



**Manland Primary School
School Development Plan September 2018-19**

Priority area 1: Effectiveness of leadership and management

Actions	Time scale	Proposed outcome	Monitored by:
Safeguarding			
<ul style="list-style-type: none"> ➤ To ensure that all staff have regular training and development updates on new information, policies, procedures and systems 	Ongoing Induction of new staff Minimum of one SG update given to staff each term	<i>Safeguarding is effective - all statutory Safeguarding requirements are met and that a culture of Safeguarding is embedded throughout the school</i>	Safeguarding Governor
<ul style="list-style-type: none"> ➤ To review ‘Safeguarding in the curriculum’ and plan opportunities to educate pupils on all aspects of keeping themselves safe 	Oct 18 – review of SG in Eng. curriculum Jan 19 – review of non-core areas March 19 – present to SIC & AC		Safeguarding Governor
Well-being			
<ul style="list-style-type: none"> ➤ To work towards achieving the Sandwell Well-being Charter Mark 	September 18 – review action plan December 19 – 6 monthly review with Eps April 19 – achieve status	<i>Promoting children and young people’s emotional health and wellbeing</i>	Governing Body - SIC
<ul style="list-style-type: none"> ➤ To have a particular focus, investigation, discussions and advice around the well-being of all staff members 	September 18 – well-being training October 18 – health screening for all staff 90prional October 18 – stress awareness training		Governing Body
British and Manland Values			
<ul style="list-style-type: none"> ➤ To build on pupil conferencing to hear views of pupils and provide support where necessary 	September 18 – discussion with SLT		Headteacher SIC
<ul style="list-style-type: none"> ➤ To plan opportunities for pupils to immerse themselves in a range of cultural experiences 	Ongoing throughout the year		Headteacher

<u>To develop leadership across the school</u>				
	➤ For middle leaders to be able to evidence their effectiveness and impact	June 18 – training with SIP July 18 – training with SIP		SIC
	➤ To enhance provision for all pupils at lunchtimes	July 18 – appoint lunchtime supervisors September 2018 – induct senior MSAs	<p><i>An increased number of staff are involved in the leadership of the school, thus strengthening capacity for sustained improvement still further</i></p> <p><i>For all leaders to be able to articulate their impact</i></p>	Headteacher SIC
	➤ To develop leadership capacity within the admin team, through the development of the School Business Manager role	Summer 18 – appoint a SBM September 18 – induction of SBM October 18 – delegation of roles October 18 – Performance management objectives set		Resources Headteacher
	➤ To continue to build on the leadership skills of subject leaders so that they lead their subject at a whole school level	Termly tasks from action plans Autumn 18 –share action plans with SIC Summer 19 – presentation of impact		Headteacher SIC
<u>Broad and balanced curriculum</u>				
	➤ Subject leaders to establish the skills set of staff (within each area of the curriculum) and provide training based on the findings	Nov 18 – audit of skills set		Deputy Headteacher SIC

Priority area 2: Outcomes for pupils

Actions	Time scale	Proposed outcomes	Monitored by:
➤ To embed writing across the curriculum to ensure that pupils are confidently able to transfer core skills	July 18 – training day Half termly monitoring Sept 18 – book scrutiny	90% of pupils to make expected progress from their starting point in year group 35% of pupils to make accelerated progress from their starting point in year group and from previous key stage To diminish the difference in progress between different groups 85% of pupils to be working at ARE across EYFS, KS1 &KS2 To diminish the difference between the attainment and progress of disadvantaged and non- disadvantaged pupils	Headteacher SIC
➤ Continue working towards the mastery approach in maths, provide training for staff and monitor the impact on pupil progress	September 18 – training day session 12.09.18 – Key stage meeting 26.09.18 – staff training 21.11.18 – moderation Termly monitoring		Headteacher SIC
➤ For subject leaders to evaluate the outcomes in their subject and identify actions for improvement, improving on them in a timely manner	Termly analysis of data and actions shared with individual or at a whole school level Governor visit – subject leaders to share the impact of their data analysis		Headteacher SIC

Priority area 3: Quality of teaching, learning & assessment

Actions (see subject plans for specific actions)	Time scale	Proposed outcomes	Monitored by:
➤ To plan pupil activities/work based on prior assessment for learning	July 2019	<i>Teachers are highly effective and have maximum impact on ensuring the progress and attainment of all pupils</i>	Headteacher SIC
➤ To share good practice across the school building on the strengths of staff	To arrange termly sharing of good practice, drawing on the strengths of different staff members		Headteacher SIC

Priority area 4: Personal development, behaviour and welfare

Actions	Time scale	Proposed outcome	Monitored by:
<u>Well-being and PHSE</u>			
<ul style="list-style-type: none"> ➤ To foster a culture where pupils mental health is a priority 	Mental health training from CAMHS – Sept 18 Well-being training Sept 18 Introduce Zones of Regulation Jan'19 Introduce mindfulness sessions for pupils with anxieties Jan'19 Roll out mindfulness sessions for all pupils Autumn'19 Monitor impact of PHSE lessons Autumn, Spring & Summer 18/19 Parent workshop for anxiety Nov'18	<p align="center"><i>Pupils have a 'well rounded' approach to their lifestyle, safety conduct and attitude</i></p>	Headteacher Inclusion Governor
<ul style="list-style-type: none"> ➤ To review our Sex and Relationship curriculum across all age groups, adapt the new subject/curriculum (Relationship education) support staff in the implementation and monitor the effectiveness 	Review new scheme and edit PHSE curriculum Summer'18 Staff meeting to introduce changes Autumn'18 Lesson observations/book scrutiny Spring/Summer'19		Headteacher Inclusion Governor

Priority 5: Early Years Foundation Stage

Actions	Time scale	Proposed outcome	Monitored by:
<ul style="list-style-type: none"> ➤ To embed creativity when planning provision across all areas of the curriculum 	October 18-Review of current provisions November and February 19-Staff training on provisions March 19- Monitoring of provisions June 19-Review of provision developments	<p><i>Pupils in the EYFS will continue to make excellent progress and strive in all areas of their learning reaching a GLD and making progress from their starting point</i></p>	Headteacher SIC

	<ul style="list-style-type: none"> ➤ Planning in additional writing opportunities to encourage children to transfer their skills across all areas of learning 	<p>October 18-Staff Training on providing writing opportunities across areas of learning December 18-Monitoring of writing opportunities in the environment April and June 19-Moderation of chn's writing across the curriculum</p>	<p><i>To achieve a GLD to 85% and to continue to accelerate progress of at least 3.5 steps of progress from their baseline across the EYFS curriculum</i></p>	Headteacher SIC	
	<ul style="list-style-type: none"> ➤ For the EYFS leader to provide training and support for practitioners to understand the early years assessment criteria and how to apply this to daily provision 	<p>January 19 and May 19-Staff Training on understanding data June 19-Monitoring of staff's assessments</p>		Headteacher	
	<ul style="list-style-type: none"> ➤ To induct and provide relevant training for the new EYFS practitioners 	<p>September 18-Staff Training on CIL observations October 18-Staff Training on providing writing opportunities across areas of learning November and February 19-Staff training on provisions January 19 and May 19-Staff Training on understanding data</p>		Headteacher	