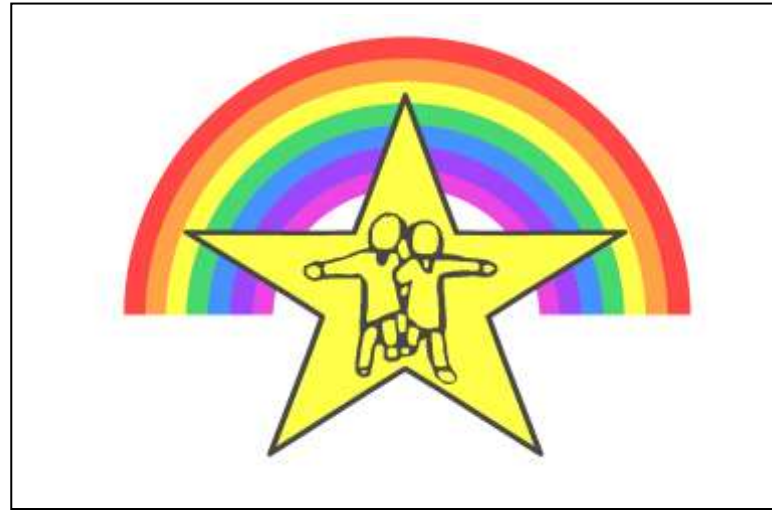


# St Mary's Primary Academy



## Academy Development Plan 2016 - 17

## Review of previous year

2016-16 was a positive year in many respects but the Academy remains REQUIRES IMPROVEMENT. Two Section 8 (HMI) Inspections focused on our progress, teaching, staff turnover, full engagement with curriculum and new assessment criteria and effective school to school support. Progress, noted through book scrutiny has been readily apparent. However, attainment remains problematic - assessed as a function of new assessment criteria but balanced by improved progress. Overall, our success or otherwise this year will be a function of progress assessments rather than attainment via tests. Phonics attainment results were disappointing given the cohort had undertaken Read Write Inc for 2 years however, progress was assessed good given the high percentage of pupils below age related expectations on entry to EY. To improve, we will restructure phonics teaching providing more writing opportunities - this is incorporated into a new Y1 curriculum plan. We do remain an effective, popular school locally, outperforming the majority of nearby primaries.

**Priority 1** To raise standards and achievement to above national average (particularly progress across KS2).

- close gaps of all vulnerable groups to their peers
- raise maths and reading attainment and progress in KS2
- improve Y1 phonics performance through Read/Write/Inc
- raise standards of mathematics through Advantage Maths scheme

Significant improvement in maths outcomes across school, evidenced in progress/scrutiny and KS2 end of year results. Emphasis on reading standards from Jan 16 beginning to show improvement - range of initiatives in place (library, guided reading, comprehension emphasis, book clubs, class texts etc). RWInc results problematic - clear need for long write opportunities within scheme. Vulnerable group progress variable - in some areas gaps have closed but in others (notably KS2) they have widen - accelerated progress of cohorts has maintained or increased gap in some instances despite good progress of the vulnerable group. KS2 results indicate cohort at or slightly above national average. KS1 results were below expected national average.

**Priority 2** To continue teaching and learning initiatives to embed new primary curriculum and new assessment levels.

- support teaching staff (CPD), especially NQTs, in delivery of curriculum
- assessment support under 'Steps' (Target Tracker) with appropriate internal/external moderation
- review provision of PE, music and MFL

Significant investment in staff CPD across year. All NQTs on CASSA support package. Additional School to School support throughout Spring/Summer terms via CASSA. Assessment training throughout year with LA and Cluster moderation. KS1 and KS2 external moderation Jun 16. Subject reviews undertaken - provision improved however music proved financially debilitating (loss of £3.5K over year). Sports coach completing level 5 standard and PE curriculum reviewed and updated. MFL action plan in place to build on progress - Salut! scheme successfully introduced in KS2.

**Priority 3** Continue improvements to premises (including KS1 corridor refurbishment and classroom lighting/temperature control) with priority to projects that will directly improve the teaching and learning environment.

Variety of improvements completed including blinds, heaters and Arc lighting. KS1 refurbishment delayed one year following grant refusal (project to be completed 2016-17 using all academy capital if required).

**Early Years - GLD 63% (NA 69%)**

**Yr1 phonics - 67% (NA 81%)**

**Key Stage 1 - % attaining Level 2+ and Level 3 (national average in brackets) ( 2016 - new assessment criteria)**

	2013	2014	2015	2016
<b>Mathematics</b>	95% (91%) 27 (23)	97% (92%) 29 (24)	95% (93%) 32 (26)	63% (73%)
<b>Reading</b>	93% (89%) 32 (29)	93% (90%) 31 (31)	92% (90%) 32 (31)	62% (74%)
<b>Writing</b>	86% (85%) 24 (15)	92% (86%) 17 (16)	82% (88%) 18 (18)	52% (66%)

**Key Stage 2 - % achieving Level 4+ (national average in brackets)  
(2016 new assessment criteria - Achieving Age Related expectation)**

**Key Stage 2 - % achieving Level 5 (national average in brackets)  
(2016 new assessment criteria - Achieving High Standard)**

	2013	2014	2015	2016
<b>Reading</b>	76% (94%)	87% (89%)	79% (89%)	68% (66%)
<b>Writing</b>	71% (83%)	81% (85%)	78% (87%)	58% (74%)
<b>Maths</b>	78% (85%)	76% (86%)	78% (87%)	79% (70%)
<b>GPS</b>	62%	72%	69%	66%(72%)
<b>RWM</b>	62% (75%)	67% (79%)	71% (80%)	55% (53%)

	2013	2014	2015	2016
<b>Reading</b>	43% (44%)	44% (49%)	24% (48%)	26% (19%)
<b>Writing</b>	30% (30%)	44% (33%)	22% (36%)	2% (15%)
<b>Maths</b>	26% (41%)	30% (42%)	26% (41%)	25% (17%)
<b>GPS</b>	36%	50%	43%	25% (23%)

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KS2 Progress 2016

Attainment	achieving expected standard	above	Average scaled score
Reading	68%	26% 'high standard'	103
Writing	58%	2% working at greater depth	n/a
Math	79%	25% 'high standard'	104
GPS	66%	25% 'high standard'	104
RWM % achieving expected standard	55%		
RWM % achieving a high score	0%		

Progress	Progress score	Confidence interval	Significant?
Reading	1.0	(-0.7 – 2.7)	average
Writing	-4.3	(-6 to -2.6)	Sig -
Math	1.7	(0.3 – 3.1)	Sig +

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Predicted outcomes by Jul 17:

Year	Cohort	GLD (EY)/ Phonics (Y1)
EYFS	60	77%
Yr1	60	75%

Year	Cohort	Reading	Writing	Maths	RWM combined
1	58	68%	62%	66%	58%
2	60	76% ↓	69% ↓	76% ↓	69% ↓
3	60	62%	57%	62%	56% ↑
4	60	73%	68%	68%	62%
5	60	77%	67%	68%	64% ↑
6	58	72%	74%	77%	72% ↑

### **Last Ofsted (July 2015)**

What the school should do to improve further

'Raise achievement and the impact teaching has on pupils' progress, especially between Y2 and Y6 in reading and mathematics, by making sure':

- More pupils make good progress and work at higher levels of skill and attainment,
- Disabled pupils and those who have special educational needs make faster progress and more catch up with their classmates,
- Teachers check on gaps in pupils' knowledge and on what pupils do not know part way through a lesson, and ensure that pupils making slower progress catch up,
- Pupils' personal targets shared with parents, including those in the early years, make it clear how pupils can reach the next stage of development.

'Improve leadership and management by ensuring that':

- Subject leaders check more carefully on the progress made by different groups of pupils,
- Leaders encourage teachers to demonstrate that they have met their personal targets to improve the impact their teaching has on pupils' achievement,
- Parents are helped to understand in detail how well their child is doing in the key areas of learning.

### **HMI Section 8 (26 April 2016)**

- Further improve analysis of the provision and outcomes for vulnerable pupils, particularly LAC.
- Renew focus on KS1 development.

## Key priorities of 2016 - 2017

The Academy must continue to be ambitious and forward thinking. We must start the academic year 'Ofsted ready' and maintain that standard. We will need to maintain and adapt initiatives to teaching and learning, continue to explore greater cooperation with other schools and enhance CPD to raise standards. Staffing remains key and has the potential to undermine improvements - we must ensure maximum retention of staff, invest in teachers, build senior and middle management expertise and plan for succession. Monitoring of progress of the overall plan (and key supportive action plans) must be rigorous. If we are to be the best primary locally we need to continue to raise attainment and accelerate progress. We need to continually ask ourselves:

What are we trying to do?

How are we trying to do it?

How do we monitor the plan to achieve this?

What do we do when something is not on track?

How do governors and senior managers help when required?

- Priority 1** To raise standards and progress to above national average in both KS1 and KS2.
- close gaps of all vulnerable groups to their peers *See SEF for details*
  - support teaching staff through focused CPD *Strong CPD programme throughout year - see termly CPD report*
  - enhanced monitoring of key action plans *In place through SLT and TLG (weekly meetings)*
  - firmly establish the St Mary's minimum expectations for all teaching staff *Teacher and TA non-negotiables in place. Termly triangulation and pupil progress reports*
- Priority 2** To introduce teaching and learning initiatives to improve age related expectation outcomes.
- review provision of Year 1 curriculum including Read Write Inc *Autumn revision completed*
  - raise standards of writing through 'Talk for writing' initiatives *In place and increasing use in all cohorts. Further training for staff planned*
  - continue maths and reading next steps *Maths No Problem extended to Y4 and proposed as whole school scheme. Reading café in place and further reading initiatives under investigation.*
  - develop enquiry and thinking skills *Growth mindset in place*
  - widening the nurture of pupils and support to parents *Nurture Award initiative in place, increased parent support courses, internet workshops, reading cafe*
  - review behaviour policy and ensure whole school consistency through staff training *Autumn review undertaken but subsequently revised in Summer term - behaviour, social media, e-safety and anti-bullying policies revised. Parent code of conduct. Staff training - cluster conference plus internet, schoolsafe and safeguard training.*

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### Priority 3

To provide a 3 year budget.

- Establish future funding strategy with new National Funding Formula incorporated into 3 year budget plan including financial impact of joining MAT NFF indicates 2.1% GAG increase in 2017/18. Draft budget 2017/18 yet to balance but under review.
- Establish FY One capital spend plan to include improvements to premises including KS1 corridor refurbishment, classroom temperature control and broadband/IT hardware upgrades KS1 corridor project in place, hall aircon fitted, broadband/wifi upgraded and Arc IT replacement programme (chrome books) underway.



**St Mary's Primary Academy  
School Development Plan Key Priorities 2016- 2017**

**Priority 1 - To raise standards and progress to above national average in both KS1 and KS2:**

Objective	Actions	Monitoring	Costs	Outcome	Intervention (if reqd)
a) To identify key areas for development.	➤ Evaluate performance in SATs (2016) and data analysis.	Feedback to SLT and Curriculum Committee by 1 Oct 16	FFT subs	Complete	Data in ADP
	➤ Review performance against FFT data	Feedback to SLT and Curriculum Committee by 1 Jan 17		Complete	Data in ADP
	➤ Review and publish SEND/Pupil Premium and Sports reports on website including in year expenditure proposals and projections - self-evaluation to be completed	Reports on website by 1 Sept 16 - CH Key actions incorporated into SEN Action Plan		Complete	Update SEND/PP reports at end of each term
	➤ Achieve Nurturing School status - embed a nurture culture to improve well-being, behaviour, attendance and performance	Part of SEN action plan (SENCo). 2 Year prog. SLT half termly review - Oct, Dec, Feb, Apr, Jun, Jul	£1K annually	On track	
b) Undertake lesson observations, teacher assessments, moderation and	➤ SLT to observe all teachers. Performance management completed and to include T+L objectives for all teachers. Gov Body informed as part of pay and performance review of all staff.	Observations completed by 21 Nov 16  PM completed by 1 Nov 16  Principal to report to GB on evaluation of T+L. Reported: Dec, Apr, Jul		On track	LA/S2S support providing additional monitoring and scrutiny

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Objective	Actions	Monitoring	Costs	Outcome	Intervention (if reqd)
scrutiny	<ul style="list-style-type: none"> <li>➤ Agree with staff CPD requirements. Staff to undertake training as necessary. Maintain CPD register and review impact of training.</li> <li>➤ Book scrutiny</li> <li>➤ Moderation: Internal  External</li> </ul>	<p>GK to maintain CPD register including review. Report to CH Dec 16, Mar 17, Jul 17. CH report to TDs Jan 17, Apr 17, Jul 17</p> <p>KS leaders report to SLT/CH Nov 16, Jan 17, Apr 17, May 17, Jun 17</p> <p>KS leaders report to SLT/CH Jan 17, Apr 17</p> <p>KS leaders report to SLT/CH Nov 17, Jun 17 Cluster moderation 3 Nov, 22 Mar, 25 May KS2 (LA) writing - Jun 17</p>	<p>CPD budget - £15K plus £10K from capital</p>	<p>On track Termly triangulation report</p> <p>On track</p> <p>On track</p>	
c) Support teaching staff through focused CPD	<ul style="list-style-type: none"> <li>➤ Support NQT/RTQs</li> <li>➤ NPHQ support</li> <li>➤ Subject leadership support</li> <li>➤ Outstanding teacher programme</li> <li>➤ Safeguard Training (whole school)</li> </ul>	<p>GK mentor Sept - Jun. delivery via CASSA</p> <p>From capital spend £10K allocation Sept - Jun - in place and being undertaken by GK</p> <p>CH - T4T. Sept - Jun.</p> <p>From capital spend £10K allocation. 1 tch Sept 16 - Miss Adams</p> <p>CH - T4T. Sept 16</p>	<p>£750</p> <p>£2K</p> <p>£800</p> <p>£600</p>	<p>Complete</p> <p>Underway completes Dec 17</p> <p>Complete</p> <p>Complete</p> <p>Complete</p>	<p>TA effectiveness project - GK on going</p>

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Objective	Actions	Monitoring	Costs	Outcome	Intervention (if reqd)
	<ul style="list-style-type: none"> <li>➤ School Direct student support</li> <li>➤ Schools Safe training</li> <li>➤ School to school support</li> </ul>	<p>CH. Sept - Jun (GK mentor) - underway                      CH Sept 16                      CH Sept - Dec then review.                      Claire Lamb visits: 3 Oct, 11 Nov, 24 Jan, 10 Feb, 2 Mar                      LA visits: 27 Sept, 30 Nov, 6 Feb, 7 Jun, 6 Jul</p>	<p>£8K                      £5K</p>	<p>Underway                      Complete                      On going</p>	<p>Book further CL visit as pre-Ofsted audit</p>
d) Prepare for SATs (Y2 and Y6)	<ul style="list-style-type: none"> <li>➤ Examination preparation plan</li> <li>➤ Pupil preparation programme based on new assessment criteria</li> </ul>	<p>GK/AC - Autumn 16                      GK/AC - Spring 17</p>	<p>£2K</p>	<p>Complete                      Complete</p>	
e) Close gaps of more vulnerable groups	<ul style="list-style-type: none"> <li>➤ Audit interventions in place</li> <li>➤ Review teaching support</li> <li>➤ Review provision to all vulnerable groups - monitor and ensure 'closing of gaps'</li> <li>➤ G+T provision review</li> <li>➤ SEN action plan</li> </ul>	<p>CH/GK, SENCo - Sept 16 - in SEND plan                      GK - Sept 16 - KS1 revised spt plan                      SLT/TLG weekly - standing item</p> <p>CH/LO Sept 16                      Sept 16 - SLT and TLG weekly meetings - standing item</p>		<p>Complete                      Complete                      Jun 17 review</p> <p>Complete                      On going - end of year report Jun 17</p>	<p>LAC/Virtual Head provision review - realigns payments to term gone delaying money in school</p>
f) Teaching staff non-negotiables	<ul style="list-style-type: none"> <li>➤ Marking policy updated</li> <li>➤ Home learning policy updated</li> <li>➤ Behaviour policy updated</li> <li>➤ Handwriting &amp; presentation policy</li> </ul>	<p>Drafts documents by 14 Jul - Sept 16 (GK)                      Final versions by 1 Sept - briefed at PD day</p> <p>CH - Sept 16                      GK - SLT/TLG monitor - standing item</p> <p>GK - Sept 16</p>		<p>Complete                      Complete</p> <p>Complete                      Complete</p>	<p>Revise May 17 and Parent</p>

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Objective	Actions	Monitoring	Costs	Outcome	Intervention (if reqd)
	<p>updated</p> <ul style="list-style-type: none"> <li>➤ Teaching planning process confirmed</li> <li>➤ Teacher and TA non-negotiables guidance sheets</li> </ul>	GK - Sept 16		<p>Complete</p> <p>Complete</p>	<p>Code of Conduct</p> <p>Ongoing TA CPD related to GK NPQH project</p>
g) Governors fully aware of ADP plan and key subject action plans - monitor progress effectively	<ul style="list-style-type: none"> <li>➤ Half termly progress reports</li> <li>➤ Report on following action plans: Maths English Science SEN</li> <li>➤ 'Report on a page' produced at half termly intervals</li> </ul>	<p>Report to be updated and available for each governor meeting (CH)</p> <p>Report tracked and updated from TLG, SLT and sub-committees</p> <p>Reports: 1, 2, 3, 4, 5, 6</p> <p>Monitored at SLT/TLG weekly</p> <p>Presented to S+C half termly</p> <p>Progress report on all Heads Reports to governors (half termly)</p> <p>Reports: 1, 2, 3, 4, 5, 6</p> <p>Science resources audit completed Oct 16</p> <p>Monitored at SLT/TLG weekly</p> <p>Presented to S+C half termly</p> <p>Progress report on all Heads Reports to governors (half termly)</p> <p>Reports: 1, 2, 3, 4, 5, 6</p>		<p>On going</p> <p>Produced but shelved in favour of narrative report</p>	<p>RAG sheet not providing detail to governors - incorporate into Principal's reports</p>

**Success criteria - Pupils:** Raised pupil attainment and progress - improve on previous year and meet national average as a minimum and better as a stretched target. Improved KS2, KS1, phonics and GLD results compared to 2015/16.

**Staff:** Raised staff confidence & enthusiasm in higher attainment, particularly through agreed targets, CPD and accepted policies/procedures. NQTs fully supported. PM completed with T+L objectives incorporated. Mid-term reviews undertaken. All key action plans regularly updated and reported against at SLT, T+L group and governing body.

**Priority 2 - To introduce teaching and learning initiatives to improve age related expectation outcomes:**

Objective	Actions	Monitoring	Costs	Outcome	Intervention (if reqd)
a) All pupils to have clear 'next steps'/targets	<p>Parents /carers to know target against new assessment criteria. Regular open Classes for parents.</p> <p>Pupils to know targets and new assessment criteria</p> <p>Targets established Sept 16 - Review at half term points</p> <p>Improved EY targets (including feedback to parents). Half termly progress/target feedback to parents.</p>	<p>Parent evenings, Open Classes - one every half term - Oct, Dec, Feb, Apr, Jun, Jul</p> <p>SLT/TLG monitor - standing item - weekly</p> <p>SLT/TLG monitor - standing item - weekly Reports: 1, 2, 3, 4, 5, 6</p> <p>SLT/TLG monitor - standing item Reports: 1, 2, 3, 4, 5, 6</p>		<p>In place</p> <p>In place</p> <p>In place</p> <p>In place</p>	<p>Target policy revised May 17 - class targets to be set and displayed linked to weekly learning objectives</p>

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	Half termly data reports to include vulnerable group/individual detail	SLT/TLG monitor - standing item Reports: 1, 2, 3, 4, 5, 6		In place	PP spreadsheet in place. Final PP costings sheet to be completed
b) Consolidate key areas of children's learning	<ul style="list-style-type: none"> <li>➤ Agreed intervention programme.</li> <li>➤ Monitor planning and differentiation with emphasis towards writing. Planning routinely provided with clear differentiation.</li> <li>➤ Homework is regular, monitored, marked and extending learning</li> <li>➤ EGPS planning and lesson delivery fully established within new curriculum</li> <li>➤ Handwriting policy and presentation standard embedded</li> <li>➤ Maths and English action plans for raising standards</li> <li>➤ Maths 'No problem' programme in place and impact monitored (Y6 only)</li> <li>➤ Talk for Writing programme in place and impact monitored</li> <li>➤ Reading initiatives to continue improvements including reading cafes</li> </ul>	<p>Endorse by SLT Sept 16 SLT/TLG monitor half termly Reports: 1, 2, 3, 4, 5, 6</p> <p>SLT/TLG monitor half termly Reports: 1, 2, 3, 4, 5, 6</p> <p>SLT/TLG monitor half termly Reports: 1, 2, 3, 4, 5, 6</p> <p>SLT review and endorsement Sept</p> <p>SLT/TLG monitor half termly. Reports: 1, 2, 3, 4, 5, 6</p> <p>SLT/TLG monitor half termly. Reports: 1, 2, 3, 4, 5, 6 - extended to Y4 - Dec 16</p> <p>SLT/TLG monitor half termly. Reports: 1, 2, 3, 4, 5, 6</p> <p>SLT/TLG monitor half termly. Reports: 1, 2, 3, 4, 5, 6 Funding in place Dec 16. Recruitment in process - expect Easter onwards for 1 year in partnership with 'Sharing Parenting'. Mrs Youngs in place Mar</p>	<p>£2.5K</p> <p>£1K plus Y4 costs</p> <p>£1K</p> <p>Bid successful</p>	<p>In place</p> <p>In place</p> <p>In place</p> <p>In place</p> <p>Nelson scheme</p> <p>In place</p> <p>Complete</p> <p>In place</p> <p>In place</p>	<p>Y1 revision reqd - SLT support - provided and planning support in place</p> <p>May 17 book scrutiny illustrating clear improvement</p> <p>Reading Café sessions in place - May 17</p>

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	<ul style="list-style-type: none"> <li>➤ SEN action plan and ISPs in place, regularly updated.</li> <li>➤ Introduce Growth Mindset skills and widen enquiry within a broad, balanced curriculum</li> <li>➤ Achieve School Games Mark (Bronze)</li> </ul>	<p>17. SLT/TLG monitor half termly. Reports: 1, 2, 3, 4, 5, 6</p> <p>SLT/TLG monitor half termly. Reports: 1, 2, 3, 4, 5, 6</p> <p>CH - Sept 16</p>	£2K	<p>In place</p> <p>In place</p> <p>complete</p>	<p>Outcomes and fully costed provision incomplete</p>
c) Review and monitor delivery of Pupil Premium/Looked After Children support	<ul style="list-style-type: none"> <li>➤ Review PP/LAC support plan (update termly)</li> <li>➤ Endorse SEND action plan</li> <li>➤ Publish PP report on website with agreed spending plan</li> <li>➤ Update Case Study PP</li> <li>➤ Ensure 'closing the gaps' monitored with appropriate interventions</li> <li>➤ Nurture Schools award</li> </ul>	<p>SENCO to Principal every half term. Reports: 1, 2, 3, 4, 5, 6</p> <p>CH - Sept 16 CH/SENCo - Sept 16. Jan 17 update reports inc LAC, PP</p> <p>Sept 16 - updates Jan, Apr, final report Jul</p> <p>SLT half termly review. Reports: 1, 2, 3, 4, 5, 6</p> <p>LO - report through SEND action plan</p>	PP/LAC budget allocation as agreed - see budget forecast	<p>On going - final FY costings Complete In place</p> <p>In place</p> <p>In place</p> <p>On track</p>	<p>Virtual Head amendments - May 17</p> <p>Complete revision of files and studies underway Increased TA interventions - Apr 17</p>
d) Review provision of Y1 curriculum	<ul style="list-style-type: none"> <li>➤ Action plan</li> </ul>	<p>Sept 16 - updates Jan, Apr, final report Jul</p> <p>Outdoor improvements in pace - parasol, sandpits etc. Investigate further canopy provision - contract placed for Spring term - Y1 playground canopy in place Feb 17. Parasol in place.</p>	£4K	In place	Curriculum revised with SLT support Y1 staff to outstanding school May 17

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<p>e) Review behaviour policy and behaviour management</p>	<ul style="list-style-type: none"> <li>➤ Review Behaviour Policy</li> <li>➤ Undertake Schoolsafe T4T training</li> <li>➤ Behaviour training for all staff</li> <li>➤ Monitor behaviour and report</li>   <li>➤ E-safety training via T4T</li> </ul>	<p>Draft to Governors Sept 16                  CH - Sept 16 (updates) and teaching staff training (Oct)                  CH to deliver - Sept 16                  Monitored in SLT/TLG                  Reported in all Heads Reports and discussed at Gov Mtgs. Reports: 1, 2, 3, 4, 5, 6</p> <p>Dec T4T cancelled - rebooked for Mar 17. Completed and first staff training - tchs and LTS - Mar and May.</p>	<p>£600</p> <p>£600</p>	<p>Second review Complete Complete In place - further action reqd Complete</p>	<p>Review May 17 - particularly KS2 sanctions Cluster behaviour conference - Jan 17 Parent Code of Conduct and Social Media policy</p>
<p>f) Eco Schools Award</p>	<ul style="list-style-type: none"> <li>➤ Re-Establish Eco Council</li> <li>➤ Action Plan to achieve Green Flag within 2 years</li> </ul>	<p>GK - Sept 16</p> <p>LO - Dec 16</p>	<p>£500</p>	<p>In place Need for relaunch with new council in Sept 17</p>	<p>Passed to LO - Jan 17</p>

**Success criteria - Pupils:** Pupils meeting targets.

**Staff:** Talk for Writing fully understood and applied. Maths and reading initiatives continue to show attainment and progress improvements. Yr1 curriculum reviewed and updated.



**Priority 3 - To provide key premises updates and establish a 3 year budget.**

Objective	Actions	Monitoring	Costs	Outcome	Intervention (if reqd)
a) KS1 corridor and toilets refurbishment	<p>To include asbestos removal, lighting upgrade and redecoration</p> <p>Tenders</p> <p>Grant application</p> <p>Build</p>	<p>Premises Sub-committee meetings</p> <p>To include lighting proposal - prepared in association with successful tender. JV - Nov 16. Bid not expected to be successful - lighting projects now have a low priority. Confirmed unsuccessful 29 Mar. To be fully funded by school.</p> <p>Summer 17</p>	£55K	<p>Planning complete</p> <p>Seamans selected</p>	
b) Temp control inc feasibility study	<p>➤ Scope to fit AC to:</p> <p>Hall</p> <p>Y4</p> <p>Y3</p> <p>Y2</p> <p>Y1</p>	<p>Premises Sub-committee meetings for potential Easter fitting</p> <p>Hall ac fitted Apr 17.</p>	£20K		Classes for consideration in 2017/18
c) Establish a 3 year rolling budget	<p>➤ Business Manager to produce 3 year budget plan including revenue and capital</p>	<p>JV - First Draft Dec 16</p> <p>Finance Sub-committee</p>		<p>NFF - 2.1% GAG increase?</p>	<p>NFF - feasibility of 3 year plan problematic but in outline - May 17 - but</p>

					showing deficit budget
d) Assess financial implications of joining MAT	➤ Explore MAT options inc joining Diocese or own MAT - financial implications	JC lead on behalf to Members/Trustees Ongoing discussions with Diocese and local schools (Dec/Jan)		On going	

**Success criteria - KS1 refurbishment successfully completed. 3 year budget in place for FY 2017/18.**

**1. Vision**

**A Christian school providing excellent education for every child**

**2. Aims of the school**

**At St Mary's we aim to INSPIRE -**

Our school is welcoming and well cared for; we see and experience a stimulating and challenging environment; children's achievements are celebrated in good quality and varied displays; children are praised for good and outstanding work and encouraged to do their best and resources are well managed, cared for and accessible to children and staff.

**At St Mary's we VALUE achievement for all -**

All members of the school are valued and respected. All members of the school show respect for and value others.

**At St Mary's we LEARN -**

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We provide a firm grounding in the Christian faith; everyone works hard to achieve their best; work is well planned; lessons have a clear sense of purpose and structure; the desire to learn is promoted and maintained constantly with regular constructive feedback and everyone reflects upon their practice with the aim of improvement - all staff believe they can make a difference and have a positive impact on pupil achievement.

### At St Mary's we CELEBRATE -

We celebrate children's individuality and achievements; we celebrate successes; and we share in our opportunities for celebration. We encourage a love of learning, enjoy a challenge and aim to raise aspirations.

At St Mary's we work TOGETHER to achieve the highest possible standards. Our values are community, thankfulness, justice, forgiveness, service, hope, compassion, peace, love, courage, respect and integrity.

### • 2. School Monitoring Cycle (items in red outstanding)

	<i>Autumn 1</i>	<i>Autumn 2</i>	<i>Spring 1</i>	<i>Spring 2</i>	<i>Summer 1</i>	<i>Summer 2</i>
<b>Governors</b>	Feedback on SATs Academy Development Plan (ADP) Business interests Annual summary of accounts Set budget Review SIAMS/SEF Improvement Partner report	PM review for Principal Performance Governor visits iaw training plan Monitor budget Safeguard Audit SIP Report Governor training review Academy Development Plan (ADP)	Review Key Issues Raise Online Review SIAMS/SEF SEN report Delegated Powers Monitor ADP Lit Report Review pupil premium inc spending & impact Safeguard audit report Academy Development Plan (ADP)	Health and Safety audit Improvement Partner report Reports from Assistant Principals (curriculum and teaching) governor visits iaw training plan Academy Development Plan (ADP)	Audit of spending Review SIAMS/SEF Draft Budget and SLA's Monitor Performance management Academy Development Plan (ADP)	ADP review Draft Budget and SLA's Draft next ADP Tour of school School Profile Prospectus ~ update School profile published Review pupil premium inc spending & impact Subject leader reports Academy Development Plan (ADP)

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<b>Principal</b>	ADP Set budget Update <b>SIAMS/SEF</b> Improvement Partner Report Classroom Observations SLT PM Admissions policy SEN Report	Observation of teachers (PM objectives) Data analysis Update <b>SIAMS/SEF</b> Safeguard audit + report SEN Report ADP	Set draft budget Monitor Planning ADP mid year review Data analysis Update <b>SIAMS/SEF</b> Improvement Partner Report Review Parent/pupil questionnaires CPD Report SEN Report ADP	Classroom Observations (PM objectives) Data analysis Update <b>SIAMS/SEF</b> Parent/pupil questionnaires SEN Report ADP	Monitor subject leaders Data analysis Update <b>SIAMS/SEF</b> Collective Worship Draft Budget and SLA's <b>CPD Report</b> SEN Report ADP	ADP Review Draft ADP for next year SATs/Data analysis Update <b>SIAMS/SEF</b> Draft Budget and SLA's EOY PM Set budget CPD Report SEN Report ADP
<b>Deputy Principal</b>	Data analysis Draft SEF/ADP inputs Set pupil targets Teaching staff PM Initial predictions Classroom Observations SEN Report Monitor action plans	Assessment Data analysis moderation Observation of teachers (PM objectives) RAISE Online Book scrutiny & moderation report SEN Report Monitor action plans	ADP mid year review Moderation Update predictions SATs preps Data analysis CPD Report Book scrutiny & moderation report SEN Report Monitor action plans	Moderation SATs preps Data analysis Classroom Observations (PM objectives) Book scrutiny & moderation report SEN Report Monitor action plans	National Tests ~ timetable/rooms Moderation Data analysis Budget bids <b>CPD Report</b> Book scrutiny & moderation report SEN Report Monitor action plans	Assessment SATs results - analysis Draft ADP for next year and review EOY PM CPD Report Book scrutiny & moderation report SEN Report Monitor action plans
<b>Assistant Principals/KS leaders/core subject leaders</b>	Monitor action plans Monitor Planning Teaching staff PM Music Audit resources Review teacher skills/book CPD School Council Eco Council SEN Report	ICT RE Classroom obs/work scrutiny Observation of teachers (PM objectives) Book scrutiny & moderation report SEN Report Monitor action plans	Foundation subjects Science Reports for governors Lit Review Book scrutiny & moderation report SEN Report Monitor action plans	Art <b>Sex education - Jun 17</b> Maths Review Classroom Observations (PM objectives) Book scrutiny & moderation report SEN Report Monitor action plans	History/geography Subject leader reports Budget bids Book scrutiny & moderation report SEN Report Monitor action plans	SATS review (English, Mathematics) PSHE Assessments in subjects for the year Agree subject action plans for next ADP EOY PM Book scrutiny & moderation report SEN Report

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						Monitor action plans
<b>Class teachers</b>	New intake baseline information from pre-school settings Input progress data Agree pupil targets SEN updates/IEPs Parent report	Assessment In Foundation subjects Progress meetings Input progress data Order SATs resources SEN updates/IEPs Parent report	Input progress data Review pupils targets SEN updates/IEPs Parent report	Assessment In Foundation subjects Progress meetings Input progress data SEN updates/IEPs Parent report	Transition timetable Input progress data Draft pupil reports SEN updates/IEPs Parent report	Visit Pre-schools Assessment In Foundation subjects Reports to parents Input progress data SEN updates/IEPs Parent report
<b>SEN Co-ordinator</b>	Review pupils on SEN G&A registers SEN audit IEP's with teachers SEN TA's PM TA mtg - review pupil progress SEN Report	Devise in house training and identify external courses Pupil Premium update/report SEN Report	IEP's with teachers Interim PDR Special arrangements for SATs Review Pupil Premium progress SEN Report	Interim Tests Report to Governors class meetings - review pupils progress/needs SEN TAs PM Pupil Premium update/report SEN Report	Special arrangements for SATs IEP's with teachers SEN Report	Meeting with HT Discussion with Foundation Stage re new intake SEN TA EOY PM SEN Transition SEN SEF Review Pupil Premium SEN Report
<b>School Business Manager</b>	Playtime Leaders Set budget Delegated budget Spt Staff PM	Monitor budget 1 <sup>st</sup> qtr review	Playtime Leaders Delegated Powers Spt Staff PM Monitor budget 2 <sup>nd</sup> qtr review	Spt Staff PM Monitor budget	Budget bids Monitor budget Draft Budget and SLA's 3 <sup>rd</sup> qtr review Play leaders	Draft Budget and SLA's Monitor budget Spt Staff PM EOY review Draft Pay policies
<b>Pupils and Parents/ Carers</b>	Transition into new classes Curriculum Information School Council elections Parent meetings	Progress meetings Christmas Productions Open classes	Curriculum Information Parent evening	Progress meetings with class teacher - set new targets Open classes Parent/pupil/equality questionnaires	Curriculum Information EY transition Open classes	Parents evening/report Transition