

Our school Development Plan is written with school stakeholders, staff and governors, the priorities listed below are also the priorities of the governing body.

The Grove School: School Improvement Plan 2019 - 2020

Green, shows those areas that are completed

Amber, shows those areas that are moving towards complete

Red, shows those areas that may not be completed

SEF Section; Personal Development

- Objective 1: To implement a new curriculum policy that will reflect the latest RSE/PHSE policy guidelines.

Outcome/target	Responsibility	Timescale	Resources	Action	Success Criteria	Evidence	Monitoring
<ul style="list-style-type: none"> Review the existing curriculum policy and up-date in light of the new guidelines. To create high quality, evidence based and age appropriate teaching plans for these subjects. 	VH	June 2020	Staff supply cover New resources to support learning in this area	<ul style="list-style-type: none"> -Research and source suitable resources for pupils in each class. -Training of staff on new resources. -Questionnaire to audit understanding of this area of the curriculum at an appropriate level before the input. -Follow up completion of questionnaire to assess understanding after input. 	<ul style="list-style-type: none"> -Pupils will make at least 5% progress on B-squared or 11% on MAPP. -Pupils will have made progress in their understanding of this area from the baseline questionnaire. 	<ul style="list-style-type: none"> -Data tracking sheets -Results from post input questionnaire. 	PD/GG
	PD	June 2020	Application for the Equalities award Supply cover to cover staff to complete award	<ul style="list-style-type: none"> -Staff to be shown what is needed to achieve the award -Action plan to be written to ensure that this happens -Pupils to take part in lessons that reflect Equality and understanding of the rights of individuals to express their sexuality and gender issues. 	<ul style="list-style-type: none"> -Staff are aware of the outcomes that are required to complete the award -Lesson plans are shared with staff and differentiated for each pupil 	<ul style="list-style-type: none"> -Equalities award file 	GG
<ul style="list-style-type: none"> To ensure that the work completed is reflected in our Equality awards bid. 							

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SEF Section; Quality of Education

Objective 2: All lesson observations will be consistent in criteria used to make judgements and will be moderated across the staff involved.

Outcome/target	Responsibility	Timescale	Resources	Action	Success Criteria	Evidence	Monitoring
<ul style="list-style-type: none"> Class leads complete observations ensuring that feedback is effective. 	LW/PD	May 2020	Observation training Observation templates and materials	<ul style="list-style-type: none"> -Staff to receive training on how to carry out effective observations. -Joint observations with Senior Leaders to take place. 	<ul style="list-style-type: none"> -Staff reviews of observation are 90% positive. -Joint observations results are agreed by both staff members who are carrying out the observation. 	<ul style="list-style-type: none"> -Staff feedback forms -Joint observation forms 	JH
<ul style="list-style-type: none"> Lesson observations influence CPD within school to improve outcomes. 	LW/PD	May 2020	CPD record sheets Staff training Supply cover for training	<ul style="list-style-type: none"> -CPD is booked when this has been identified from an observation. -The CPD that has been received is noticeable in the next lesson observation. 	<ul style="list-style-type: none"> -CPD record shows a correlation between lesson observations and the training received. 	<ul style="list-style-type: none"> -CPD record -Observation forms 	JH

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SEF Section; Personal Development

Objective 3: To ensure that pupils are able to organise and effectively manage their learning as independently as possible.

Target/outcome	Responsibility	Timescale	Resources	Action	Success Criteria	Evidence	Monitoring
<ul style="list-style-type: none"> Pupils will be able to independently complete as many tasks as possible. 	PD	May 2019	Staff training on metacognition and learning	<ul style="list-style-type: none"> -Training on the elements of emotional literacy that includes, self-regulation, motivation, self-awareness, empathy and social skills. -Pupils will be part of writing their transition plans and discussing their next steps, Post 16 provisions. 	<ul style="list-style-type: none"> - 60% Pupils complete targets that are associated with working independently. -Curriculum planning will enable independent planning of learning. -Pupils and parents will understand the transition process more fully. 	Data report IEP documents Curriculum plans Parent response sheets Transition plans.	BC
<ul style="list-style-type: none"> For those pupils who are able to, they will plan elements of their own learning and organise how they will complete these tasks. 	AC	May 2019	Support for visiting different Post 16 provisions.	<ul style="list-style-type: none"> -Pupils who are able to will be encouraged to plan their learning tasks. 	<ul style="list-style-type: none"> -For those pupils that are able to plan at least one activity per week. -Pupils will be able to then complete that task independently. 	Data report IEP documents Curriculum plans	BC

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SEF Section; Behaviour and Attitudes

Objective 4: To develop the school as an environmentally aware school in which staff, pupils and parents understand the positive impact that they can have on the environment.

Target/outcome	Responsibility	Timescale	Resources	Action	Success Criteria	Evidence	Monitoring
<ul style="list-style-type: none"> For the school to be recycling and reducing waste. 	PD	July 2019	Staff training New recycling bins Posters of what can be recycled Locally sourced produce	-Staff to ensure that each class receives explicit lessons regarding reusing and recycling. -Re- introduce second hand uniform store. -Look at ways that kitchen waste can be reduced and how foods can be used in different ways. -Action Plan is written. -Parents are invited to assemblies and workshops -To research how Berwick is addressing these issues and how we can be involved in community projects.	-Gaining the Green Flag award. -The number of bins being filled each week reduces. -Staff reduce the amount of new products that they are ordering but reuse what is in the school. -Parents attend events and pack lunches reflect that they have made some changes.	-Green Flag award file	DH
<ul style="list-style-type: none"> For the school to reduce its carbon footprint, through energy conservation and purchasing locally sourced produce and resources. 	PD	July 2019	Get quotes for a new and more ecological boiler system Information for sourcing local produce.	-Staff teach explicit lessons associated with reducing the use of energy and water in school. -The school cook will source locally produced goods. -Pupils will visit Hutton Eggs as part of the project.	-Schools bills will be reduced, including energy and water. -School kitchen will use at least 50% locally sourced good.	-Green Flag file -Order forms for goods. -Energy bills	DH

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SEF Section; School Leadership and Management

Objective 5: To develop the use of outdoor learning as a means to motivate those pupils who find traditional lessons more challenging, ensuring that all areas of the curriculum are covered outdoors.

Target/outcome	Responsibility	Timescale	Resources	Action	Success Criteria	Evidence	Monitoring
<ul style="list-style-type: none"> Pupils spend at least 3 sessions a week completing outdoor learning, working on all areas of the curriculum. 	AP	June 2020	New outdoor learning area Use of mini-bus to attend outdoor learning at other schools	<ul style="list-style-type: none"> -Lessons are planned in all curriculum areas to take place outside. -Staff with training in Beach Schools and outdoor learning are able to share this with other staff. 	<ul style="list-style-type: none"> -Classes support each other across school to enjoy activities that are appropriate to the needs of the pupils. -Contrasting experiences are observed and recorded. -A range of games are enjoyed across school. 	-Lesson planning in class files.	
<ul style="list-style-type: none"> Outdoor learning is linked to all areas of the curriculum to motivate pupils learning. 	AP	June 2020		<ul style="list-style-type: none"> -Curriculum planning includes the use of outdoor space. -Outdoor learning will be linked to global issues, for example use of plastics. 			

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SEF Section; School Leadership and Management

Objective 6: To review teacher workload and how this can be reduced to ensure that staff can focus on tasks that impact on Teaching and Learning.

Target/outcome	Responsibility	Timescale	Resources	Action	Success Criteria	Evidence	Monitoring
<ul style="list-style-type: none"> Staff will be able to manage their roles and responsibilities in a timely fashion leading to an improved work life balance. Staff are able to spend time on strategic development of the school and Teaching and Learning. 	PD/LW PD/LW	May 2020 May 2020	Supply cover for planning to take place	-Timetable planning looks at ways in which staff leads can be out of class to complete planning. -Paperwork will be reviewed with staff time being taken into consideration.	-Each lead member of staff will receive a full day PPA time. -Paperwork will be reduced in scale and not in quality.	-Timetables -Files will contain concise paperwork that informs the school and its stakeholders	SS