



RCS School Improvement plan Priorities 19-20

	Action point	Success criteria	Monitoring	Resources	Timescale	Leadership	Next steps
<p>Ensure all teaching remains as good and is moving to a greater percentage of outstanding.</p>	<p>Disseminate best practice.</p> <p>Peer observations</p> <p>Familiarise all staff with outstanding teaching criteria</p> <p>Ensure progress during lessons is first priority in all teaching</p>	<p>% of teaching graded as outstanding rises and continues to increase</p>	<p>Lesson observations</p> <p>Learning walks</p> <p>Book scrutiny</p> <p>Middle leader team reaching</p> <p>External verification – LA and SDBE</p>	<p>SLT time</p> <p>Middle leader monitoring time</p> <p>SLT coaching</p> <p>Targeted CPD – LA and SDBE</p> <p>PM targets</p>	<p>On-going September 18 – July 19</p>	<p>SLT</p> <p>Middle leaders for specific foci</p> <p>Governor scrutiny and monitoring through SLT review and Governor visits</p>	<p>Continue to work on developing practice.</p> <p>Prioritise E09 expenditure at targeted CPD to improve inclusive practice.</p> <p>Further staff meeting time to discuss outstanding practice.</p>
<p>Ensure the provision for more able writers is consistent across the school.</p>	<p>Input from literacy lead to ensure consistent approach.</p> <p>CPD as identified by the LL to ensure resourcing and pedagogy is relevant and facilitates the best progress possible</p>	<p>Greater depth in writing reaches at least national standards by the end of Key Stage 2</p> <p>The standard and amount of more able writing throughout the school improves</p>	<p>JC – literacy lead learning walks and book looks</p> <p>SLT – learning walks and book looks</p> <p>CR – literacy Governor – shared book looks and learning walks</p>	<p>LL – TLR release time.</p> <p>LL – CPD</p> <p>External consultant advice and input</p> <p>Writing frames and resources as required</p>	<p>September 2019 – on going</p>	<p>JC – literacy lead</p> <p>CR – literacy Governor</p>	<p>Review on progress on-going – adjustments and re-alignment as requires.</p> <p>Target E09 and E19</p>

<p>Ensure the teaching of reading is consistent across the school and that all children make at least expected progress</p>	<p>JC – LL to consolidate ‘reciprocal reading’ model across the school.</p> <p>All staff in the early part of the school understand the delivery of phonics and early reading strategies</p>	<p>Reading standards rise above national levels at very least.</p> <p>End of key stage benchmarking at Key Stage 2 shows a 15% increase on 2019 figures</p> <p>All staff have improved knowledge and delivery skills that help the acquisition of phonics and early reading skills in all Key stage 1 and Foundation stage classes</p>	<p>JC – LL learning walks and conferencing with children.</p> <p>SLT learning walks and conferencing.</p> <p>CR – literacy Governor – shared learning walks and conferencing</p>	<p>More relevant and targeted reading books.</p> <p>CPD for staff to improve skills knowledge and understanding around the delivery of phonics and early reading.</p> <p>Staff training led by JC – LL to facilitate a more consistent approach to teaching of reading</p>	<p>September 2019 – July 2020</p> <p>Mid- year review March 2020</p>	<p>JC literacy lead</p> <p>CR – literacy Governor</p>	<p>Review and adjust as required.</p> <p>Target E09 and E19</p>
<p>Ensure the teaching of times table facts and recall is thorough and consistent throughout the school</p>	<p>Review current strategies and techniques.</p> <p>Ensure the year 4 cohort are ready for the times table national test in Summer 2020</p>	<p>All children have secure tables knowledge and fluent recall.</p> <p>80% of year 4 achieve the expected standard in the summer 2020 national tables test</p>	<p>JJ – ML learning walks and conferencing with children. Direct teaching input.</p> <p>SLT – leaning walks and book looks.</p>	<p>JJ – ML TLR release time.</p> <p>Software to aid times table fluency and speed of recall.</p> <p>CPD – specifically targeted by ML to ensure pedagogy is</p>	<p>September 2019 – on going</p>	<p>JJ – Maths lead</p> <p>CC – Maths Governor</p>	<p>Target E09 and E19</p> <p>Source appropriate software as required</p>

			CC – maths Governor shared learning walks.	consistent and current throughout the school			
Implement the revised PSHE scheme of work after sight of the revised DFE final guidance – March 2020. This will include the revised section on relationships and the LGBTQ agenda.	<p>Roll out the revised sections in line with DFE guidelines to all year groups as relevant.</p> <p>Organise CPD as required once details are finalised.</p> <p>Organise parent / carer information sharing sessions as advised in the guidance.</p>	<p>New sections on relationships fit into the RCS scheme of work. These are delivered successful by all staff.</p> <p>Learning for the children is strengthened and relevant to their lives in 2020.</p>	<p>VB – PSHEL Learning walks and book scrutiny.</p> <p>SLT – learning walks and book scrutiny.</p> <p>KT – PSHE Governor shared learning walks.</p>	<p>Relevant texts and interactive software to deliver the revised sections of the scheme of work.</p> <p>PSHEL – TLR release time</p>	March 2020 when finalised guidance is released.	VB – PSHEL KT – PSHE Governor	<p>Review progress of implementation once initial roll out complete – June 2020.</p> <p>Target E09 and E19</p>

<p>Ensure the school curriculum has clear statements of intent and easily understood implementation strategies. These can be articulated by all. These aid the delivery of high quality learning opportunities that show clear impact on the pupils learning.</p>	<p>Curriculum for all subjects is reviewed and made ready for the new level of Ofsted scrutiny. All subject leaders can articulate their curriculum intent clearly and describe the quality of teaching in their subject and the impact this has on the children's learning.</p>	<p>By summer 2020 there are clear statements of intent for all curriculum areas. All leaders are able to discuss the quality of teaching in their curriculum area and the impact on the children.</p>	<p>All curriculum leaders and attached Governors.</p> <p>Subject leaders observe teaching and learning and feedback to develop practice.</p> <p>SLT general curriculum monitoring activities.</p>	<p>Relevant CPD as required.</p> <p>Release time on a rolling cycle for curriculum leaders.</p>	<p>September 2019 – July 2020. On-going as necessary.</p>	<p>SLT – all curriculum leaders in rotation and attached Governors.</p>	<p>Cost centres E11, E19 and E20 as required.</p> <p>Assign staff meeting time in the autumn term to the identification of each subject areas curriculum intent and implementation strategies.</p> <p>Deliver TLR time on a rolling programme to facilitate subject leaders learning and subject development.</p>
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<p>Ensure the percentage of persistent absenteeism falls below 10% for the academic year 2019 - 2020</p>	<p>Thorough monitoring and close work with the EWO bring the percentage down below 10. Regular SAP's and issuing of penalty charge notices ac as a deterrent.</p>	<p>Percentage falls below 10</p>	<p>JR - on-going monitoring. Monthly liaison with EWO and follow action as required. KT – Safeguarding Governor</p>	<p>EWO bought in services contract. JR time to home visit as required</p>	<p>On- going from September 2019 – July 2020</p>	<p>JR – IWL KT – Safeguarding Governor</p>	<p>E27 and E28a. Review the amount of EWO time bought in as this may need to be increased if required.</p>
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<p>Develop the Foundation stage and Key stage 1 playgrounds to provide a better environment to continue the curriculum in an outdoor setting.</p>	<p>Obtain grant for development of both. Source three quotes for development. Design with the 'outside' curriculum in mind.</p>	<p>Both playgrounds have a range of play and learning equipment that enhances the children's learning outside.</p>	<p>WN – Foundation stage lead for this project to obtain quotes and draw up designs. HS – site manager to oversee the installation process and ensure progress on site is satisfactory.</p>	<p>Grant received from the Hadiya – Aliyeva foundation.</p>	<p>September 2019 – July 2020. Both projects completed by July.</p>	<p>SLT – overview. WN – design and compliance with curriculum requirements</p>	<p>Ensure the programme remains viable and on track for completion in July 2020</p>
<p>Introduce a form of liturgy to the acts of collective worship</p>	<p>Implement 'the grace' or a similar liturgical phrase into the collective acts of worship.</p>	<p>Once chosen sits in all acts of worship and forms an integral part of the structure of all acts of worship.</p>	<p>WN – RE lead KJ – RE Governor Both RE lead and Governor monitor acts of worship.</p>	<p>As required</p>	<p>In place by January 2020</p>	<p>WN – RE lead and SLT</p>	<p>On - going</p>
<p>SEN PRIORITY Please see attached plan</p>							