scrutiny of the use of Hwb, listening to learners	SLT	April '17	Supply costs £2,000			
Regularly update new website with new pupil links for home learning (2.1.1)	Mike Bowen	Sept '16	Improved partnerships, impacting upon provision for pupils	Scrutiny of the use of the pupil links, listening to learners	SLT Rachel Evans/Mike Bowen	Jan 17	£0.00			
Re -introduce use of Jit and J2E to enhance literacy and numeracy skills (2.1.2)	Rachel Evans/Matthew Wotherspoon/Louise Jenkins	Nov 17	Improved provision for ICT , literacy and numeracy across the curriculum Improved partnerships with parents	Lesson/session observations, work and planning scrutiny, data analysis, listening to learners	Rachel Evans/Matthew Wotherspoon/ Louise Jenkins	Jan '16	Supply cover £1,000			
Ensure that ICT skills are developed across the curriculum	Karen Davies/Rachel Evans/Matthew Wotherspoon	June 17	Pupils have opportunities to develop their ICT skills in other areas of the curriculum	Lesson observation/work scrutiny/listening to learners	SLT/Karen Davies/Rachel Evans/Matthew Wotherspoon	May 2017	£360 supply			
Appoint IT technician to support IT co-ordinators in promoting learning and teaching of IT skills	Alison Bastian/Rachel Evans/Julie Palmer	Nov 16	Support provided for IT Co-ordinators, staff and pupils IT equipment maintained and effective at all times	Scrutiny of lesson observations/listening to learners	SLT/Rachel Evans/Matthew Wotherspoon	May 17	£300 supply £14,000			

Resources	Costs	CPD required	Costs
<ul style="list-style-type: none"> •IT resources – leasing •Licenses for Jit/J2E and Mathletics •Cluster Meetings for IT co-ordinators •IT technician appointment 		<ul style="list-style-type: none"> •Training for HWB •Digital Competence Framework – leadership training 	•£1000

Impact statements from reports and final evaluation of outcomes: **Strengths** / **Areas for Development** / **Ways Forward**

Autumn	Spring	Summer

Foci: Leadership (Staff Development & Partnerships)

Links:	SER	CIF/ESTYN	UNCRC	Nat. / local priorities	Governors	Pupil Group
	Priority 3	KQ 2 and 3		Literacy and numeracy		

Develop strategic direction through distribution of leadership, staff development / training and improving stakeholder involvement
Measureable Outcomes: Improved effectiveness of the governing body and greater involvement of stakeholder voice in self-evaluation

Very good progress	Strong progress	Satisfactory progress	Limited progress
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Actions	Who? (named)	When? (actual dates)	Intended outcomes / milestones	Type of monitoring & reporting mechanism	Who? (named)	When? (actual dates)	Costs	RAG rating of progress		
								Aut.	Spr.	Su.
Further develop governing body's impact by developing self- evaluation of its role to measure its effectiveness with greater clarity (3.4.1)	Alison Bastian	Sept '16 ongoing	Quality assurance of impact of the work of the governing body	Governing body questionnaires	GB	Termly	£0			
Strengthen governor input through link governors and greater understanding of the full range of data to strengthen the governors' ability to self-evaluate its effectiveness in terms of holding the school to account (3.1.2)	Alison Bastian	Sept '16 ongoing	Deeper understanding of the strengths and areas for development of the school to impact upon the quality of self-evaluation	Governors' reports to the governing body	GB	Termly	£0.00			
Strengthen and embed collaborative work with peers and other schools and pilot primary student partnership scheme (3.1.1, 3.3.1)	Alison Bastian Mike Bowen/ Rachel Thomas	Sept '16	Develop staff's abilities through reflection and sharing good practice	HT reports to the governing body	SLT & GB	March '17 July '17	£300			
Improve pupils input into school self -valuation and improvement (1.2.3, 3.3.2)	Claire Rowe	Sept '16	Increased pupil input into school improvement	Learner voice group reports to SLT and the governing body	SLT & GB	Termly	£0.00			
Resources			Costs	CPD required			Costs			
Management time (built into budget)				• Collaborative working (team teaching and peer observations working			• £3000			

Impact statements from reports and final evaluation of outcomes – Strengths / Areas for Development / Ways Forward

Autumn	Spring	Summer

Priority 4 - Other Continuing Aspects to be Improved

(e.g., Eco Schools, Healthy Schools, attendance, punctuality, premises)

Focus of Improvement	Lead	Resources/ Cost	Intended Outcome	Monitoring Mechanism	Evaluation
Apply for assessment for the Rights Respecting Schools Award (1.2.2, 2.1.4, 2.4.1)	Claire Rowe	£0.00	Award achieved	Application and supporting evidence completed, presented to SLT then submitted to assessing body	
Apply for assessment for the National Healthy Schools Award (1.1.2)	Claire Rowe	£0.00	Award achieved	Application and supporting evidence completed, presented to SLT then submitted to assessing body	
Continue to monitor attendance and punctuality and embed the role of Attendance Officer and pastoral support worker	Alison Bastian/ Nicola Smith	PDG	Increase in attendance %age and reduction in lateness Attendance 95%+ Engagement of most challenging families	Regular scrutiny of attendance data and measuring improvement of targeted families Attendance Awards Attendance Action Plan monitoring with EW0 Supporting vulnerable families	
Apply for Eco School Award	Rachel Thomas	£300	Increase awareness of global citizenship and respect for the environment	Application and supporting evidence completed, presented to SLT and submitted to assessing	
Develop school grounds in order to promote outdoor learning	Rachel Thomas	£20,000	Improved outdoor learning areas Timetable for all staff to use the outdoor areas Increased motivation and achievement of boys at both key stages Community links and partnerships with other agencies and PTFA	Outdoor Learning Development Plan Outdoor Learning Policy Pupil Questionnaires Lesson Observations Listening to Learners	
Continue to monitor teaching and support staff development and ensure value for money (3.4.2)	Mandy Jenkins Mike Bowen	£360.00 Supply cover	Quality assurance and knowledge of impact of PM targets on raising standards	Verbal updates Scrutiny of tracking and impact on pupil standards in areas targeted Investigate Continua CPD for support staff	
Strengthen partnerships (including community and parents – PASS/Questionnaires/Parent Workshop evenings/web sites (2.3.2, 3.3.1, 3.3.2)	Claire Rowe	£500 Site licence	Increased stakeholder input into self-evaluation and improvement	PASS audit Feedback from Parent workshop Updates on web site	

Staff Development Plan

Priority	Focus of Improvement	Dates	Staff	Lead	Resource /Cost	Intended Outcome	Monitoring Mechanism	Evaluation
1	High quality feedback and marking/AfL Reviewed marking policy	02/09/16 09/09/16	All teachers	Alison Bastian/Mike Bowen	Gareth Coombes Training	Improved quality of marking and feedback to pupils which is consistent throughout the school	Lesson/session observations, work and planning scrutiny listening to learners	
1	Data Scrutiny and Planning for Improvement	12/09/16 14/11/16	All teachers	Alison Bastian/Mike Bowen Learning Team Leaders	£0.00	Improved pedagogy, provision, learning and standards	Lesson/session observations, work and planning scrutiny, data analysis, listening to learners	
1	Implications of Donaldson Report	19/09/16	All Teachers	Mike Bowen	£0.00	Preparation for future curriculum changes	Lesson/session observations, work and planning scrutiny, data analysis, listening to learners	
1	Reading and Comprehension Review	21/11/16	All teachers	Beki Lewis	£360.00 Supply Cover	Improved pedagogy, provision, learning and standards in reading comprehension	Lesson/session observations, work and planning scrutiny, data analysis, listening to learners	
2	Develop staff's skills and abilities in using IT – using J2E Launch to upload evidence for monitoring	17/10/16	Foundation Phase Staff	Rachel Evans John Mills Cluster Training	ADDs time	Improved staff competency in use of J2E	Standardisation and Moderation Portfolios of evidence	
2	ICT – use of HWB and J2E/JIT/Mathletics for home learning Feedback from cluster group working on Digital Competence Framework	28/11/16	All teachers	Rachel Evans Matthew Wotherspoon	ADDs time	Engagement with parents Improved communication with parents	Feedback and questionnaires	
2	Welsh – improvement of bi lingualism and incidental use of Welsh/Siartr Cymraeg	19/09/16	All Teachers	Karen Davies/Gavin Thomas	£360 ADDs time	Improved standards in bi-lingualism in both phases	Listening to Learners Ciriw Cymraeg/Siartr Iaith	
2/1	Provision for Outdoor learning – agreed outdoor learning development plan	Sept '15– July '17	All staff	Rachel Thomas/Karen MW/Alison Bastian	ADDs time	Improved provision and standards across the school through motivation and engagement of boys	Review meetings, report to SLT on successful meeting of objectives	

Staff Development Plan Cont./d

Priority	Focus of Improvement	Dates	Staff	Lead	Resource /Cost	Intended Outcome	Monitoring Mechanism	Evaluation
3	Strengthen and embed collaborative work within school (3.1.1)	Sept '16– July '17	All teaching staff	Alison Bastian	£1000	Improved provision and standards across the school	Tracking of development	
3	Further develop collaborative teaching and peer lesson observations through trust teams (3.1.1, 3.3.2)	Sept 16 – July 17	All teaching staff	Mike Bowen	£3000	Improved provision and standards across the school	Tracking of development	
3	Further develop / cascade appraisal / performance management for associate staff (3.4.1)	Sept '16 – July '17	All associate staff	Mandy Jenkins	£1000	Improved provision and standards across the school	Review meetings, report to SLT on successful meeting of objectives	
2	Provision for Outdoor learning - outdoor learning development plan	Sept '15– July '17	All staff	Rachel Thomas/Karen MW/Alison Bastian	£20,00	Improved provision and standards across the school through motivation and engagement of boys	Review meetings, report to SLT on successful meeting of objectives	
3	Work collaboratively with other schools to develop staff's abilities, including leadership at all levels	Oct '16 – July '17	All teaching staff	Alison Bastian	£5000	Improved pedagogy, provision, learning and standards Improved understanding of leadership standards	Lesson/session observations, work and planning scrutiny, data analysis, listening to learners/ Feedback to SLT	

Policy Reviews

2015 - 16	2016-2017	2017 - 2018
Statutory	Statutory	Statutory
Child Protection	Attendance/Action Plan	
Governors Allowance	Child Protection (ERW)	
Charges and Remissions	Pay Policy	
Instrument of Governors	Safeguarding	
Prospectus	Food and Fitness	
Non-statutory	Non-statutory	Non-statutory
Curriculum Management	Outdoor Learning	
Behaviour Education	Marking and Feedback	
Traffic Management Policy	PSE	
Health and Safety	Toilet Policy	
Maths	Sun Safety	
English	Foundation Phase	

2015 - 16	2016-2017	2017 - 2018
Statutory	Statutory	Statutory
	Fire Risk Assessment/RA documents	
Non statutory	Non-statutory	Non-statutory
EAL	LNF	
Handbooks for Staff/Support Staff/Students/Supply Teachers	Welsh/Bi-lingualism	
Induction Booklet for pupils	Display and Presentation	
Science	Professional Development	
Music		
IT Acceptable use		

Non-statutory	Non-statutory	Non-statutory

Checklist

Regulation	Comments
Raising standards in Literacy	Priority 1 and Staff Development Plan, use of EIG & PDG
Raising standards in Numeracy	Priority 1 and Staff Development Plan, use of EIG & PDG
Focus on minimising the effect of poverty on attainment	Priority 1 and Staff Development Plan, use of EIG & PDG
3-year plan	Focusing on internal drivers and external drivers including literacy, numeracy, counteracting the impact of deprivation upon learning and the Donaldson Curriculum review
SIP approved by the Governing Body	November 16
Copy of SIP distributed to all staff and governors	November 16
Summary copy of SIP available through the school Governors Annual Report to parents	Sept 17
SIP monitored in each meeting of the full governing body	Termly meetings
GB have reviewed and updated the SIP where appropriate	Reviewed in June and September
SC clear and quantifiable	Linked to data targets and specific qualitative outcomes where possible
Attention given to leadership development	Priority 3 and Staff Development Plan
Accountability noted clearer	Lead personnel, monitoring / reporting processes identified for each action
Financial resources clearly recorded	Each action clearly is costed and linked to budget
Workforce development clearly noted	Priority 3 and Staff Development Plan
Development Needs of all staff clearly noted	Priority 3 and Staff Development Plan
Review of the previous SIP	Included prior to current SIP
Parental involvement and impact	Use of Hwb to improve home-school communication and support of learning within the home, impacting upon standards. Use of J2E/JIT to promote home learning

