

Update May 2020

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

<p style="text-align: center;"><b>The Grove School: School Improvement Plan 2020 - 2021</b>  <b>Green, shows those areas that are completed</b>  <b>Amber, shows those areas that are moving towards complete</b>  <b>Red, shows those areas that may not be completed</b></p>							
<p>SEF Section; Personal Development</p> <ul style="list-style-type: none"> <li>Objective 1: To implement a new curriculum policy that will reflects the latest RSE/PHSE policy guidelines.</li> </ul>							
Outcome/target	Responsibility	Timescale	Resources	Action	Success Criteria	Evidence	Monitoring
<ul style="list-style-type: none"> <li>Review the exciting curriculum policy and up-date in light of the new guidelines.</li> <li>To create high quality, evidence based and age appropriate teaching plans for these subjects.</li> <li>To ensure that the reason for and the use of Operation Encompass is understood by staff</li> </ul>	VH	June 2020	Staff supply cover New resources to support learning in this area	<ul style="list-style-type: none"> <li>-Research and source suitable resources for pupils in each class.</li> <li>-Training of staff on new resources.</li> <li>-Questionnaire to audit understanding of this area of the curriculum at an appropriate level before the input.</li> <li>-Follow up completion of questionnaire to assess understanding after input.</li> <li>-Staff training in the use of Operation Encompass takes place.</li> <li>-Staff work with pupils and parents to support them with the issues relating to Domestic violence.</li> </ul>	<ul style="list-style-type: none"> <li>-Pupils will make at least 5% progress on B-squared or 11% on MAPP.</li> <li>-Pupils will have made progress in their understanding of this area from the baseline questionnaire.</li> <li>-Lessons take place to develop pupils understanding of Domestic Violence and its different forms.</li> </ul>	<ul style="list-style-type: none"> <li>-Data tracking sheets</li> <li>-Results from post input questionnaire.</li> </ul>	PD/GG
<ul style="list-style-type: none"> <li>To ensure that the work completed is reflected in our Equality awards bid.</li> </ul>	PD	June 2020	Application for the Equalities award Supply cover to cover staff to complete award	<ul style="list-style-type: none"> <li>-Staff to be shown what is needed to achieve the award</li> <li>-Action plan to be written to ensure that this happens</li> <li>-Pupils to take part in lessons that reflect Equality and understanding of the rights of individuals to express their sexuality and gender issues.</li> </ul>	<ul style="list-style-type: none"> <li>-Staff are aware of the outcomes that are required to complete the award</li> <li>-Lesson plans are shared with staff and differentiated for each pupil</li> </ul>	<ul style="list-style-type: none"> <li>-Equalities award file</li> </ul>	GG

## The Grove School: School Improvement Plan 2019 – 2020

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

## The Grove School: School Improvement Plan 2019 - 2020/2021

### 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"> <li>Pupils will be able to independently complete as many tasks as possible.</li> </ul>	PD	May 2020	Staff training on metacognition and learning	<ul style="list-style-type: none"> <li>-Training on the elements of emotional literacy that includes, self-regulation, motivation, self-awareness, empathy and social skills.</li> <li>-Pupils will be part of writing their transition plans and discussing their next steps, Post 16 provisions.</li> </ul>	<ul style="list-style-type: none"> <li>- 60% Pupils complete targets that are associated with working independently.</li> <li>-Curriculum planning will enable independent planning of learning.</li> <li>-Pupils and parents will understand the transition process more fully.</li> </ul>	Data report IEP documents Curriculum plans Parent response sheets Transition plans.	BC
<ul style="list-style-type: none"> <li>For those pupils who are able to, they will plan elements of their own learning and organise how they will complete these tasks.</li> </ul>	AC	May 2020	Support for visiting different Post 16 provisions.	<ul style="list-style-type: none"> <li>-Pupils who are able to will be encouraged to plan their learning tasks.</li> </ul>	<ul style="list-style-type: none"> <li>-For those pupils that are able to plan at least one activity per week.</li> <li>-Pupils will be able to then complete that task independently.</li> </ul>	Data report IEP documents Curriculum plans	BC

## The Grove School: School Improvement Plan 2019 – 2020

### 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"> <li>For the school to be recycling and reducing waste.</li> </ul>	PD	July 2020	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.	. -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.	-Eco- file	DH
<ul style="list-style-type: none"> <li>For the school to reduce its carbon footprint, through energy conservation and purchasing locally sourced produce and resources.</li> </ul>	PD	July 2020	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.	-Order forms for goods.  -Energy bills	DH

## The Grove School: School Improvement Plan 2019 – 2020/2021

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

## The Grove School: School Improvement Plan 2019 - 2020/2021

## SEF Section: School Leadership and Management

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