



Dedicated to Excellence

Ox Close Primary School School Improvement Plan 2017 - 2018

Outcomes for Pupils

Aspirational Targets for 2017 - 2018

Aspirational Target - EYFS 2018:

Good Level of Development	74%
Excellent Level of Development	24%

Aspirational Targets - Key Stage One 2018:

	Expected Level	Working at Greater Depth
Maths	84%	31%
Reading	85%	40%
Writing	80%	26%
GPS	80%	22%

Aspirational Targets - Key Stage Two 2018

	Expected Level	Higher Score
Maths	84%	35%
Reading	81%	29%
Writing	86%	29%
GPS	84%	40%
RWM	74%	21%

Target/Outcome	Actions	Resources	Person responsible	Timescale	Evaluation
To further accelerate progress of vulnerable groups in order to narrow the attainment gap.	Pupil Premium: <ul style="list-style-type: none"> Introduce a new intervention tracking system, which monitors the progress of Pupil Premium children in interventions. Monitor provision of intervention through learning walks. Monitor outcomes of intervention through talking to staff and pupils. 	Intervention Tracking System Use of Management Time	DH and AB	September 2017	
	SEND: <ul style="list-style-type: none"> Introduce a new intervention tracking system, which monitors the progress of SEND children in interventions. Work alongside outside agencies to ensure interventions match the needs of the children. Monitor provision of intervention through learning walks. 		SH	Termly	
To continue to develop and ensure stimulus and challenge for more able boys in English subjects across the school.	<ul style="list-style-type: none"> Curriculum to be audited to ensure that it is boy friendly. Staff to plan topics around current boy interests. Focus group of more able boys to be set up and then consulted on how stimulating they feel the curriculum to be. Create opportunities for more able boys to work with external creative professionals such as Adam Bushnell (local author) and Sam Jackson (Sc.Out.Ed). 	Intervention Tracking System Use of SENCO Time	SH	Termly	
			DH and AB	September 2017	
			AB	September 2017	
			DH	Meetings to be held on a half termly basis.	
			DH	Ongoing	

How will we monitor and evaluate this improvement?

- End of Year and end of term targets for each year group to be created in September 2017
- Progress meetings – termly to discuss data and targets and half termly to discuss target children and intervention.
- Regular sampling of planning and books in SLT meetings
- Regular Monitoring Activities – see Monitoring Timetables produced on a termly basis.
- Pupil and Parent Feedback / Questionnaires following parent workshops / development of e-learning materials.
- Feedback from focus groups.

Effectiveness of Leadership and Management

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To continue to ensure that safeguarding is effective.	<ul style="list-style-type: none"> - Use of EDS SLA to arrange a Safeguarding Review. - Completing Safeguarding Audit alongside Lead Governor for Safeguarding. - Regular safeguarding meetings between the seven Level 2 trained staff to identify pupils who may be at risk and discuss ongoing safeguarding cases. - New staff to receive induction and training in Safeguarding. - Continue SLA with Assistems to ensure that Single Central Record continues to meet all legal requirements. - Governors to undertake online Safer Recruitment training. - New governors to undertake relevant safeguarding training. 	£600	DH and AB External review	Ongoing Spring Term 2017	
To ensure that there is a strategic focus of leadership upon teaching and learning.	<ul style="list-style-type: none"> - Deputy Headteacher to be non-classed based in the Autumn Term 2017. 		AB	Autumn Term 2017	
Governors to continue to hold leaders to account.	<ul style="list-style-type: none"> - Governors to write a Governor School Improvement Plan. - Termly Full Governing Body Meetings. - Regular committee meetings to give governors the opportunity to work with and challenge key leaders. 		Governors	Ongoing	
To create a Leadership Mentor model.	<ul style="list-style-type: none"> - Senior leaders to be linked to Middle Leaders in a faculty style. - Senior Leaders to act as a coach for Middle Leaders. - Staff meeting time to be used to facilitate the faculty meetings. 		DH	September 2017	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To improve the accountability and capacity of Middle Leaders.	<ul style="list-style-type: none"> - Use of EDS SLA to carry out a Middle Leaders Review. - Opportunities for Middle Leaders to work and be challenged by Governors. - Opportunities for Middle leaders to have an impact on ITT – High Force SCITT and Durham University PGCE. - Work alongside colleagues within school and externally to identify best practice. 	£600	DH DH	Autumn Term 2017 Ongoing	
To implement a new Performance Management for teachers.	<ul style="list-style-type: none"> - HT to attend Performance Review course in September 2017 ran by DCC. - Following course, new system to be designed and implemented. - Monitoring system to triangulate all areas of OFSTED framework (data, teaching and learning, work scrutinies and pupil consultation) before a judgement is then given. 	£120 – course fee	DH	September 2017	
To continue to ensure that pupil premium funding is used effectively to accelerate the progress of disadvantaged children.	<ul style="list-style-type: none"> - Pupil Premium Strategy for 2017 – 2018. - Implementation of a new intervention tracking system, which monitors the progress of Pupil Premium children in interventions. - Governors to hold senior leaders to account during Curriculum team meetings and Full Governing Meetings. - Appointment of a new Lead Governor for Pupil Premium. 		DH AB and SH Governors	September 2017	
To embed British Values across the curriculum.	<ul style="list-style-type: none"> - Take part in the ‘Making a Difference’ Challenge. - Take part in Fairtrade Week activities week Feb 26th - March 12th 2018. - Timetable a ‘Multicultural Week’ in for the summer term to raise awareness of other religions and beliefs. - Introduce Playground Buddies in Year 2 and Year 6 with caps / jackets to wear. - Celebrate National Awareness Days / Weeks through assemblies. - Show Racism the Red Card – Years 5 and 6. 		JP	Ongoing through school year	

Quality of Teaching, Learning and Assessment

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To increase proportion of teaching which is outstanding.	<ul style="list-style-type: none"> - Opportunities for all teachers to observe best practice within the school. Triads to be formed and specific focuses to be given. - Planning in teams to be continued to ensure consistency and provide a further opportunity to learn from each other. - Opportunities to work with professionals from other setting to share ideas and disseminate best practice. - Create a strategic focus in school upon aspects of best practice. For example identifying successful features of Maths Mastery ad applying this to other subjects. - Regular monitoring of staff with an identification of needs being shared after. 	Release Time PPA Time Staff Meetings	AB DH and AB DH SLT	Ongoing- dates to be set in September 2017 Ongoing September 2017 Ongoing	
To use Classroom Monitor as a target setting device for all children across school.	<ul style="list-style-type: none"> - Set up Classroom Monitor target tracker for all groups. - Staff training on new tracking system – this is to be incorporated into September PD Day and be revisited on a termly basis to ensure that the system is being used efficiently. - Half-termly pupil progress meetings to be held with SLT. - Targets to be reviewed by class teachers and HT/DHT on a termly basis. 	Staff Meeting	AB AB DH and AB DH, AB and Class Teacher	September 2017 Ongoing	
To create a whole school assessment approach for foundation subjects.	<ul style="list-style-type: none"> - Create an 'Assessment Task Force' with other primary schools to develop a tool for assessing foundation subjects. - Once designed, provide staff training on the assessment of foundation subjects. - Review foundation assessments on a termly basis and track children's progress. - Regular meetings of 'Assessment Task Force' to ensure consistency across schools. 	Staff Meeting Termly meetings	AB AB AB and Class Teachers	September 2017 September 2017 Termly	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To further enhance the quality of reading provision across the school.	<ul style="list-style-type: none"> - 5 day model of Read, Write, Inc to be continued. RWI leader to be provided with release time to monitor the provision of RWI across EYFS and KS1. - Children who did not pass phonics test in KS1 to access Fresh Start Phonics in KS2. - Implement Accelerated Reader across KS2 and monitor children's progress on a half termly basis. - Use of EDS SLA to arrange training for parents on how to stimulate a love of reading with their children and look at how to read effectively with their children at home. 	<p>£1700 – licence fee.</p> <p>£1200</p>	<p>LW and EYFS/KS1 Staff</p> <p>LW</p> <p>GR</p> <p>DH</p>	<p>Ongoing</p> <p>September 2017</p> <p>September 2017</p> <p>Ongoing</p>	
To enhance the provision for Greater Depth writers.	<ul style="list-style-type: none"> - Increase teacher confidence through working with other schools to look at what greater depth writing in each year groups looks like. - Staff to attend Local Authority training on Greater Depth writing. - Create opportunities for greater depth writers to work with external creative professionals such as Adam Bushnell (local author) and Sam Jackson (Sc.Out.Ed). 	<p>Training Costs</p> <p>Release Time</p>	<p>DH, AB, SH and MB</p> <p>AB</p> <p>DH and AB</p>	<p>Autumn Term 2017</p> <p>Ongoing</p> <p>Ongoing</p>	
To increase writing opportunities across the curriculum.	<ul style="list-style-type: none"> - Staff to increase writing opportunities in science and topic lessons. - Staff to share ideas and best practice through regular staff meetings. - Staff to work with another school to share opportunities for science and topic writing and discuss the best practice surrounding this. 	<p>Staff meeting time</p>	<p>DH and AB</p> <p>AB</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Termly</p>	
To improve the outcomes for pupils in spelling across the school.	<ul style="list-style-type: none"> - Use of EDS SLA to arrange training for staff on the teaching of spelling and best practice. - Monitor the impact of teaching spelling rules in line with the National Curriculum. Staff meeting to discuss teaching spelling rules. - Discuss teaching spelling rules alongside handwriting to maximise time. Monitor spelling lessons to ensure rules are being taught. 	<p>£600</p>	<p>DH</p> <p>SH and MB</p> <p>SH and MB</p>	<p>September 2017</p> <p>Ongoing</p> <p>Ongoing</p>	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To ensure staff are secure with planning and delivery of effective Mastery Maths lessons.	<ul style="list-style-type: none"> - Subject leaders to take part in Mastery training throughout 2017 - 2018. - INSET training to introduce the use of the new White Rose Planning documents. - Training to model effective use of Concrete, Pictorial, Abstract methods in Maths. - Use of Fluency, Reasoning and Problem Solving to be monitored through lesson observations and book scrutiny. - For teachers to observe the delivery of Maths across different classrooms. - Maths coordinators to create new Maths Medium Term Plan from the revised White Rose documents. 	Release Time	JP and LP JP and LP JP JP and LP All Staff JP and LP	Ongoing September 2017 Autumn Term 2017 Termly Ongoing September 2017	
To maximise the impact of Teaching Assistants in all phases of a lesson.	<ul style="list-style-type: none"> - Training for all staff on maximise the use of Teaching Assistants so that learning is effective in all parts of the lesson. - Teachers to ensure that their planning allows Teaching Assistants to opportunities to be involved directly with the learning in all phases of the lesson including whole class teaching sections. - Triads to be arranged for Teaching Assistants to observe cross phase provision. - Teaching Assistants to carry out interventions that are tracked and monitored. 	Staff Meetings	DH and AB All Staff AB TAs, SH and LSm	Autumn Term 2017 Ongoing Termly Termly	
To review and improve homework provision across the school.	<ul style="list-style-type: none"> - HT and DHT to investigate how homework provision can be improved. - Year 1 and 2 to continue with new style of homework – ‘Pick and Mix’ grid. - KS2 to create an optional ‘Pick and Mix’ grid. 		DH and AB Year 1 and 2 Staff KS2 Staff	September 2017 Ongoing Ongoing	
To continue with holistic provision in order to have a broad and balanced curriculum and provide a range of opportunities for the children at Ox Close.	<ul style="list-style-type: none"> - See individual subject action plans. Examples of additional provision: <ul style="list-style-type: none"> - Outdoor Education from Sc.Out.Ed - Music - The Arts - Sporting Opportunities 	Enrichment Budget	Subject Leads DH and AB	Ongoing	

How will we monitor and evaluate this improvement?

- Regular sampling of planning and books in SLT meetings.
- Regular Monitoring Activities – see Monitoring Timetables produced on a termly basis.
- Pupil and Parent Feedback / Questionnaires following parent workshops / development of e-learning materials.
- Staff Feedback.
- Monitoring of attainment and progress throughout the school.

Personal Development, Behaviour and Welfare

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To ensure that children know how to keep themselves safe and healthy.	<ul style="list-style-type: none"> - Pre and post pupil questionnaires on keeping safe and healthy. - Curriculum focuses keeping safe and healthy during citizenship actions of topics. - Anti-Bullying Week to be held in March 2018. - Safety assemblies to be held on a termly basis: <ul style="list-style-type: none"> o Autumn – Firework Safety o Spring – Water Safety o Summer – Sun Safety - Local PCSO assemblies and workshops. - NSPCC Assemblies for KS1 and KS2. - NSPCC Workshops for Years 5 and 6. 			<p>October 2017 and June 2018</p> <p>March 2018</p>	
To continue to develop a greater awareness of E-Safety with both pupils and parents.	<ul style="list-style-type: none"> - Use of EDS SLA to arrange an E-Safety review. - Send home latest edition of 'Digital Parenting' magazine. - Organise Online Safety week around Safer Internet Day within school. Children to participate in classroom activities and share learning in whole school assembly. - Online Safety class assembly. - E-safety display board in KS2 corridor. - Parent workshops February 2018 with EDA Pauline Stewart. - Continue to use Gooseberry Planet resources to support teaching of e-safety. - E-Cadets to continue to run and present in KS assemblies. - Continue to hold regular meetings of the E-Safety committee. 	£600	<p>DH RC</p> <p>AB and RC</p> <p>Pauline Stewart and RC All Staff</p> <p>RC</p> <p>AB and RC</p>	<p>September 2017</p> <p>Ongoing February 2018</p> <p>February 2018</p> <p>Ongoing</p> <p>Half Termly</p> <p>Termly</p>	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To develop a new behaviour system which is incremental and cumulative.	<ul style="list-style-type: none"> - Research and identify an effective system, which promotes inclusivity. - Staff training to implement new behaviour system. - Assembly to be held to share new system with the pupils. - Monitoring of new system to ensure that there is a consistent approach. 		DH and AB DH and AB DH DH and AB	Autumn Term 2017	
To encourage positive behaviour during all parts of the school day.	<ul style="list-style-type: none"> - Behaviour Policy refresher in PD Day. - Consistent implementation of new behaviour system. - New system to be implemented so that wait time in hall is avoided. - 'Top Table' to be created in dining hall to promote good behaviour in dining hall. - Lunchtime Supervisors to continue with restorative questioning approach. - Observations of lunchtime procedures as part of monitoring procedures. Feedback to be given to lunchtime supervisors. - Sports Apprentice to organise effective provision of games and to lead the LEAP leaders. PE Co-ordinator to oversee this. - Continue to utilise the MUGA via rota at playtime and lunchtime. - Play Council to continue to provide outdoor play opportunities on a rota basis. - Play Council and LEAP leaders to be involved in assemblies. 		DH and AB AB Lunchtime Staff DH and AB AH and LP	September 2017 September 2017 Ongoing Ongoing Ongoing	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To involve children as key stakeholders in school.	<ul style="list-style-type: none"> - More active role for School Council – regular meetings to be held. Representatives from School Council to feedback ideas at SLT meetings and Full Governing Body meetings. - Introduction of a Children’s Improvement Plan. - Play Council to be continued on a lunchtime. Additional training to be provided by Chris Baker at regular points throughout the year. - Investors in Children to be renewed in July 2018. Ensure that actions from July 2017 are addressed. - The following groups to run with children key stakeholders: <ul style="list-style-type: none"> o Buddies o E-Cadets o Play Council - Introduction of Garden Action Group – requested by children in pupil questionnaires. 	£500	AB DH and AB DH DH and School Council JP RC DH AB and Sam Jackson	September 2017 September 2017	
To improve overall attendance and punctuality in school. Attendance Target -96%	<ul style="list-style-type: none"> - Monitor attendance and punctuality on a weekly basis. - Address the gap between pupil premium and no-pupil premium children in terms of overall attendance and persistent absenteeism. - Continue to send out termly colour coded attendance sheets. - Letters to be sent to potential persistent absentees and meetings to be held in order to address issues and establish strategies. - Weekly assembly. - Recruitment of a PSA/ Attendance Manager. - Hays Travel to continue to sponsor 100% attendance awards. 		DH	Ongoing throughout school year	

How will we monitor and evaluate this improvement?

- Pupil questionnaires
- Parental questionnaires
- Lesson observations
- Staff questionnaires
- SIMs Data - Attendance

Early Years Provision

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To moderate Baseline Data to ensure the accuracy of on entry assessment.	<ul style="list-style-type: none"> - Use of EDS SLA to support Baseline Data judgements. - To work alongside the Headteacher of Ox Close Nursery to ensure data is aligned. 	£600	DH and MB	October 2017	
To moderate end of year data to ensure consistency and accuracy of judgements.	<ul style="list-style-type: none"> - Use of EDS SLA to moderate end of year data. - To share data and moderation judgements with Governors. - Transition with Y1 staff to discuss data and identify children who will need extra intervention. 	£600	DH and MB EYFS and KSI Staff	June 2017 July 2017	
To further accelerate progress of Pupil Premium children in order to narrow the attainment gap.	<ul style="list-style-type: none"> - Implement the new intervention tracking system, which monitors the progress of Pupil Premium children in interventions. - Ensure interventions change on a regular basis according to pupil need. - Monitor provision of intervention through learning walks. 		DH, AB and SH	Ongoing throughout the school year	

How will we monitor and evaluate this improvement?

- Regular sampling of planning and learning journals in SLT meetings.
- Regular Monitoring Activities – see Monitoring Timetables produced on a termly basis.
- Pupil and Parent Feedback / Questionnaires following parent workshops
- Staff Feedback.
- Monitoring of attainment and progress throughout EYFS.