

Strategy 1: Develop an Outstanding School Team

Key Strategic Aim	Lead	Expected Impact	Internal Monitoring	By whom	External Monitoring	By whom
1.1 Ensure improvement Action Plans are sharply focussed and establish a sustainable programme of improvement activity and reporting.	GS (HT)	SDP Leaders, Staff and Governors are aware of improvement priorities, implementation plans and monitoring of progress/impact (evaluation).	HT/CoG meetings SLT meetings & Staff Meetings HT/DHT, HT/KS1, HT/SENCO notes Governor Meetings	SW SLT HT BG	LA School Improvement Visits	Rob Sidaway
1.2 Secure consistency of provision across school through highly effective Key Stage and Subject Leadership and monitoring.	KP (EYFS) HS (KS1)	High level of consistency evident in: planning, quality of teaching, marking, teacher assessment Staff meetings focussed on professional development to achieve aims of SDP and Vision.	HT/DHT, HT/KS Leader meetings Planning scrutiny Book scrutiny Key Stage Moderation meetings Key Stage Leader Reports Explore Curriculum Monitoring	GS, KP & HS KP HL	LA School Improvement Visits WIU Visits	Rob Sidaway WIU colleagues
1.3 Create a mutually supportive and collegiate working environment where teachers, TAs and support staff thrive professionally and emotionally.	GS	Mentoring of staff in new roles (AG by KP and RC by HL) Staff feel empowered and are engaged in professional development activity. Staff wellbeing is supported (low levels of staff sickness absence).	Induction and Mentoring Notes Performance Management Conversations, Target Setting & CPD Planning. Professional Development Meetings	KP/HL GS Staff	Governor Visits Supervision	Govs RF (BF)
1.4 Maintain Culture of appreciation and Staff Wellbeing across school.	GS	Staff feel valued and cared for leading to increased unity and positivity across all areas of the team.	LSA Meetings feeding back to SLT. Staff Surveys	LSAs GS	Team Working Survey	Kate Murphy
1.5 Target CPD effectively to support aims of Teachers' and TAs' Performance Management objectives.	GS	Colleagues are given training and support to meet PM targets and longer term development.	Appraisal Process HT Reporting to Governors Finance and Resources Committee	HT HT FRC	Governor Visits	Govs

Milestones

(WHO: HT Headteacher; DHT – Deputy Head; KSL – Key Stage Leader; MSL – Maths Subject Leader; ESL – English Subject Leader T – Teachers; TAs – Teaching Assistants)

Strategy	Term 2 2017-18	Term 4 2017-18	Term 6 2017-18
1.1	SDP Plans drafted in Term 1 (HT, DHT, KSLs, ESL, MSL, IL) Draft SDP Plans discussed and reviewed in Term 2 by BG 7/11 (SLT, GOVs) Staff Meetings planned to support the aims of SDP.	Progress against Milestones review and discussed at SLT and reported to SOC in Term 4 (9.4.17) Staff Meetings planned to support the aims of SDP.	Progress against Milestones reviewed and discussed at SLT and reported to BG in Term 6 (5.7.17) Staff Meetings planned to support the aims of SDP.
1.2	Review minutes of Key Stage Meeting minutes in T1 and T2 (HT) Internal and External “Book Looks” in T1 and T2 in Writing (KSLs, MSL, ESL) New Teaching & Learning policies drafted and shared with staff (KSLs, MSL, ESL). Staff and Key Stage Meetings used to clarify new expectations and procedures (Policy Review). Pupil Progress Meetings in Term 2 (T, KSL, IL, HT) Explore Monitoring Day (KSL, T) 15.11.17	Review minutes of Key Stage Meeting minutes in T3 and T4 (HT) Internal and External “Book Looks” in T3 and T4 in Maths (KSLs, MSL, ESL) Explore Monitoring Day (KSL, T) 19.2.18 Introduction of Lesson Study (HT, KSLs) Pupil Progress Meetings in Term 4 (T, KSL, IL, HT) Staff and Key Stage Meetings used to clarify new expectations and procedures (Policy Review).	Review minutes of Key Stage Meeting minutes in T5 and T6 (HT) Internal and External “Book Looks” in T1 and T2 in Writing (KSLs, MSL, ESL) Explore Monitoring Day (KSL, T) 4.6.18 Lesson Study (HT, KSLs) Pupil Progress Meetings in Term 6 (T, KSL, IL, HT) Staff and Key Stage Meetings used to clarify new expectations and procedures (Policy Review).
1.3	Induction Support for new staff (HT, KSL, IL). Initial TA Performance Management meetings to set targets for 2017-18 (KSLs, IL) Joint Staff Meeting with St Andrew’s & St Michael’s 18.10.17 Supervision for SLT at least once across T1 & T2 (SLT)	Ongoing induction support for new staff (HT, KSL, IL). Mid-year Performance Management meetings (HT) Supervision for SLT at least once across T3 & T4 (SLT) Family Learning Workshops (KSLs)	Year-end Performance Management meetings (HT) Supervision for SLT at least once across T5 & T6 (SLT)
1.4	New “Shout Out” Notice Board (ALL) Friday Briefings to consistently recognise staff contributions and Teamwork (HT, SLT). Use of Social Media to celebrate how teachers and TAs work to facilitate great learning (HT, SLT, T).	INSET 3 – Focus on Staff Wellbeing – Zentangle for Mindfulness (PM) 2.1.18 Use of Social Media to celebrate how teachers and TAs work to facilitate great learning (HT, SLT, T).	Friday Briefings to consistently recognise staff contributions and Teamwork (HT, SLT). Use of Social Media to celebrate how teachers and TAs work to facilitate great learning (HT, SLT, T).
1.5	2016-17 PM Cycle completed and new PM Targets agreed and set by end of November '17 (HT).	Mid-year Performance Management meetings to incorporate discussion of CPD (HT)	Year-end Performance Management meetings (HT)



Monitoring and Evaluation			
Strategy	Terms 2 2017-18	Term 4 2017-18	Term 6 2017-18
1.1 Action Planning			
1.2 Key Stage Leadership			
1.3 Collegiate Working			
1.4 Culture of Appreciation			
1.5 CPD			