

# School Improvement 2021/22

## Area 5: Effectiveness of Leadership and Management

**Objectives:** To review and improve School Improvement Planning and Appraisal:

- **Strengthening performance management process to ensure that teachers are held account for the impact of their work on pupils learning and progress.**
- Increasing the frequency and rigor of monitoring processes to evaluate the quality of provision and focus improvement work.
- Ensure all aspects of the last Ofsted report have been addressed and improvements evident and impacting.
- Systematically evaluating the impact of school improvement work and report findings to key stakeholders, particularly children, parents and carers.
- Improving the quality and focus professional development training to meet whole school priorities and strengthen the teaching profile.

## Success Criteria/Milestones

- School Improvement Planning to be effective in implementing moving the school forward through SMART targeting by July 2022.
- All stakeholders to know priorities for the year – accelerated writing, quality first teaching of differentiated lessons and on-going training and implementation of the curriculum by middle leaders especially in English and Pshe.
- Governors have clear view of priorities for the year, challenge, and monitor their implementation at monthly reviews.
- Develop coaching model to ensure all teaching is good teaching – with guidance and clear support programmes as necessary implemented
- Maintain and ensure the proportion of good (100%) and outstanding (50% +) teaching.
- Challenging performance management objectives, closely aligned with school improvement priorities contribute to improved levels of achievement and increased accountability for all.
- All members of the Leadership Team have clearly defined roles and responsibilities and are held to account for the impact of their work by the Headteacher and Governing Body.
- A review of key job roles and responsibilities to inform the leadership structure of the school to ensure effectiveness of the leadership
- The Governing Body monitors the school through a range of robust processes, including first hand observations of systems used by the Leadership Team and teaching staff in school.
- The Governing Body to report regularly to parents about the impact of improvement work. Evidence on the school website

Action Steps	Lead Person	Target Date	Monitored by	Method of Monitoring	Resources/ Finances/ CPD	Success Criteria/Mile Stones
Review current Governor monitoring procedures. Following the induction of the new Chair of Governors	Governors/ SLT	Feb 22	Chair of Governors	Governor meeting minutes		Governors have clear view of progress towards objectives on School Improvement Plan.
Produce and review an updated Governor Development Plan/ Vision Statement	Chair	Jan/Feb 22	Governors	Development Plan		Governors have clear priorities for the year/ next 3 years
Organise Governor training monitoring	Clerk to Governors	Termly	Governors	Governors feedback	Governor training	Governors holding SLT to account.
Strengthen SLT monitoring of progress against the School Improvement Plan.	ND/EP/RC	Nov 21 Jan 22 March 22 Apr 22 June/Jul 22	Governors	SLT minutes		SLT have a clear view of progress towards objectives on School Improvement Plan2
Share School Improvement Plan with staff and Governors	HT	Dec 21	Governors	Finalise School Improvement Plan Jan 22		All stakeholders to know priorities for the year.
School Improvement Plan shared with parents on the website and on display in the entrance hall	ND	Jan 22	Governors	SIP on display and website		Parents to have access to SIP.
Termly updates to parents to share progress against targets on SIP.	LT	March 22 July 22	Governors	SIP on display and website		Parents to be aware of progress against targets on the SIP

				Monthly newsletters Parent and Carers Survey and review		
Review Appraisal Policy	SLT	Nov 21	Governors	Governor minutes		All Staff to be familiar with Appraisal Policy
Develop the role of the coaching partners to share best practice across the school	EP/RC	On-going led by Phase Leaders	HT/Governors	Feedback from staff	Supply – internal cover	Staff observe experts in a range of curriculum areas both in school and in other local schools.
Review current CPD provision	SLT	Sep/Oct 21 Termly reviews	HT/CPD Admin SLT, Phase Leaders	Audit		CPD provision will be improved as a result of auditing and review.
Carry out interviews with teachers and to identify areas for CPD	Appraisers	Nov 21 Feb 22 June 22	HT/Governors	Individual CPD files	Supply – internal cover	Staff will have the opportunity to reflect on their own practice. Individual Action Plans produced.
<b>Evaluation Evidence:</b> <ul style="list-style-type: none"> <li>• School Improvement Plan</li> <li>• Discussions with teacher representatives</li> <li>• Staff meeting notes</li> <li>• CPD files</li> <li>• Appraisal files</li> </ul>						