



A Love of Learning for Life

School Development Plan 2018-21



- *Inspiring all children to have high aspirations and to achieve their best*
- *Encouraging enthusiastic, thoughtful and respectful learners*
- *Providing a creative, caring and safe environment in partnership with the whole school community*

The coming year is one that is built on 4 Rs - Reset - Reconnect - Recover - Rebuild and we will use this model to address our priorities. While we have and will continue, to adjust our ways of working so that we are operating under Covid-19 guidelines and restrictions we also remain committed to driving forward our improvement addressing the areas identified in our last inspection so that we strengthen our curriculum leadership and our cycle for improvement within the curriculum. We remain even more committed to improving standards and outcomes for all children but in particular our most disadvantaged and vulnerable particularly post-lockdown. Consistently strong teaching, learning and assessment remain at the heart of this and this will be broadened to ensure that children have access to the best possible teaching and learning should their class or the school need to self-isolate at home. Alongside these priorities, we must address the challenges ahead, not least school funding. Maintaining and broadening links with other schools and organisations will be essential in meeting these challenges.

Monitoring and evaluation

The development plan is based upon the school's self evaluation and has been written through consultation with staff and governors with the views of parents and children taken into account. The plan is the responsibility of the whole staff and governors. It is a working document and subject to updates.

How do we achieve this?

- The plan forms the basis of discussions at staff and governors' meetings
- Staff meetings and INSET training are organised from the priorities
- Appraisal targets reflect these priorities
- School leaders write personal plans detailing the actions to support the priorities, monitored by senior leaders
- Governor visits
- Visits by external professionals
- Results of parent, staff and pupil questionnaires
- The plan is shared with the whole school community and beyond through the website, displays and newsletters

Page 3 of this document gives the overview of the aims agreed by governors two years ago which remain relevant. Included within this are Covid-19 specific outcomes and evidence.

Page 4 gives a visual overview of the school development plan for the coming year, encompassing these aims as well as other priorities for the school.

The aims previously agreed by the governing body remain relevant, however all are impacted by Covid-19 guidelines and restrictions

Sub-committee	Aim	How will we know when we have achieved this aim?	Evidence provided to governors to monitor aim
Standards	<p>Maintain a focus on quality of teaching and narrowing achievement gap between identified vulnerable groups (including pupil premium and SEND) children and their peers</p>	<ul style="list-style-type: none"> • PLP data consistently 2+ in all areas • Any external reporting grades quality of teaching, learning and assessment as at least good • Detailed analysis of cohorts and groups to ensure all vulnerable groups are identified • Focussed, evidence-based application of pupil premium funding • Clear, staged inclusion offer including robust system for evaluating impact for individuals and groups results in improved outcomes • Vulnerable group gap closes (KS1-KS2 progress) against all pupils nationally, appropriate group nationally and non vulnerable pupils in school • Agreed contingency plan should there be class or wider lockdown ensuring access to high quality home learning and teaching 	<ul style="list-style-type: none"> • Phase level PLP data • External reports • Termly progress and attainment data for groups by Year group • Southwark Super School Profile (not available for 2020) • ASP and ASDR (not available for 2020) • Impact of contingency plan eg frequency of use, level of engagement in home learning
	<p>Improve leadership of wider curriculum</p>	<ul style="list-style-type: none"> • All curriculum areas will have an identified lead • A cycle for curriculum development will be in place • MFL will be taught across KS2 • A broad curriculum being taught 	<ul style="list-style-type: none"> • Reports from curriculum leads • Governor visit reports
Resources	<p>Excellent and sustainable financial management of the expanded school.</p>	<ul style="list-style-type: none"> • Maintain a three year budget created covering scenarios for under-occupancy and changes to the DfE school funding formula • Staffing structure that meets the needs of the school and is cost effective • Development of options to make sustainable and value for money savings • Overspend is reduced and ultimately eliminated 	<ul style="list-style-type: none"> • Regular, accurate, detailed budget reporting including Covid-19 related spend
Children, families, community	<p>Creating an accessible school environment which fosters parent/carer engagement with children's learning and wellbeing across our diverse school community</p>	<ul style="list-style-type: none"> • Engagement policy agreed outlining commitment to a range of robust, targeted parental engagement strategies that support pupil learning and wellbeing including necessary Covid-19 adjustments (eg online engagement) • School attendance will be above national average for groups as well as for all pupils 	<ul style="list-style-type: none"> • Pupil school attendance data • Parent and pupil survey data • Analysis of parent/pupil attendance at meetings, extended services etc. including engagement at online events and meetings

DISTRIBUTED LEADERSHIP

DIVERSE, DECISIVE,



Continue budget recovery

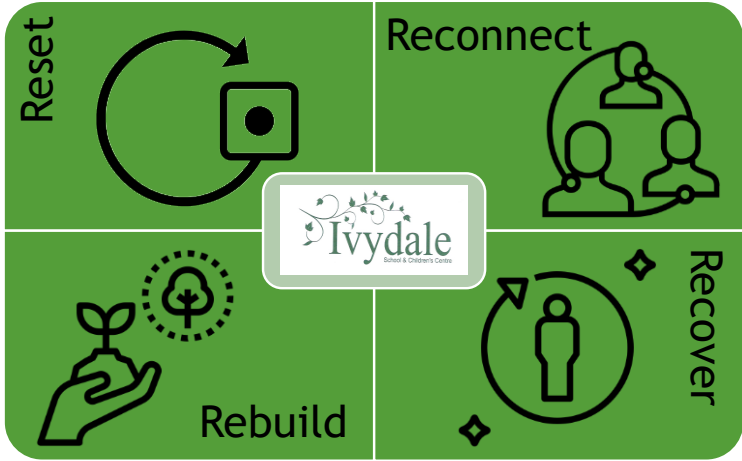
Operate COVID-19 health & safety

Update parent communication strategy

Greater internal & external collaboration

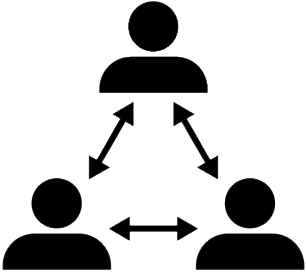
Plan for blended learning

Improve curriculum diversity



POSITIVE RELATIONSHIPS

WITH ALL

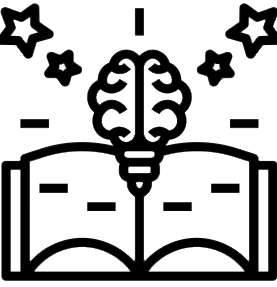


Promote excellent attendance

Embark on emotional intelligence project

Extend quality play

EXCELLENT TEACHING



Focus on basic skills

Provide post lockdown curriculum

Roll out of Daily Mile

RAPID PUPIL PROGRESS



& DEVELOPMENT

EXCEPTIONAL WELLBEING