

**St. Andrew's Church of England Primary School  
School Development Plan**

**January 2019 – January 2020+**

<p><b>Committee</b></p>	<p><b>Teaching &amp; Learning</b></p> <ul style="list-style-type: none"> <li>✓ School Performance</li> <li>✓ Achievement and Standards</li> </ul>	<p><b>Resources</b></p> <ul style="list-style-type: none"> <li>✓ Budget</li> <li>✓ Staffing</li> <li>✓ Premises</li> <li>✓ Health &amp; Safety</li> </ul>	<p><b>FGB</b></p> <ul style="list-style-type: none"> <li>✓ Strategic Leadership and Management</li> <li>✓ Explore options for school type</li> </ul>
<p><b>SEF/Ofsted</b></p>	<p><b>Quality of Teaching, Learning and Assessment Personal Development, Behaviour and Welfare</b></p>	<p><b>Leadership and Management</b></p>	<p><b>Leadership and Management Overall Effectiveness</b></p>
<p><b>Key areas</b></p>	<p><b>Outcomes for Pupils (including SMSC) Use progress as a measure for success</b></p> <p>Priorities for the 2018/19 academic year are: Maintain a clear focus on supporting the school's staff as they continue to build on the continued successes of pupil achievement and strive to raise standards further for all children.</p> <p>Maths: Higher achievers/greater depth and ensuring end of KS2 results are commensurate with literacy (above average).</p> <p>Pupil Premium and SEN: Sustain the progress made on closing the gap between PP and non-PP children at KS1 so it is at least in line with national expectation at the higher levels at the end of KS2.</p> <p>Continue to raise performance and progress at the higher levels in M, R W and EGSP</p> <p>Embed and build on our creative curriculum to ensure pupil engagement and the overall wellbeing of the children.</p> <p>Continue to develop the use of our outdoor area for learning in all subjects eg musical instruments outdoors, positive playtimes, becoming a STEAM School, forging links with a new school in South Africa.</p> <p>Review books and reading options at the school ensuring that the school is well catered to all reading abilities including audio and e-books.</p> <p><b>Quality of Teaching, Learning and Assessment</b></p> <p>Use PIRA/ PUMA electronic tracking for Reading Maths and SPAG</p> <p>Continue to work with partner schools to moderate Maths/English/Science to inform teacher judgements.</p> <p>Embed a consistent approach across the school for effective feedback/marking.</p> <p>Embed a whole school Computing scheme of work and related assessment system – ipads.</p> <p>Continue to monitor the quality of teaching and learning ensure 100% of lessons are at least good with much of the teaching outstanding.</p> <p>Maintain and improve our current performance of a termly subject link visits between Leaders and FGB.</p>	<p><b>Budget</b></p> <p>Continue to monitor each term (6 x annually) and plan effectively for next financial &amp; academic year.</p> <p>Identify and engage all potential investors who the school could engage with to raise funds for vital school improvements.</p> <p>Organise an investor engagement event at the school, to demonstrate to potential investors what the needs and opportunities are at the school.</p> <p>Continue to submit bids for grants and funding on a case by case basis. Formalise, in a simple way, the process for monitoring bids and outcomes.</p> <p>Develop a business case for expansion of WAC in order to maximise the revenue from this valued service. Identify the sweet spot for expansion vs cost. Prepare to use the community room (from September 2019) or plan to use temporary classrooms if they can be retained and repurposed after roof repair.</p> <p><b>Premises</b></p> <p>Continue to strengthen and nurture the improving relationship with OCC maintenance, with particular focus on the delivery of:</p> <ul style="list-style-type: none"> <li>Repairs to the roof of Manser (Q1 2019)</li> <li>Completion of the two new classrooms by September 2019</li> <li>Delivery of temporary classrooms to support the roof repairs (and then seek to repurpose them long term at the school as a base for an expanded WAC)</li> <li>Conduct 6 monthly walk arounds – internal and external, to maintain an ongoing wish list to restore the school to a site to be proud of. Timeframe for completion – May and September each year</li> <li>Develop a proposal for a new school hall. Options to include completely new build and 'infilling' the current courtyard adjacent to the hall. Timeframe for completion Jan 2019</li> <li>In parallel to the building of the new classrooms, we will support the school in planning for a professional, cost effective fit out of the two classrooms, ensuring they are fit for purpose by September.</li> </ul> <p><b>Human Resources</b></p> <p>Continue to recruit high quality staff to all areas of the school.</p> <p>Establish SATA (St Andrew's Teaching Alliance) to support the recruitment of high quality trainee teachers and development of teaching school.</p> <p>Investigate the re-structuring of in-house support services to meet increasing demands</p>	<p><b>Pupil Achievement</b></p> <p>Maintain a clear focus on supporting the school's staff to continue to raise pupil achievement and improve teaching and learning to raise standards further.</p> <p>Each member of the governing team will in 2019 / 2020 have personal shared responsibility along with the schools subject representative to set the strategic direction of a subject and deliver the expected improvements to outcomes.</p> <p><b>Parental engagement</b></p> <p>Continue to develop links between local pre-schools and EYFS at SA</p> <p><b>Policy review</b></p> <p>Calendar of policy review</p> <p><b>Financial Planning</b></p> <p>We will continue to build a strong financial and resourcing foundation for the school. To continue the on-going success in delivering improved outcomes for our children.</p> <p><b>Buildings and maintenance</b></p> <p>Increased engagement with OCC which delivers adequate funding to complete all outstanding capital projects without impacting on teaching and learning.</p> <p><b>Stakeholder Engagement</b></p> <p>Increase opportunities for the school, through generation of partnerships and alliances with other community groups eg CPC, SASA, local businesses etc.</p>

	<p><b>Parental engagement</b></p> <p>Continue to develop links between home and school through open mornings and parental workshops.</p> <p>Maintain strong partnership links with local schools and continue to develop leaders through partnership working and CPD opportunities. See our Partnership development plan.</p> <p>Hold a review of our OFSTED readiness plan in January in partnership with ODEB.</p> <p><b>Personal Development, Behaviour and Welfare incl SMS&amp;C</b></p> <p>Raise the profile of well being across the school so it is evident in all we do</p> <p>Continue to promote pupils' and parents' awareness of e-safety</p> <p>Ensure approaches to behaviour management are positive and reflect our Christian Values. Ready Respectful and Safe</p> <p>Pupil Voice – develop further: Eco-schools award, School Council, RRSA (Respecting Rights Schools' Award).</p> <p><b>SIAMS (Statutory Inspection of Anglican &amp; Methodist Schools)</b></p> <p>Embed the involvement of the school community further in acts of collective worship.</p> <p>Embed an agreed definition of <i>Spirituality</i></p> <p>Develop SIAMS so it meets the new framework</p> <p>Secure the full International Links Award</p>	<p><b>Health, Safety &amp; Well-being</b></p> <p>Continue to monitor aspects of H&amp;S each term including risk assessments</p> <p><b>Partnerships</b></p> <p>Invite our local councilors at all levels (CPC, SODC, OCC) to a briefing about the school and our priorities - to help them understand our focus and to identify areas of common interest where we can work together to improve the outcomes for our pupils.</p> <p>Maintain our relationship with Barbara Chilman to share our modelling demographics, sharing local intelligence to drive for additional investment to support T&amp;L and Resources.</p> <p>Continue to develop the relationship with the SASA committee - including a regular sharing of information and priorities at an FGB meeting (termly)</p>	
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