



# **Ox Close Federation Improvement Plan**

**2020 - 2021**

## VISION, VALUES AND ETHOS

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To ensure that there is a consistent vision across the Ox Close Federation.  <b>OFSTED 1, 2, 3, 4, 5,</b></p>	<ul style="list-style-type: none"> <li>- BE THE BEST YOU CAN BE mantra to be embedded across the Federation. Mantra to be displayed consistently across school and Nursery.</li> <li>- Nursery and School Improvement Plans to cross reference against the Federation vision.</li> <li>- Nursery and School to revisit values and behaviours and refer to these in staff meetings.</li> <li>- Values to be displayed prominently across the Federation.</li> <li>- Consistent Performance Development model to be implemented across the Federation. Model to refer to values and behaviours. (see Nursery Investors in People report).</li> <li>- Ensure that there are consistent, fair and equal opportunities for Professional Development across the Federation.</li> </ul>		<p>DH, AB, JT</p>	<p>Autumn Term 2020 Ongoing</p>	

## COVID SECURE MEASURES

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To ensure that safe COVID secure procedures and policies and fluid risk assessments are in place in line with DCC advice and the emerging needs of the organisation</p> <p><b>OFSTED 4</b></p>	<ul style="list-style-type: none"> <li>- School and Nursery to produce COVID risk assessments and buildings checklists for the site</li> <li>- Risk assessments to be shared with all staff</li> <li>- Risk assessments and practice to be reviewed continuously</li> <li>- Individual risk assessments to be put in place for staff who are vulnerable</li> <li>- Executive Headteacher to liaise with DCC Health and Safety team to ensure that all measures are in line with the Government advice which is current at that time</li> <li>- Arrangements and procedures for pick up and drop off to be communicated to parents.</li> <li>- Visitors to site to complete 2 part COVID questionnaire when on site</li> </ul>		<p>DH, AB, JT, JC, GB, NG, HO,JS</p>	<p>September 2020 Ongoing</p>	

## PROGRESSION IN LEARNING AND TRANSITION

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To further establish and improve the transition process between the Nursery and the Primary School. <b>OFSTED 1, 2, 5</b></p>	<ul style="list-style-type: none"> <li>- Monthly virtual meetings between Head of Nursery and the school's EYFS leader.</li> <li>- SENDCO to continue in as Federation SENDCO.</li> </ul>		JT,MB, AB	Autumn and ongoing	
<p>To improve outcomes for pupils by ensuring clear progression in learning from Nursery entry to the end of Reception. <b>OFSTED 1, 2, 5</b></p>	<ul style="list-style-type: none"> <li>- Joint virtual staff training for Nursery and Reception staff where appropriate</li> <li>- <b>Ensure consistency in assessment:</b> EDA to assist with assessment and provision, especially for most able alongside leaders in both settings. To confirm and support Baseline judgements in the autumn term alongside leaders in both settings either virtually or in person. ·EDA to assist staff in ensuring that provision meets the needs of all learners, including the most able, from the start of the academic year ·EDA to provide further support as above in January. Further contract to follow in the summer term from new SLA allocation.</li> </ul>	10/36 SLA HOURS	JT, MB and all Nursery and Reception staff  Monitored by DH	Ongoing	

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<p>To improve outcomes for pupils by ensuring clear progression in learning from Nursery entry to the end of Reception.  <b>OFSTED 1,2,5</b></p>	<ul style="list-style-type: none"> <li>- <b>Development of CLL skills (CONTINUED FROM 2019-2020):</b>            Communication Language and Literacy Project across the EYFS over the Federation, comprising of Ox Close Primary Reception and Oxclose Nursery. SLCN presents as a relative issue in both Nursery and Reception · Input from EDA on progression in CLL across EYFS · Input from EDA on creating language rich environments · MB, EYFS lead at Ox Close, to work with Nursery and Reception staff following initial twilight over the course of the year (advice from EDA) · Look at the age appropriate developmental statements and establish steps in progression- e.g. how would this look in Nursery term 2, how would it look in term 3, how would it look in Reception term 1? · Further twilight in the spring to check in on progress and identify next steps.</li> <li>- BLAST intervention to be facilitated across Nursery, Reception and Year 1.</li> </ul>	<p>Virtual Twilights (dates tba)</p> <p>SLA- 7 hours</p>	<p>MB, JT, all Nursery and Reception staff, Kate Gingles (EDA)</p> <p>MB, JT, TR</p>	<p>Ongoing</p> <p>Ongoing</p>	

## LEADERSHIP AND PROFESSIONAL DEVELOPMENT

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To further develop leadership capacity.  <b>OFSTED 1, 5</b>	<ul style="list-style-type: none"> <li>- Executive Headteacher to develop personal capacity by supporting other schools if the opportunity arises and to allow further development opportunities for the Head of School and Head of Nursery.</li> <li>- Executive Headteacher to work closely with the Head of School and Head of Nursery as part of the Federation leadership structures- NB virtual due to COVID</li> <li>- School's EYFS lead to work closely with Nursery, reciprocal arrangement in place with Head of Nursery.</li> <li>- Expertise to be shared across the Federation- e.g. SEND, CLL, BLAST, Maths, Data Protection, Safeguarding, Website, administration, parental engagement.</li> </ul>		DH  DH, AB, JT  MB, JT  DH, AB, JT, LS, MB, JP, JS, NG, RB	Ongoing	

## PARENTAL ENGAGEMENT

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To improve attendance across the Federation. <b>OFSTED 1, 3</b>	<ul style="list-style-type: none"> <li>- PSA/Attendance Manager to identify families who present attendance concern.</li> <li>- PSA/Attendance Manager to work closely with the above families to support them and improve engagement.</li> <li>- PSA/Attendance Manager to organise parent virtual events across the Federation.</li> </ul>		RB	Ongoing	
To increase parental engagement across the Federation. <b>OFSTED 1, 2, 3, 4, 5</b>	<ul style="list-style-type: none"> <li>- Calendar of events to be advertised and offered- RB to carry out survey</li> <li>- PSA/Attendance Manager to hold regular virtual 'surgeries' in Nursery, focussing upon needs identified by parents.</li> </ul>	Questionnaire	RB	Autumn and then ongoing	
To continue to provide flexible, high quality wraparound care to parents from across the Federation <b>OFSTED 2,3,4,5</b>	<ul style="list-style-type: none"> <li>- Staff to complete questionnaires on provision, resources and training needs</li> <li>- Pupils to complete questionnaires on provision</li> <li>- Local Authority to carry out virtual review of provision (EDA contract)</li> <li>- Training to be arranged and resources to be purchased in line with outcomes of questionnaires and review</li> <li>- Numbers to be capped at 15 and procedures to follow COVID risk assessment and Government guidance</li> </ul>	3 SLA Hours- Staff Questionnaires Parent Questionnaires Pupil Questionnaires	JT, DH, SD, AL, MW	Autumn and then ongoing	