



Ashby Willesley School Development Plan 2018-19

Approved by the Local Governing Body.....
Presented to Trustees of Symphony Learning Trust.....

Contents	Page number
Overview	3
Symphony Learning Trust Key Objectives	4
Teaching Staff Responsibilities	5
Long term (3 or 5 years) School Improvement Plan	6
Review of priorities for 2017/18	7
Headline Results 2017/18	8
Key Priorities for 2018/19 <ul style="list-style-type: none"> • Priority 1 • Priority 2 • Priority 3 	
Governance Review / Development Plan	
Staff Professional Development Plan (CPD)	
Pupil Premium Review / Development Plan	
Secondary priorities <ul style="list-style-type: none"> • Review and Action plans 	
Policy Review Cycle 2018-19 <ul style="list-style-type: none"> • Symphony Learning Trust • The School 	
Property	
Budget	

Overview

KPI	Result	Comment
Attendance	97.1%	Down slightly on previous report by 0.2% I am concerned by the amount of application for holiday during October due to our shift in holiday pattern. This will significantly alter our attendance
NOR	415	Pending appeals this number could increase to capacity 420
SEN %	6.5%	This figure is well below national average although has climbed. We have now got 3 pupils with EHCP (statements). All 3 pupils have designated 1:1 support. 2 of these pupils are in Y6 and 1 in FS.
Pupil Premium	10.7%	Although well below NA a slight increase on the previous figure.
Fixed Term Exclusions	0	No incidents currently requiring exclusion
Permanent Exclusions	0	No comment
Near Misses	0	No comment
Reportable Accidents	0	No comment
Lateness	0.2%	A slight decrease on the previous report. This figure is well below NA.
Latest KS2 RWM Combined Attainment Summer 2017	78%	2% down on previous year although the cohort was not as strong. 2% below our prediction of 69% (3 child out). NA rose this year however Willesley is still 3% above NA this year.
Predicted KS2 RWM Combined Attainment	70%	Very early to make accurate predictions about the end of year data. Early indications show we will better this year's results. This should also be stronger the NA
Progress in RWM Summer 2017	R W +0.5 M	An enormous improvement on the previous year's data. Previous progress R -2.09, W-2.37, M -2.58. Government guidelines are showing that confidence intervals are between -1.5 and +1.5 this year.
No. of Child on SS Risk	7	Has decreased by 1 child. No national data to compare this to.
No. receiving Multi agency Support	16	Has increased by 1 child who has received an EHCP
Pupil to Teacher Ratio	26.01	This should remain stable now as we have reached our 420 census mark. No major staffing changes are expected in the coming months

Symphony Learning Trust Key Objectives

Object Focus	Ref:	Outcomes	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1. Leadership and Management	1a	Develop and Implement systems of due diligence as a framework for all schools in the MAT and a set of standards for schools to provide consistency in environment, communication, parental engagement, enrichment	Implement	Implement	Embed	Embed	Embed
	1b	Implement a recruitment & retention strategy based on a positive ethos, professional development and enhanced opportunities for all staff in order that SLT can become an 'employer of choice'	Develop	Implement	Implement	Embed	Embed
	1c	Implement a Quality Assurance Programme across the Trust with validation/peer review to continually challenge expectations in all schools	Develop	Implement	Embed	Embed	Embed
2. Teaching, Learning and Assessment	2a	Implement a consistent and secure system of Assessment across the Trust to maximise pupil progress to drive standards forward	Implement	Implement	Embed	Embed	Embed
	2b	Develop projects to improve pedagogy across the MAT		Develop	Implement	Implement	Embed
	2c	Develop and implement systems of cross-MAT moderation and quality assurance	Develop	Implement	Embed	Embed	
3. Behaviour, Safety and Welfare of Pupils (including mental health)	3a	Implement rigorous safeguarding processes in all schools to ensure the highest standards of safety in all schools	Develop	Implement	Implement	Implement	Implement
	3b	Implement the highest expectations of Behaviour for Learning in all classes	Implement	Embed	Embed	Embed	Embed
	3c	Embed a strong ethos in each school by promoting British Values and global citizenship	Develop	Implement	Implement	Embed	Embed
	3d	Develop systems for schools in supporting children's mental health and well-being	Develop	Develop	Implement	Implement	Embed
4. Outcomes for Pupils and groups	4a	Year 6 – above national average for progress and for standards in all schools	Implement	Implement	Embed	Embed	Embed
	4b	Develop systems to ensure that all stakeholders uphold the values of Aspiration, Innovation and Excellence	Develop	Develop	Implement	Embed	Embed
	4c	Outcomes for disadvantaged groups above national to help close the gap	Develop	Implement	Implement	Embed	Embed
5.Outward Looking (Teaching Schools)	5a	Embed Initial Teacher Training in order to develop the next phase of outstanding teachers for the Trust	Implement	Implement	Implement	Embed	Embed
	5b	Develop and Implement an appropriate professional development curriculum for staff	Develop	Implement	Embed	Embed	Embed
	5c	Implement Leadership Development programmes to enable staff to progress and to encourage retention within the profession (career pathways)	Develop	Implement	Embed	Embed	Embed
	5d	Implement School to School Support where needed	Develop	Implement	Embed	Embed	Embed

Ashby Willesley Staff Structure

Senior Team

Name	Key Responsibility
Matthew Brookes	Executive Head, Safeguarding, School Performance
Sue Rainbow	Head of School, Pedagogy, Safeguarding
Chloe Dilks	Deputy Headteacher, Maths Co-ordinator, Head of KS2
Jeanette Martindale	Assistant Headteacher, Literacy Co-ordinator
Rachel McKeown	Assistant Headteacher, PSHE and Wellbeing Co-ordinator, Head of KS1 and FS
Lisa Watson	School Business Manager, Trust Lead Head Hub Manager

Name	Key Responsibility
Gill Woodworth	SENDCo
Emma Sturgess	FS Leader (Job Share) History Lead
Sarah Hender	FS Leader (Job Share) Performing Arts
Sally Tabberer	Computing Co-ordinator, Year 2 SATs Lead
Heidi Elliott	PE Co-ordinator
Alison Wilder	Y6 SATs lead, English
Linda Blackburn	PE Co-ordinator and Forest Schools Lead
Angela Parkes	RE and Collective Worship Co-ordinator
Jessica Milldoon-Callaway	D&T Co-ordinator
Alison Freeman	International Schools Co-ordinator
Ashleigh Dowell	Geography Lead
Thomas Cooper	Computing Shadow
Alex King	Science Co-ordinator

Long Term Development Plan

Key priorities	2017-18	2018-19	2019-20
Leadership and management (including governance)	Re-organisation of leadership team based head of school model	Review of the leadership team structure	Review of the leadership team structure
Teaching and Learning	Improve writing outcomes for all groups of pupils	Ensure Maths calculation is in line with national trends	Introduce Reading Project (through Symphony Teaching School)
Standards in Core subjects	Increase SATS results at the end of KS2	Increase SATS results at the end of KS2	Increase SATS results at the end of KS1 and 2
Standards in Foundation subjects	(From data analysis) Focus on Science – increase results in KS1 and 2 Improve the standards of writing in foundation	Review of curriculum themes	Introduce any changes from the review findings
Standards in EYFS	(From data analysis) Improve outcomes in literacy for boys across all groups of learners	Explore the possibility of running a preschool setting	Explore the possibility of running a preschool setting
Progress of different groups of learners	(From data analysis) Focus on gender imbalance in KS2 Improve the attainment and progress of PP and SEN children	Focus as per data analysis for 2017-18	Focus as per data analysis for 2018-19
Behaviour	Continue to improve BfL	Review of Behaviour Policy	Review of Behaviour Policy
Attendance	Above 97%	Above - 97%	Target - 98%
Inclusion	Continue to support and champion the needs of children with SEND and their parents (From data analysis) Increase the attainment of children with	Continue to support and champion the needs of children with SEND and their parents	Continue to support and champion the needs of children with SEND and their parents

	SEN at the end of KS1 and 2		
Safeguarding	All staff have full training in Safeguarding and Prevent	All staff have an update in Safeguarding and Prevent	All staff have full training in Safeguarding and Prevent
Health	To implement new strategies for tackling mental health and well being	To implement new strategies for tackling mental health and well being	Review of procedures to support children with health conditions
Parents and the Wider Community	Improve communication through all parents using earwig and Otrack	Investigate other electronic means to involve parents	Investigate other links with the community
British Values	Continue to have celebration of British events	Investigate new ways to promote British Values	Investigate new ways to promote British Values

Review of Priorities for 2017/18

Achievement and Standards

<u>Objective</u>	<u>Deadline</u>	<u>Success Criteria</u>	<u>Evidence/Monitored By</u>	<u>Cost</u>
Remodel strategic vision with regards to being an academy lead hub school	Spring 2018	The school to have a new strategic plan to reflect its lead position in a MAT. This plan should outline school to school support for growth within it's MAT hub	Govs, OFSTED, Symphony learning trust	£3000 School to school support
To improve the KS2 progress measure from minus to zero or above	Autumn 2017- July 2018	Further accelerate the progress of pupils in KS2 and demonstrate that previous KS1 APS have been inflated. Look within groups of learners for quick progress wins and think smarter about intervention and use of TA	Graph packs, 2017 ROL, and internal data. A lot will hinge on KS2 secondary ready data (Summer 2017). Monitored by SLT and LGB	£0
Subject co-ordinators to be given greater autonomy and ownership of curriculum subjects. Including monitoring of data and liaising with link governors	Autumn 2017 onwards	To develop portfolios of subject areas that include all relevant information including an action plan and budget.	Subject Governors to inspect evidence during visits and to ask questions about pupil tracking in non-core subjects.	£1000 Release time TA cover supervisor costs
All teaching is good and up to 50% outstanding	Summer 2018	To ensure that no teaching falls below this standard and the number of outstanding sessions increases towards 50%	Lesson observations, learning walks and book monitoring through the SLT and governors	Release time
To improve standards in writing with regard for KS1	Summer 2018	To ensure that spelling and handwriting do not remain a limiting factor to the number of greater depth/ exceeding writers that we may have. The results at KS1 SATs 2017 will reflect this	KS1 SATs scores, possible LA moderation, SLT and FGB monitoring	£0
To work towards our gold sportsmark and consolidate our Science Silver PSQM mark	Spring-Summer 2018	Good practice to be disseminated across the school so there is greater consistency in science. Sports apprentice to be embedded further into the delivery of the PE curriculum	External accreditation for gold sportsmark. Work sampling by Science co-ordinator as well as CPD	£1000 for release and accreditation
Mid term reporting to be used to form better communication and partnerships with parents prior to Spring parents' evenings	Spring 2018	Mid term reports to be altered to become more parent friendly and to also form learning conversations for parents evenings	All teaching staff and SLT	£0
Standards of behaviour to be deemed outstanding. And to continue to be.	Spring 2018	Levels of disruptive behaviour to be extremely rare. Children to be polite and great advocates inside and out of the school.	SLT and Purple Parliament to monitor. Less incidents of rough play and bullying. Chd feel safer.	£0

Learning and Teaching

Objective	Deadline	Success Criteria	Evidence	Cost
To implement the use of a spelling programme	Autumn 2017	To create and implement a spelling programme similar to strawberry jam and lemon curd which will improve the standard of spelling especially across KS2	Spelling of high frequency words to improve across the school and this to be reflected in book trawls and spelling tests	£500 for creation of a programme
To use the Earwig system of evidence capturing to help co-ordinator evidence files.	Spring 2018	Earwig academic timelines to be created to use as subject progression evidence in all subject areas. Parents to be able to access their children's timelines remotely	ICT co-ordinator and LGB to monitor through subject reviews	£1500 for Earwig
To continue to ensure that curriculum coverage is current and broad	Summer 2018	Curriculum statement and web to be published on the website. Staff to ensure that coverage is in line with the national curriculum.	Books reflect up to date topics and topic webs are published on school website	£1000 extra resources
To move towards attaining sports gold mark	Spring 2018	Ensure that PE staff are fully utilized in the expert delivery of PE. Ensure that clubs are introduced to be inclusive. To move towards having full time PE coach	Increased participation in sporting clubs. Even greater success in sporting events. Gold mark achieved	Upto £14000 for PE provision and salary
More children will undertake 2 hours of PE per week and regular activity outside school hours as indicated by curriculum coverage and club registers	Summer 2018	PE apprentice to be employed and to run before school, lunchtime and after school sporting clubs with an inclusive rather than competitive preference.	More pupils from outside of sports clubs participate in extra sporting activities. To be monitored by HE and LB	£5000 Apprenticeship salary
Further embed British Values by continuing to celebrate UK themed events in school	Autumn 2018- Ongoing	To continue to promote Citizenship and British Values by taking part in themed celebrations, Royal celebrations, Saints' days, May day etc	Promoting and monitoring number of events and using social media to publicise Willesley's British Character	£1000
Pupils will monitor our school's Code of Conduct and Behaviour Policies	Autumn 2017	Purple Parliament to work on school rules and to see if they are fit for purpose. Purple Parliament to carry out work into 'How safe do pupils feel?'	Rules may change or be adjusted according to the Purple Parliament. RMcK to monitor	£PP budget £300
Purple Parliament will play an economic role in the school. Job Centre will be embedded for all pupils	Autumn 2017- Ongoing	Purple Parliament will implement their budget to try and improve school development. Job Centre will continue to run to meet ECM agenda	Jobs centre will be bigger and better. More jobs for more children keeping them active at breaks and lunchtimes	£150 Release

Enhancing and Enriching the Curriculum

Objective	Deadline	Success Criteria	Evidence/Monitoring	Cost
To ensure that quality performance becomes a greater part of Willesley's success	Autumn 2017 on going	Better quality class assemblies, school productions and musical performances through more time spent on them. High expectations for all class assemblies. Speaking and Listening to improve as a result	Better parental and governor feedback about performances	£1500 for technical equipment
CPD to still be at the forefront of staff development to targeted through performance management and appraisals for support staff	Autumn 2017- Ongoing	Subject leaders to acquire relevant CPD through Symphony Primary Partnership and further afield	Performance Management and appraisals. Monitored by SLT and Govs	£1000 Supply cover + £500 for HT PM
To continue to enhance the school environment both internally and externally	Spring 2018- onwards	Continue with the programme of refurbishment across the school to maintain and improve the learning environment. To improve outdoor provision for pupils at breaktime and lunchtime by adding to resources	Better quality environment to foster better results across the school.	£15000

Partnerships with Parents and the Community and School to School Support

Objective	Deadline	Success Criteria	Evidence/Monitoring	Cost
Raise awareness of Cultural difference and diversity through an international visit	Spring 2018	To have an international visitor or to set up more permanent links with another school internationally. Epals projects.	Children have a greater understanding of differing cultures.	£0
To start to share OUR expertise and become a more prominent school in supporting others	Autumn 2017 Continuous	Support other schools with L&M and T&L with our outstanding elements. Through teacher exchanges, demonstration lessons and CPD. Willesley sharing best practice. To work alongside the Regional Commissioner's Office.	GB to monitor as well as Symphony Learning Trust	RSC Funded

Headline Results

Test	Ashby Willesley	National
Foundation Stage GLD	80	72
Year 1 Phonics Screening	88	83
Year 2 Reading (Greater Depth)	85 (46)	75 (26)
Year 2 Writing (Greater Depth)	80 (27)	70 (16)
Year 2 Maths (Greater Depth)	85 (36)	76 (22)
Year 6 Reading (Greater Depth)	83 (41)	75 (28)
Year 6 Writing (Greater Depth)	90 (31)	78 (20)
Year 6 Maths (Greater Depth)	83 (22)	76 (24)
Year 6 RWM Combined	78 (12)	64 (10)

- Green indicates above national average attainment, Yellow in line with national average, Red below national average

Priority 1

To raise standards in KS2 mathematics including progress and attainment.

Why was this chosen as a priority?

Children achieving EXS are above the NA however children achieving GDS were below the NA. There will a greater focus on the higher achieving pupils in Y6 this should also show greater value added from KS1 and thus increase the progress measure to ensure that it becomes a positive figure rather than broadly inline with NA.

Goals/links to school and SLT aims:-

4a) Year 6 – above national average for progress and for standards in all schools

Key Personnel: SLT, Gobs and Sue Rainbow, Chloe Dilks

What do we want to improve?	How will we go about it?	When will it happen and be completed?	What will success look like?	Cost?	Who will monitor its impact and to whom will this be reported to?
Standards of Attainment at GDS Maths	Implementation of Pira and Puma Testing to identify children close to GDS threshold	Autumn 18 to Summer 19	Improved % of children achieving GDS in maths national testing	£ PandP testing materials from the Trust	Sue Rainbow, Matthew Brookes Chloe Dilks
Greater support and understanding of Maths to stakeholders.	Increased focus on calculation policy and engagement of parents with teaching methods	Autumn 2018 onwards results shown in July 19	Parental engagement, new calculation policy, improved SATs results	£300 Parent info evenings	Matthew Brookes, Rachel McKeown and Chloe Dilks
Awareness of greater depth	Improve TA support through CPD	Spring 19	TAs more aware of supporting chd to achieve Greater Depth	£500	Sue Rainbow, Chloe Dilks, Matthew Brookes

Priority 2

To raise attainment for Pupil Premium children by the end of KS2.

Why was this chosen as a priority?

Although provision is good for disadvantaged groups better tracking of their development will help to target support and continue to improve outcomes, narrowing the gap for these learners in attainment. * progress for this group is currently very strong.

Goals/links to school and SLT aims:-

4c-Outcomes for disadvantaged groups above national to help close the gap

Key Personnel: FGB, Matthew Brookes and Gill Woodworth

What do we want to improve?	How will we go about it?	When will it happen and be completed?	What will success look like?	Cost?	Who will monitor its impact and to whom will this be reported to?
Better tracking of progress for different groups of learners	Implementation of Otrack software in conjunction with the Symphony Assessment System	Implemented tracking system by Dec 18 useable progress data by July '19	Greater understanding of in year progress, benchmarking against other schools	£800 including training for all teaching staff	Govs, Matthew Brookes and SLT.
Implementation of support staff to different groups	Using Otrack data to identify children with similar needs to be smarter with deployment of support staff	Initial data collected Autumn 18. Spring 19 to reevaluate support provision	Smarter working will allow disadvantaged pupils to receive more support hours	PP budget	Gill Woodworth, Matthew Brookes and Govs

Priority 3

To further enhance the curriculum to ensure that it is stimulating, enriching and well-balanced for all learners.

Why was this chosen as a priority?

Although the curriculum is still a strength of the school it is important to keep it current and diverse, meeting the needs of learners to prepare them for an ever changing future.

Goals/links to school and SLT aims:-

4b

Key Personnel: Matthew Brookes, SLT, SLEs and aspiring professionals

What do we want to improve?	How will we go about it?	When will it happen and be completed?	What will success look like?	Cost?	Who will monitor its impact and to whom will this be reported to?
Provision for all groups of learners	Survey our demographic to find out interests.	Spring 2019	A data set that tells us what our children and their families enjoy out of school	Survey Monkey	SLT and Govs
To see inspirational not 'safe' teaching	Observations calibrated to teachers taking risks	Autumn 2018	Brave observations with risk taking elements. 'Wow factor'	Release time	SLT and Govs
Creative ways to challenge MA children	Peer observations and opportunities to observe Outstanding teaching across the Willesley	Autumn 2018 and ongoing	Bravery in teaching inspirational lessons to ensure all learners reach their potential	Release time £2000 for staff cover	SLT and Govs

Governance Review, Development and Monitoring Plan

Pupil Premium Review

Ashby Willesley Pupil Premium Data Headlines 2015-16

The data below shows the performance of Willesley PP children vs the national average for each category. The national column is for all children. If this was compared to national average for PP children the differences would be even greater.

Headline Data 15-16	Ashby Willesley School PP Children	Ashby Willesley All Children	National (All Children)
EYFS Data % GLD		79%	66%
Year 1 Phonics Screening Pass Rate	100%	90%	80.5%
KS1 R W M Combined at Expected Level (5 Pupils)	60%		60%
KS2 R W M Combined Sec Ready (not inc EHCP)	57%	67%	53%
Attendance	94%	97.3%	96%

Progress Across Each Year Group- Reading

Year	PP Progress	Non PP Progress	Gap Narrowed?
Year 1	3.75	4.59	No
Year 2	5.60	6.08	No
Year 3	6.30	6.20	Yes
Year 4	6.50	6.31	Yes
Year 5	6.50	6.38	Yes
Year 6	5.50	4.88	Yes

Progress Across Each Year Group- Writing

Year	PP Progress	Non PP Progress	Gap Narrowed?
Year 1	4.50	4.27	Yes
Year 2	5.20	5.98	No

Year 3	6.10	5.90	Yes
Year 4	7.25	6.76	Yes
Year 5	5.50	7.21	No
Year 6	6.13	5.82	Yes

Progress Across Each Year Group- **Maths**

Year	PP Progress	Non PP Progress	Gap Narrowed?
Year 1	4.50	4.41	Yes
Year 2	5.40	5.73	No
Year 3	6.20	6.10	Yes
Year 4	5.50	6.74	No
Year 5	10.50	7.54	Yes
Year 6	4.50	4.96	No

Secondary Priorities – Improvement plan for the year

(Please See Subject Action Plans and Position Statements Appendix)