



# School Plan 2018/2020

|                                 |                                           |
|---------------------------------|-------------------------------------------|
| Author                          | <b>Headteacher</b>                        |
| Approved By (Committee / Group) | <b>Full Governing Body</b>                |
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| Target Audience                 | <b>Staff, Governors &amp; Parents</b>     |
| Is this a Statutory Document?   | <b>No</b>                                 |

## **Guiding Principles**

1. St. Mark's School Plan is 'objective' driven and consists of a number of objectives that will raise standards in various areas. All these areas are inter-related and therefore objectives could appear under more than 1 heading.

The plan is organised using the Ofsted Headings:

- **TEACHING, LEARNING and ASSESSMENT - learning skills, basic skills, teaching skills, assessment**
- **LEADERSHIP and MANAGEMENT - key initiatives/ vision/ Governors key areas for development/ CPD**
- **PERSONAL DEVELOPMENT, BEHAVIOUR and WELFARE - pastoral welfare, community, behaviour**
- **EARLY YEARS – quality and standards**
- **SMSC – spiritual, moral, social and cultural developments**

**NB: OUTCOMES ('scores on the doors') is presented in a separate document to the Steering Committee termly**

2. The main factors to consider in producing this document are:

- **Aims and values of the school**
- **School initiatives**
- **National policies and initiatives**
- **LA/DfE policies and initiatives**
- **Issues emerging from self-evaluation including data/ external evaluation**
- **Finance available**

3. The School Plan is fed by, or feeds a number of other important documents;

- **Subject Leader Annual Reports**
- **Key Stage Leader annual Big Picture**
- **Analysis information from assessment (summative and formative)**
- **Budget**
- **LA Educational Development Plan**
- **DfE Initiatives**
- **Policy Planning List**
- **Action plans**
- **Governor Agendas**
- **Professional Development decisions**
- **Appraisal targets**
- **Self-evaluation findings**

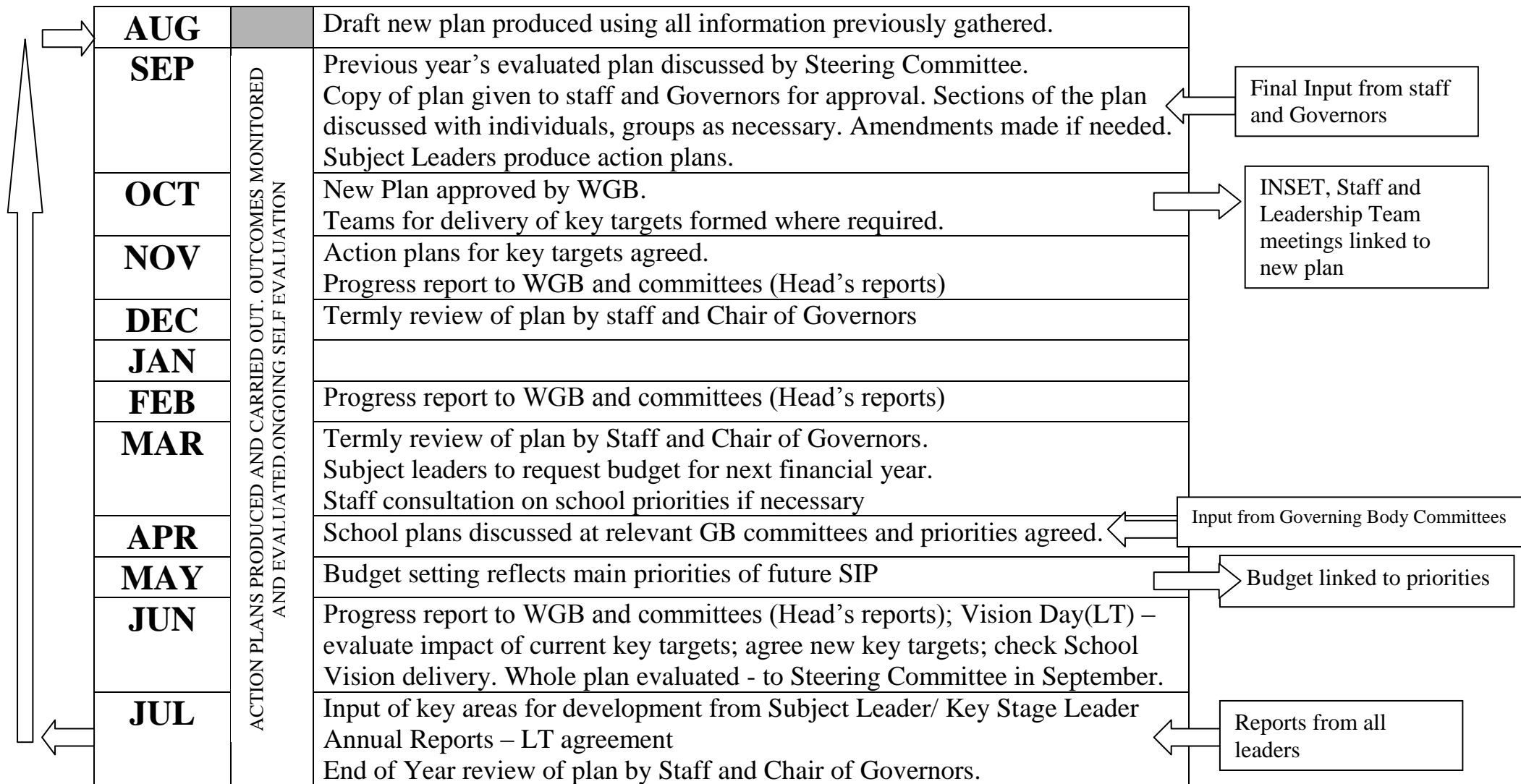
- **Staff Meeting programme; Leadership Team Meeting programme**
  - **INSET days**
4. The timescale of the plan covers 3 years, to reflect the 3 year budget plan, with more detail for year 1. Some objectives are ongoing whilst others are restricted to 1 term, or part of a term.
  5. Where appropriate, the plan indicates who is responsible for the objective, who to report to and whether there are any financial implications.
  6. The plan also indicates the criteria that can be expected as a measure of success, and the impact the activity will have on school improvement.
  7. Progress will be monitored termly by the Staff, LT and committees of the Governing Body. Progress is reported to the Governing Body as part of the Head's Report termly.
  8. Termly achievements are discussed and celebrated with the staff/parents

**Vision: St. Mark's - a caring place to learn, play and grow**

How we will achieve it:

1. *Have the highest expectations of all our children, particularly with regard to behaviour – expect the best; learning without limits*
2. *Ensure our teaching is of the highest quality with no lost learning time*
3. *Involve every parent in the education of their child*
4. *Expect our children never to give up (resilience)*
5. *Teach our children to reflect on their learning and behaviour (reflectiveness)*
6. *Expect our children to take responsibility for their own learning and behaviour (responsibility)*
7. *Teach our children strategies to support them when they are stuck with their learning (resourcefulness)*
8. *Expect our children to be ready for learning and take action to remove any barrier to their learning (responsiveness)*
9. *Expect respect; value everyone as an individual*
10. *Deliver a curriculum that develops our children socially, morally, emotionally and spiritually (relationships)*
11. *Ensure each child leaves St. Mark's as a self-confident, well motivated child with a high self esteem , a love of learning and proud of their achievements*
12. *We will work as a family to deliver this vision*

# ST. MARK'S SCHOOL PLAN PLANNING CYCLE



**OVERARCHING TARGET 2018/2019**

**TO COMPLETE THE DELIVERY OF THE REQUIRES IMPROVEMENT PLAN  
AND  
TO BE RATED AS 'GOOD' BY OFSTED**

**KEY PRIORITIES 2018/2019**

**TEACHING , LEARNING & ASSESSMENT**

**To deliver the Requires Improvement Plan and Non-negotiables**

**LEADERSHIP and MANAGEMENT**

**To deliver the Requires Improvement Plan and improve accountability**

**EARLY YEARS PROVISION**

**To embed high quality provision across EYFS**

**PERSONAL DEVELOPMENT, BEHAVIOUR  
and WELFARE**

**To improve attendance**

**SMSC**

**To improve multicultural awareness and carry out the Inspection Report actions**

**TEACHING and LEARNING****KEY PRIORITY: To deliver the Requires Improvement Plan and Non-negotiables**

| OBJECTIVES                                                                                                      | PEOPLE                                 |                                            | COSTS                                                                       | TIMESCALE                                                         | SUCCESS CRITERIA/IMPACT                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------|----------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                 | LEADER/GROUP                           | REPORT TO                                  |                                                                             |                                                                   |                                                                                                                                                                                                                                       |
| To ensure all elements of the Requires Improvement Plan are embedded, especially the Every Second Counts agenda | SLT<br>All teaching staff              | Monitoring Committee;<br>T and L Committee | £0                                                                          | By end of Dec 2018                                                | Every teacher will be demonstrating all elements of the RI Plan in all lessons<br>The school will be at least 'GOOD'                                                                                                                  |
| To ensure that the non-negotiable expectations are in place in every classroom                                  | SLT<br>All teachers                    | T and L Committee;<br>Monitoring Committee | £0                                                                          | Introduced on Sept 3rd 2018<br>Monitored weekly by LT half termly | The non negotiables will be understood by all teachers and in place in appropriate lessons<br>There will be clear consistency of approach across the school in key areas                                                              |
| To ensure the key skills in the Foundation Subjects are covered                                                 | SLT<br>Teachers                        | T and L committee                          | £2000 for release time for foundation subject leaders to monitor key skills | Early Autumn 2 2018 and early Spring 1 2019                       | There will be a much wider coverage of the key skills in each KS1 and KS2 class<br>A broad and balanced curriculum will be delivered in accordance with the National Curriculum                                                       |
| To improve Maths outcomes for all year groups – see action plan and targets below                               | CM<br>Teaching staff                   | SLT<br>T and L committee                   | £250 for badges and certificates<br>£1000 for course attendance             | Non-negotiables 4 <sup>th</sup> Sept                              | Maths teaching will improve across the year, especially times tables/number facts – see targets below<br>Data for maths outcomes in July will increase – attainment and progress                                                      |
| To improve provision for SEND children in the classroom                                                         | SLT<br>SEND Team<br>All teaching staff | T and L committee                          | £500                                                                        | Across 2018/19                                                    | Class teachers will be clear about the provision required for each SEND child in their class, and it will be provided.<br>Progress of SEND children will increase; every SEND child will have a champion                              |
| To use the language of good learning behaviour in all lessons (related to the 6R's where possible)              | SLT<br>All teaching staff              | T and L committee                          | £0                                                                          | To be in place from the start of Autumn Term                      | The language of good learning behaviours will be heard in every lesson from the adults (and the children by December). The Learning Ladder will provide rewards for these behaviours in lessons.<br>Learning behaviours will improve. |

LT = Leadership Team EH = Emma Harding AW = Alison Whitehead LP = Lynn Perry T and L = Teaching and Learning KS = Key Stage CM = Claire Moore SM = Staff Meeting

### NUMERICAL TARGET

Maths Attainment targets:

YR 56% ARE 13% GD

Y1 76% ARE 10% GD

Y2 68% ARE 26% GD

Y3 71% ARE 31% GD

Y4 55% ARE 17% GD

Y5 64% ARE 28% GD

Y6 74% ARE 21% GD

**LEADERSHIP AND MANAGEMENT****KEY PRIORITY: To deliver the Requires Improvement Plan and improve accountability**

| <b>OBJECTIVES</b>                                                                                       | <b>PEOPLE</b>                                     |                            | <b>COSTS</b>                            | <b>TIMESCALE</b>        | <b>SUCCESS CRITERIA/IMPACT</b>                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------|-----------------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                         | <small>LEADER/GROUP</small>                       | <small>/REPORT TO</small>  |                                         |                         |                                                                                                                                                                                                                                                                              |
| To ensure all the elements of the Requires Improvement Plan and Every Second Counts agenda are embedded | LTeam<br>All teaching staff                       | Monitoring Committee<br>LP | £10,000 – teacher release               | Autumn 2018             | The milestones will be in place for each member of the teaching staff (monitored rigorously).<br>Teaching and Learning (hence standards) will improve                                                                                                                        |
| To ensure that YR/Y2/Y6 outcomes meet the ambitious targets set – see below                             | KS1 team                                          | SLT                        | £14,500 for intervention TA             | Across 2018/19          | End of year outcomes will meet the ambitious targets that have been set.<br>The gap between school and national attainment will start to be closed.                                                                                                                          |
| To improve the engagement of parents with their child's education                                       | SLT<br>Staff<br>Parents                           | T and L committee          | £0                                      | Across the year 2018/19 | Parents will have access to more curriculum information in an accessible form<br>The school will improve as parents understand better how to support their child                                                                                                             |
| To embed the monitoring role of the Governing Board                                                     | T and L Committee<br>Monitoring Committee<br>Head | WGB                        | £0                                      | Across the year 2018/19 | Governors will have a clearer knowledge of what the school is doing<br>Standards in the school will improve as the GB is able to hold it to account                                                                                                                          |
| To embed the knowledge gained from the LA/EEF initiative regarding the use of TA's in the classroom     | SLT<br>Teachers<br>TA's                           | Steering Committee         | £2000 release time for staff to observe | Across the year 2018/19 | As a school we will define the way we want TA's to work with children and monitor closely the impact that TA's are having<br>Improved learning for all children                                                                                                              |
| To be prepared for an Ofsted Inspection in Spr 1                                                        | SLT<br>LT<br>All staff                            | LP<br>WGB                  | £500 for course?                        | Autumn Tem 2018         | The school will be prepared for the Inspection<br>The school will move to Good from Requires Improvement                                                                                                                                                                     |
| To increase the importance of the teaching of vocabulary                                                | EH<br>Teaching staff                              | T and L committee          | £500 for resources                      | Across 2018/19          | There will be a vocabulary champion in place to lead on the importance of teaching vocabulary; teaching of vocabulary will become important in all year groups.<br>Increased vocabulary supports children in short term (quality of writing) and long term (job aspirations) |

LT = Leadership Team SLT = Senior Leadership Team LP = Lynn Perry WGB = Whole Governing Body KS = Key Stage T and L = Teaching and Learning CMA = Carmen Malpas EEF = Education Endowment Fund CM = Claire Moore EH = Emma Harding

**NUMERICAL TARGET****GLD/Reading/Writing/ Maths Attainment targets:**

- YR 56% ARE 13% GD
- Y2 R: 71% ARE/ 26% GD  
W: 68% ARE/ 13% GD  
M: 68% ARE/ 26% GD
- Y6 R: 77% ARE/ 16% GD  
W: 70% ARE/ 9% GD  
M: 74% ARE/ 21% GD

**EARLY YEARS PROVISION****KEY PRIORITY: To embed high quality provision across EYFS**

| <b>OBJECTIVES</b>                                                    | <b>PEOPLE</b><br><small>LEADER/GROUP</small>       | <small>/REPORT TO</small> | <b>COSTS</b>                                                | <b>TIMESCALE</b> | <b>SUCCESS CRITERIA/IMPACT</b>                                                                                                                                        |
|----------------------------------------------------------------------|----------------------------------------------------|---------------------------|-------------------------------------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| To develop quality provision so the GLD outcome maintains around 60% | SLT<br>EYFS leader<br>EYFS<br>teachers and<br>TA's | T and L<br>committee      | £1000 for<br>equipment<br>£2000 for<br>relaese of<br>leader | By July 2019     | All teaching staff will be delivering high quality planning through high quality EYFS provision<br>At least 60% of YR children will be school ready at the end of YR. |

LT = Leadership Team AW = Alison Whitehead EYFA = Early Years Foundation Stage T and L = Teaching and Learning KS = Katie Spreckley

**NUMERICAL TARGET**

GLD target of 60% (last 3 years - 57%/38%/50%)



**PERSONAL DEVELOPMENT, BEHAVIOUR and WELFARE**

**KEY PRIORITY: To improve attendance**

| OBJECTIVES                                                                                                  | PEOPLE           |                            | COSTS                                | TIMESCALE         | SUCCESS CRITERIA/IMPACT                                                                                                                                                                                                                        |
|-------------------------------------------------------------------------------------------------------------|------------------|----------------------------|--------------------------------------|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                             | LEADER/GROUP     | /REPORT TO                 |                                      |                   |                                                                                                                                                                                                                                                |
| To develop a Well-being Team and produce an action plan                                                     | AW<br>Team       | T and L<br>Committee       |                                      | Across<br>2018;19 | The team will be in place by Aut 1 and an action plan will be agreed by the end of Aut 2. Actions will take place across Spr and Sum terms. Well-being of staff and children will improve.                                                     |
| To use the agreed attendance procedures to improve attendance percentages – see targets below               | DA               | AW<br>T and L<br>committee | £24,000 for<br>salaries of<br>DH/ NS | Across<br>2018;19 | All the agreed actions will take place in accordance with the weekly, monthly, termly expectations, and behaviour with the half termly expectations<br>Attendance % will increase - see targets                                                |
| To build a Restorative Approach culture and embed required changes into the Behaviour Policy and procedures | SLT<br>All staff | T and L<br>committee       | £750 for<br>rewards                  | Across<br>2018;19 | All elements of the school procedure eg: Learning ladder, will be considered against a Restorative Approach and changes made to relevant practice and policies.<br>Children’s behaviour and well-being will improve in the short and long term |

LT = Leadership Team GW = Gina Wagstaff DA = Debbie Alexander T and L = Teaching and Learning

**NUMERICAL TARGET**

Attendance targets by end July 2019:

- Over 96% attendance (national)
- Number pupils below 90% attendance – less than 50
- Number PPG children below 90% attendance – less than 40

|             |
|-------------|
| <b>SMSC</b> |
|-------------|

**KEY PRIORITY: To embed a Restorative Approach**

| OBJECTIVES                                                                  | PEOPLE                |                      | COSTS                                       | TIMESCALE         | SUCCESS CRITERIA/IMPACT                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------|-----------------------|----------------------|---------------------------------------------|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                             | LEADER/GROUP          | /REPORT TO           |                                             |                   |                                                                                                                                                                                                                                                       |
| To increase multicultural awareness                                         | HB/ DH<br>Whole staff | T and L<br>committee | £500 for<br>linking<br>project              | Across<br>2018/19 | Increased multicultural awareness eg re-engage with the Linking Project<br>Improved community cohesion                                                                                                                                                |
| To complete the actions from the Diocese Inspection                         | SLT/ EHy              | T and L<br>committee | £0                                          | Across<br>2018/19 | All relevant actions will be implemented<br>The school will be graded as Outstanding on next inspection                                                                                                                                               |
| To embed the work of the Spirituality Team and the Green Funky Fingers Team | EHy<br>TC             | Head                 | £200 for<br>resources<br>£100 for<br>plants | Across<br>2018/19 | The teams will be in action across 2018/19 and raise awareness of spirituality and the environment<br>Support for the delivery of Collective Worship and the distinctiveness of the school - spirituality and support for moral and social behaviours |
| To build a Restorative Approach culture                                     | SLT<br>All staff      | T and L<br>committee | £750 for<br>rewards                         | Across<br>2018;19 | All elements of the school procedure will be considered against a Restorative Approach and changes made to relevant policies.<br>Children's social and moral behaviour will improve in the short and long term                                        |

LT = Leadership Team AW = Alison Whitehead T and L = Teaching and Learning SMSC = Spiritual, Moral, Social, Cultural EHy = Emma Hyde TC = Tony Craddock