	Outcomes for Pupils		
Aim:	·	Lead:	
To narrow the attainment gap and accelerate progress for all children		Andrew Orgill	
Related Action Plans:		Scrutinising Committee:	
Reading		Pupil and Curriculum committee	
Writing			
Maths			
EYFS			
Assessment	Leves		
Objectives	EYFS To increase % children working at an above expected by	loyal by and VP	
	<ul> <li>To increase % children working at or above expected l</li> <li>The national achievement gap for all children in EYFS v</li> </ul>	-	
	The national achievement gap for all children in Em 3	will be flatfowed, including Natisery	
	<u>KS1</u>		
	To increase % Y1 children on track to pass phonic check	ck and reach national standards	
	<ul> <li>To increase % children on track to complete RML prog</li> </ul>	· · · · · ·	
	<ul> <li>Achievement to be at or above ARE in reading, writing</li> </ul>	g, maths and science in KS1 <b>(SLT)</b>	
	<u>KS2</u>		
	Achievement at national average (ARE) in reading in K	S2 SATs	
	Achievement at national average (ARE) writing, maths		
	To close the national achievement gap at Year 4 (inte	rventions) for all groups including disadvantaged,	
	SEN and disadvantage/more able		
	<ul> <li>To raise the achievement of Y5/6 boys so the ARE gap narrows rapidly and ARE are met</li> <li>Y6 achievement in reading comprehension is at national expectations</li> </ul>		
	Whole School  The obligated standards in each phase in Booding		
	<ul> <li>To achieve National standards in each phase in Reading</li> <li>To achieve National standards in each phase for Writing, SPAG, Maths and Science across school,</li> </ul>		
	<ul> <li>To achieve National standards in each phase for Writing, SPAG, Maths and Science across school, including for the children working at greater depth (AO)</li> </ul>		
	To further develop maths interventions for identified children		
	To improve the opportunities for reasoning across all	classes.	
	• At least 80% of children are at ARE in all year groups by the end of the year (90% by the end of Year 5. Also see ARE minimum expectations as a starting point) (AO)		
	<ul> <li>To achieve National Standards in all non-core subjects with at least 80% (90% by the end of Year 5) of children achieving ARE in all year groups including PHSE across school</li> </ul>		
	To close the achievement gap between SEND and non-SEND children nationally		
	More able children achieve as well as their peers national least good progress in Reading, Writing, Maths and Society.		
	<ul> <li>least good progress in Reading, Writing, Maths and Sc</li> <li>More able/disadvantaged make at least good progres</li> </ul>		
	and achieve as well as all children nationally	, a consecutive transfer points or some act in a	
	To raise achievement for children with EAL across the	school, including for the children who are new	
	arrivals		
What are	To achieve national standards in each phase in Reading		
the main	To raise achievement of Lang/EAL across school including	new arrivals	
priorities?	To achieve National Standards in CORE subjects – includin	g children working at greater depth	
Success	To improve vocabulary and comprehension skills		
criteria	80% of children at National Standards		
	All new arrivals assessed and interventions in place – adul	t support	
	Closing gaps in language development		

Closing gaps in all core subjects

l l			
Required resources	Supply Training		£3500 £1000
_	Subscriptions		£0
	Equipment/supplies/learning resources		£500
Milestones	<ul> <li>Autumn Term</li> <li>National standards gap in reading is closing and GOOD+ progress being made</li> <li>National standards gap is closing in ALL CORE SUBJECTS and GOOD+ progress being made</li> <li>The gap with national More able children is closing they are learning to a greater depth and making at least good progress in Reading, Writing, Maths and Science</li> </ul>	<ul> <li>Monitoring</li> <li>AO</li> <li>SLT</li> <li>Pupil and Curriculur</li> </ul>	m Committee
	<ul> <li>Spring Term</li> <li>National standards gap in reading is closing and GOOD+ progress being made</li> <li>National standards gap is closing in ALL CORE SUBJECTS and GOOD+ progress being made</li> <li>The gap with national More able children is closing they are learning to a greater depth and making at least good progress in Reading, Writing, Maths and Science</li> </ul>	Monitoring  AO  SLT  Pupil and Curriculur	m Committee
	<ul> <li>National standards gap in reading is closing and GOOD+ progress being made</li> <li>To raise achievement of Lang/EAL across school including new arrivals and close gap with national non EAL</li> <li>National standards gap has closed in ALL CORE SUBJECTS and GOOD+ progress has been made</li> <li>More able children achieve as well as their peers nationally, learning to a greater depth and making at least good progress in Reading, Writing, Maths and Science</li> <li>Achievement is at or above ARE in reading, writing, maths and science in KS1</li> </ul>	Monitoring  AO  SLT  Pupil and Curriculur	m Committee
	Evaluation		

	Personal Development, Behaviour and	d Welfare Plan
Aim:		Lead:
Personal Development, Behaviour and Safety is outstanding		Andrew Orgill
Related Acti EYFS PHSE RE		Scrutinising Committee: Behaviour and Safety
	and Management	
Objectives	EYFS  Transition to be further developed with KS1  Develop EYFS parental links (play and stay, SALT, RML workshops, parents in classes)  KS1  Create a Parental reader group and support them  KS2  Transition to be further developed - Links to secondary schools  Whole School  Implement behaviour recovery programme across whole school, and school day  To review Behaviour Policy and rewards system in light of the above (FTRWTSIS!)  Appoint a lead for emotional wellbeing, counselling and nurture  Create a Behaviour Mentor role  Develop further nurture programme in school  Further enhance parental engagement across the school  Art workshops and performances for parents to showcase work  Open for breakfast & use school facilities – ICT, Library etc.  Establish ESOL lessons again for parents  Offer GCSE level learning to parents	
	<ul> <li>Drop in sessions for EAL parents – networking with other parents especially those with EAL. Focus here to be reading and reading for pleasure</li> <li>Continue to review lunchtime arrangements (apprentices to be appointed and involved to increase capacity of support)</li> <li>Performance management of lunchtime supervisors</li> <li>To explore the creation of before and after school provision at Hargate (AO)</li> </ul>	
What are	Improve emotional health	
the main	<ul> <li>Supporting parents in their development of their child's so</li> </ul>	cial-emotional wellbeing
priorities?	Extend the school within the community	
Success	Whole school training behaviour recovery	
criteria	Appoint a Social/Emotional Mentor (Murray Hall/Chin Up)	
	<ul> <li>Inspire style workshops – using outside agencies and ESOL</li> </ul>	classes in place
	Further opportunity for children to come into school early	·
	SCR review complete	
	Lunchtime Playleader- Performance Management and CPD	complete
Required	Supply (Time)	£400
resources	Training	£1200
2232.300	Subscriptions/Assessments	£500
	Equipment/supplies/learning resources £8046*	

Milestones	Autumn Term	Monitoring
	Behaviour Recovery training with Kevin Rowland	AO/SLT
	complete	AO/RH
	Behaviour Policy reviewed.	• PB
	Updated Golden Rules and rewards in place	
	Solihull Approach – Parenting Classes	
	Play & Stay (Autumn T2)	
	Spring Term	Monitoring
	ESOL classes	AO/RH/WB
	Extend children coming into school	
	Parent Workshops	
	Appointment of Social/Emotional Support	
	Review of Single Central Record complete	
	Breakfast library opening begins	
	Wellbeing Charter Mark	
	Summer Term	Monitoring
	Lunchtime playleader review and CPD cycle	AO/RH
	complete (and ongoing)	• AO/MII
	Behaviour mentor LSP appointed	
	Transition R/Y1	
	Evaluation	
Novt Store	Evaluation	
Next Steps		

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	Spiritual, Moral, Social and Cultural Dev	velopment Plan	
Aim:		Lead:	
SMSC is outstanding		Helen Penn	
	lated Action Plans: rsonal Development, Behaviour and Safety  SE  Scrutinising Committee: Behaviour and safety		
Leadership a	and Management		
Objectives	<ul> <li>EYFS provision to have increased community links (in and out of school)</li> <li>KS1</li> <li>KS1 pupils have opportunity to attend an overnight residential visit (disadvantaged children to be priority</li> </ul>		
	<ul> <li>– PP funding)</li> <li><u>KS2</u></li> <li>Arrange residential visits for KS2 (disadvantaged children to be priority – PP funding)</li> </ul>		
	<ul> <li>Whole School</li> <li>To continue to raise the profile of PSHE in school and among parents</li> <li>To achieve the Bronze Stonewall Award</li> <li>To use Young Enterprise to make money for school through the work of the School Council</li> <li>To develop parental involvement in PSHE sessions</li> <li>To ensure the children receive a rich and diverse RE curriculum</li> <li>All children to visit houses of worship relevant to their RE work (1 per year).</li> <li>Celebration assemblies for calendar events inviting faith leaders in to lead</li> <li>Faith leader assemblies</li> <li>To achieve 360degree online safety award and work towards NAACE ICT mark</li> <li>To increase the role of pupil play leaders</li> <li>To increase provision of equipment and resources for playtime/breaks</li> <li>To utilise premises at lunchtimes – ICT, library, D&amp;T etc</li> <li>To achieve Art Award</li> </ul>		
What are	Parents not aware of PSHE content already in school and it's importance		
the main	Celebrate the difference and achievements (awards, religion)	on, community, diversity)	
priorities?	<ul> <li>To improve interaction and behavior at lunchtime and playtimes</li> </ul>		
_		raines	
Success criteria	Parent questionnaire		
Criteria	Wellbeing Charter Mark/Arts Mark/NAACE		
	Create calendar of faith events		
	Faith leader contacts established		
	Audit play resources		
	Play leaders trained x12 – 2 per half term – reward all (Mite)	chell)	
Required resources	Supply	£2300	
	Training	£750	
	Subscriptions/Apps	£400	
	Equipment/supplies/learning resources £500		

Milestones	Autumn Term	
	Play leaders trained	
	WBCMA – parent questionnaires	
	Faith assemblies	
	Spring Term	
	Audit resources	
	Faith assemblies	
	WBCMA completed	
	Summer Term	
	Awards achieved (Artmark/Stonewall/NAACE/ICT)	
	Award Play leaders	
	Faith Assemblies	
	KS1 overnight residential (Frank Chapman)	
	Evaluation	
Next Steps		

Teaching, Learning and Assessment Plan		
Aim:	Lead:	
Teaching, Learning and Assessment are outstanding	SLT	
100% teaching at least GOOD with 50% GREAT		
Related Action Plans:	Scrutinising Committee:	
Leadership, Management and Governance Plan	Pupil and Curriculum	
Children Achievement		

## **Objectives**

# **EYFS**

- To enhance language through a consistent approach to Talk for writing
- To embed consistent planning and continuous writing provision for EYFS (including Nursery)
- To develop resources across the phase to support age related development
- To implement collaborative planning and teaching across EYFS
- 3 year old provision is consistent in LG and Nursery
- To develop skills of LSP/LSAs across LG/Nursery (changeover)
- Online resources purchased for EYFS and whole school (e.g. Twinkl)

#### KS1

To enhance phonics teaching

### KS2

- All of Key Stage 2 to begin learning Mandarin
- To update the assessment of MFL

#### Whole School

- To implement consistent planning & assessment procedures for writing and SPAG across the school
- To review use of Talk for Writing and ensure provision is consistent
- To establish author school links to support writing
- To improve vocabulary, understanding and reading comprehension skills across the school (KS1
  especially) through review of comprehension and literacy provision as a result of 2016 KS2 SATs including
  written responses to inference questions and multi-stage questions
- To further enhance reading for pleasure in school including parental links
- To ensure 90% of assessments in the school are accurate across the school in all subjects and develop a consistent approach to assessment in RE and PHSE.
- To further develop maths interventions for identified children
- To improve the opportunities for EAL including new arrivals to access the curriculum
- To develop a programme of support for children and families of new arrivals
- To further develop systems of induction and EAL networking within WBCLC
- To develop and embed the Computing provision across the school and achieve National Standards in Computing in both key stages
- School offers a wide range of inter-school and intra-school games for pupils.
- All provision including Science is at least good throughout the school
- To achieve Primary Science Quality Mark 'Silver award', the National School Sports Games Award and the Arts Mark Award.
- Develop cross-curricular links across all subjects, including Science and the Arts
- To ensure that all children have the opportunity to experience art/music/drama & showcase talents.
- To raise the profile and teaching time of DT, ensuring school has appropriate resources and further develop thematic sessions including Frantic Fridays and food technology.
- To continue to enhance language development through speaking and listening/language/comprehension across the whole curriculum and school
- Further enhance the work of SALT, develop in house training to meet the needs of the staff & children (vocabulary & inference questioning for SEN learners)
- Identify and support tier 1 Social, Emotional & Mental Health
- To continue to develop staff knowledge of teaching and learning of more able pupils including the
  development of questioning and mastery activities creating a bank of mastery and greater depth
  resources for core subjects. To improve the opportunities for reasoning across all classes

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	<ul> <li>To develop a more rigorous identification of More Able children and enhance provision</li> <li>To create a register of more able children and develop a bespoke package of online learning identified.</li> <li>To put in place additional tracking to monitor the progress of the more able and disadvantag able children.</li> </ul>		of online learning to those
What are	Reading/language comprehension- Higher order infe	erence	
the main	EAL intervention and support leads to good= progress	5	
priorities?	Standards for the more able need to be at national state	candards (ongoing)	
	Social, Emotional and Mental Health of children is a p		e safe, happy and achieve
Success	Progress in Reading comprehension is GOOD or better	r and standards are met a	nt KS1 and KS2
criteria	Progress of EAL children and new arrivals is Good or be	etter	
	More able including disadvantaged/more able_childre	en across school make go	od and better progress and
	meet national standards in Re, Wr, Ma, Spag and Sc		
	A tiered approach to SEMH is developed in school and	d intervention outstandin	g resulting in at least good
	progress of children		
Required	Supply		£6000
resources	Training		£4300
	Subscriptions		£8330
	Equipment/supplies/learning resources		£3750
Milestones	Autumn Term		
	AFL Audit/Maths		
	Training – Dean Thompson		
	EYFS resource audit		
	KS1 questioning techniques & resource preparation EYFS-CAP		
	• EAL Assessments		
	Science audit		
	EYFS writing audit		
	Spring Term		
	Monitor/Review writing EYFS		
	Music audit (whole school)		
	Sports club audit     Advantaging gala for CEMIL in place		
	<ul> <li>Mentoring role for SEMH in place</li> <li>SALT</li> </ul>		
	Curric & science links		
	SPAG audit		
	3 year old provision (teachers/planning)		
	Summer Term		
	Arts Mark achieved		
	Reasoning review (maths)		
	Computing audit		
	Science award (PSOM) achieved		
	Science award (PSQM) achieved  Evaluation		

	Leadership, Management and Gove	rnance Plan	
Aim:		Lead:	
Leadership, Management and Governance are outstanding		AO	
Related Action Plans:		Scrutinising Committee:	
	velopment, Behaviour and Welfare	Pupil and Curriculum	
EAL	FGB		
Objectives	<ul> <li>EYFS</li> <li>Intervention groups in place inc SALT (children achieve</li> </ul>	at NA and gan is closed)	
	Paired teaching and coaching is ongoing in EYFS	at IVA and gap is closed)	
	Coaching and team teaching for all staff		
	<ul> <li>Extensive transition programme for term 1 in Year 1 (EYFS friendly curriculum) and preparing children for more formal learning</li> </ul>		
	Whole School		
	<ul> <li>Paired teaching/Coaching/Action Research/School Visit different schools per staff</li> </ul>	ts provision for all staff including at least 2 visits to	
	Dedicated regular leadership time is reviewed to ensur per week	e taking place for all leaders, including half a day	
	<ul> <li>Continue to review lunchtime arrangements (apprentic capacity of support)</li> </ul>	ces to be appointed and involved to increase	
	Performance management of lunchtime supervisors		
	To achieve the basic skills quality mark  Set high expectations for presentation by charing non-	aggetiables with shareholders (at start of year)	
	Set high expectations for presentation by sharing non-  To develop subject and padagogisal knowledge through		
	<ul> <li>To develop subject and pedagogical knowledge through collaborative CPD.</li> <li>To develop EAL knowledge through CPD courses for NQT's and teachers new to the school</li> </ul>		
	As part of the regular review of the SCR, obtain an external review for verification		
	Continue to enhance work of West Bromwich Central Learning Community (WBCLC) by developing: A		
	more able network and EAL network		
	<ul> <li>Further enhance disadvantaged provision by conducting a Pupil Premium Review (FTRWTSIS!)</li> <li>Enhance governors paperwork in light of Governor Review linked more closely to School Development</li> </ul>		
	Planning		
	Create a behavior/SEMH mentor role		
What are	High expectations for presentation – non negotiables		
the main			
priorities?	Tailed teaching, coddining provision for all stair		
	To achieve the basic skills quality mark		
Success criteria	Improved presentation and follow guidelines		
Criteria	Basic Skills Quality Mark Achieved		
	New governor and SDP paperwork used		
	Disadvantaged children achieve as well as non-disadvantag	ed nationally	
	<ul> <li>Coaching/Action research project complete and lessons sha</li> </ul>	red	
Required	Supply	£6900	
resources	Training	£9000	
	Subscriptions/assessments	£1050	
	Equipment/supplies/ learning resources	£600	

Milestons	Autumn Torm	
Milestones	<ul> <li>Governor Action Plan complete- New HT report, SDP, Gov report paperwork in place</li> <li>Leadership Logs 2015/16 presented to governors and new Leadership Logs in place</li> <li>Pupil Premium Reviewed and actions completed</li> <li>Disadvantaged/more able provision reviewed</li> <li>CPD re higher order questioning and more able complete</li> <li>Y1 transition completed and reviewed for next year</li> <li>Intervention groups EYFS</li> <li>Support NQT</li> </ul>	
	Spring Term	
	<ul> <li>Lunchtime review complete and actions taken place (ongoing)</li> <li>Performance Management targets set and reviewed</li> <li>EAL links in place with WBCLC including network meetings and CPD accessed</li> <li>More Able links in place with WBCLC including network meetings and CPD accessed</li> <li>Review/monitor intervention groups</li> <li>Eastablish EAL hub meeting</li> </ul>	
	Action Research Projects (outcomes shared with all staff) and school class visits have taken place     Lesson Study project complete outcomes shared with staff and governors     Transition programme across 2YO/N/R/Y1	
	Producation	
Newt Chara	Evaluation	
Next Steps		

Learning Environment Plan		
Aim:		Lead:
To ensure th	e safety and wellbeing of children staff and visitors	RH/JW
Make our en	vironment even more conducive to learning	
Related Acti	on Plans:	Scrutinising Committee:
Personal development, behaviour and welfare Behav		Behaviour and Safety
Leadership a	and management	
Objectives	Whole School	
	<ul> <li>Install a barrier on the school drive</li> <li>Develop a sensory room/nurture area (RH – SEN)</li> <li>Create a 'Blue Sky' area in line with the updated Behaviour Policy and Behaviour Recovery principles</li> <li>Explore the development front of house/reception area/meeting room/office space (existing ICT area)</li> <li>Explore the development of ICT hub/coffee area (existing office area)</li> <li>Explore the development of a community space on site</li> <li>Explore the creation of additional premises space using 'wasted' outdoor space around KS1 classrooms</li> <li>Develop play areas for KS1 and KS2 (adventure playground/climbing wall)</li> <li>Air conditioning</li> <li>Use of D&amp;T area (and hall) at lunchtimes by investing in dining tables</li> </ul>	
What are the main priorities?	<ul> <li>Barrier- Strengthen safety for children on school drive and especially when gate is open</li> <li>Create more learning space and develop nurture</li> <li>Develop school as a community resource and community links</li> </ul>	
Success		•
criteria	<ul><li>Drive barrier in place</li><li>Before and after school clubs created including open li</li></ul>	hrary session
Criteria	Outdoor play area is further enhanced	101 at y 30331011
	Building developed to create more learning and comm	nunity
Poguirod	Supply	£0
Required resources	Supply	
resources	Training	£0 £0
	Subscriptions Equipment/supplies/learning resources	£10,000 (Barrier)
	Equipment, supplies, rearning resources	£66,200
Milestones	Autumn Term      Bouldering wall in place     Playground design complete     Use of D&T area – dining tables	
	Spring Term	
	Barrier installed at school gate  A:	
	<ul> <li>Air conditioning units fitted Class 3HP and 6DB</li> <li>Area created – sensory room</li> </ul>	
	Area created – sensory room	
	Redecoration complete as per rolling programme     Before and after school clubs in place     ICT area/front of house planned/budgeted and ready to go ahead     Outdoor community room in place	
	Evaluation	
Next Steps		