



Headteacher: Mrs R. Dyer

Deputy Headteacher: Mrs L. McMullan

Assistant Headteachers: Mrs E. Camplin (SENCo) and Mrs S. Lee

Tri-Borough (Local Authority) School Improvement Partner: Ms Shelley Duffy

Acting Chair of Governors and Vicar: The Reverend G. Buckle

LDBS Adviser: Ms Helen Ridding



Why do we need a School Improvement Plan?

The **School Improvement Plan** is the main driver for whole school improvement. It contains the targets the school has set for the year. The targets are set following an analysis of:

- The previous years' performance,
- Government/Local Authority initiatives and
- curriculum audits by senior leaders.

School improvement planning is a continuous process. Consequently, this School Improvement Plan is an organic document outlining our goals and current plans. It will evolve as evaluation and review occur at various assessment points during the year. Our learning community will also be involved in this process through consultation thereby helping to build capacity for future improvement.

This plan sets out how we aim not only to maintain performance but also to raise overall school standards, individual pupil achievement and place staff development at the heart of the school's improvement

Our plan will commence in September 2016 and new targets will be set in July 2017. It will be monitored at the end of each term.

This year we have ten Key Priorities (KP's). Each Key Priority (KP) is linked to a **Governing Body Committee**. The **Governing Body Committee Link Governors** will meet with the **Subject Leader** of the KP target every term and report to the FGB annually. The lead person for each action is highlighted in blue, eg: **Mary Smith**.



What is the vision for our learners?

Our vision is to be an aspirational and inclusive learning community, underpinned by Christian values. We deliver excellence in teaching and celebrate the richness of our diversity. Everyone is challenged, encouraged, and inspired as we work together in **faith, hope and love**.

This is the Burdett-Coutts way!

Our Values:

We believe in:

1. **Hope,**
2. **Trust,**
3. **Forgiveness,**
4. **Friendship,**
5. **Peace,**
6. **and Thankfulness.**

These are Christian values that underpin our vision.

This is the Burdett-Coutts way!



Our Aims:

The governors and staff of Burdett-Coutts and Townshend Foundation Church of England primary school are committed to providing an excellent education within the context of a Christian School. We aim to:

- **Maintain** a safe and happy environment in which all children have the opportunity to develop personally, physically, socially, academically and spiritually
- **Foster** within each child a joy and passion for learning
- **Promote** a caring Christian ethos in which everyone is equally valued and respected
- **Ensure** that every child has equality of opportunity to develop his or her potential
- **Provide** an education of the highest quality which prepares today's children for tomorrow's challenges
- **Teach** a creative, stimulating, meaningful and relevant curriculum with a wide range of learning experiences to meet the differing needs of individual children
- **Create** a partnership with parents where they are actively engaged with their child's education
- **Demonstrate** that education is a lifelong process that is required in order to make a full and rewarding contribution to the community.
- **Encourage** children to experiment, make mistakes and have the confidence to try again
- **Prepare** our children with the skills of grit, resilience and the ability to solve problems so that they may willingly navigate this new age of unknown technology with confidence
- **Coach** children to be aspirational and independent learners who want to do their best and are proud and aware of their progress and achievements
- **Embrace** Christianity while promoting tolerance, respect, understanding and sensitivity towards those who belong to a different religion or culture



Burdett-Coutts School Improvement Priorities

Effectiveness of Leadership and Management

KP1: Develop and extend leadership capacity in order to maintain consistency and high expectations for all.

KP2: Further embed the culture of coaching within the school to improve pupil outcomes.

Quality of Teaching, Learning and Assessment

KP3: Raise standards in attainment and progress in Reading to be at least in line with national expectations and high levels.

KP4: Accelerate rates of progress and increase attainment to meet at least the national expected and high standards in Reading, Writing and Maths separately and combined at KS2.

KP5: Engage and challenge pupils through teaching strategies for metacognition to build independence and resilience in learning.

KP6: Secure and sustain teaching from good to outstanding so that a higher proportion of teaching is graded as outstanding.

KP7: Implement the Inspire Maths programme to instil creativity and excellence in the teaching and learning of Mathematics and improve outcomes for learners.

Outcomes for Children and Other Learners

KP8: Analyse and use school data, to diminish the difference between pupil groups; in particular girls' reading and most able disadvantaged in Reading and Writing; identify pupils' needs; inform teaching and learning; and improve pupil outcomes.

Personal Development, Behaviour and Welfare

KP9: Improve behaviour from good to exemplary.

Early Years

KP10: Continue to increase the percentage of pupils achieving GLD by the end of EYFS in order to improve pupil outcomes.



School Improvement Plan 2016 - 2017: Key Priorities

Key Priority Target 1: Leadership & Management Develop and extend leadership capacity in order to maintain consistency and high expectations for all.		Subject Leader: R. Dyer Strategic Lead: R. Dyer		Link Governor: A. Woodward Committee: FGB	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Ensure new DHT has a robust induction and on-going guidance about her new role.		HT & DHT	Ongoing		E26 5 days supply cover
Induct new Chair of Governors. Ensure opportunities for interested governors to shadow the chair in the summer term in order to understand the role of the chair.		Clerk & HT			
Clarify and implement any changes to the OFSTED framework Update Expectations Agreement outlining SLT expectations for punctuality, uniform, marking etc Weekly SLT meeting which will include the Early Years Foundation Stage Leader. Ensure strong leadership of CPD and provide middle leadership training. Weekly Year 1 & 2 meetings. HT to lead TAs and conduct fortnightly meetings. AH to lead Meal Supervisors and have monthly meetings.		HT & All staff	Ongoing		E02 Teaching HT & SLT

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Continued: Key Priority Target 1: Leadership & Management Develop and extend leadership capacity in order to maintain consistency and high expectations for all.		Subject Leader: R. Dyer Strategic Lead: R. Dyer		Link Governor: A. Woodward Committee: FGB	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
CPD programme in place: S. - Preparation for Senior Leadership at LDBS. S., Vanessa, Stephanie, Lucy & S. – OTP. Send S. on Early Leadership at IOE.		HT & Middle Leaders and SLT	Complete by Summer 2017		E08 £600 per course
SLT, HT and DHT drop-ins and observations will look for evidence of challenge for all pupils; teacher and pupil feedback; engagement; teachers subject knowledge ; excellent presentation; questioning; lesson where pitch, pace and tasks are appropriate for all pupils.					E02 Teaching HT & SLT
Middle leader will attend the SLT and report about their research every month.		SLT & Middle Leaders	Begin October 2016 - ongoing		E02 Teaching HT & SLT
NQTs supported by Mentor and partner class teacher to make effective use of data to track pupils and to identify focus areas for teaching.					E28 NQT Service Level Agreement with LDBS £1000

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Continued: Key Priority Target 1: Leadership & Management Develop and extend leadership capacity in order to maintain consistency and high expectations for all.	Subject Leader: R. Dyer Strategic Lead: R. Dyer	Link Governor: A. Woodward Committee: FGB
Percentage progress in achieving the KEY PRIORITY target 2016-2017		
Autumn 2016	Spring 2017	Summer 2017

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Key Priority Target 2: Leadership & Management Further embed a coaching culture within the school to improve pupil outcomes		Subject Leader: R. Dyer Strategic Lead: R. Dyer		Link Governor: S. Butcher Committee: FGB	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Pupils Provide opportunities for a classroom coaching culture to support pupils' ability to reflect on learning across the curriculum (Connection with Carolyn Gelenter's Active listening and speaking meetings). Pupils to feedback to teachers via survey about teaching methods.		DHT & teachers & pupils	November 2016- February 2017		E02 Teaching HT & SLT
Parents Provide parents with exploratory questions within homework and the newsletter. Termly coffee mornings to fully define coaching and to share examples of good practice using the <i>i-stride model</i> and to explain the benefits of coaching.		DHT & parents & pupils	November 2016 –July 2017		E02 Teaching HT & SLT
Support staff All support staff to complete 'Introduction to Coaching' training. All staff aware of coaching conduct, the names of coaches and how to sign up for a coaching session. AH to lead Meal Supervisors and have monthly meetings.		HT & Support Staff	November 2016 - ongoing		E08 £1,400 for 25 adults
Class teachers All CT to complete 'Introduction to Coaching' training. Cross phase coaching groups – using the staff meeting for coaching sessions. Continued overleaf:		HT, Class teachers & SLT	November 2016 - ongoing		E08 £1,400 for 25 adults (same as above – not additional cost)

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Continued: Key Priority Target 2: Leadership & Management Further embed a coaching culture within the school to improve pupil outcomes		Subject Leader: R. Dyer Strategic Lead: R. Dyer		Link Governor: S. Butcher Committee: FGB	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Continued from previous: All staff aware of coaching conduct, the names of coaches and how to sign up for a coaching session. Coaching trios used to enable the coachees to resolve their challenges/problems and raise the standards of their teaching. Include coaching questions in Friday assemblies. Develop teacher questioning skills around coaching principles					
HT HT to continue with termly coaching sessions to improve leadership and strategic planning Use Coachmark criteria to ensure that the school aims for excellence. Report to governors. Implement coaching trios system every 6 weeks.		HT, SLT & Governors	October 2016-July 2017		E28 Coachmark costs £1300
Senior leaders Agree purpose and protocols of coaching trios. Write a coaching policy which includes vision statement, purpose, CPD and what it means for all stakeholders.		SLT & all staff	By December 2016		E02 Teaching HT & SLT
Middle leaders Publicise coaching and coaches through display board. Create coaching feedback sheet/pro forma so that the impact can be measured. Circulate coaching conduct information		Middle Leaders & SLT	By November 2016		E02 Teaching HT & SLT

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Continued: Key Priority Target 2: Leadership & Management Further embed a coaching culture within the school to improve pupil outcomes		Subject Leader: R. Dyer Strategic Lead: R. Dyer		Link Governor: S. Butcher Committee: FGB	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Community Liaise with St Matthew's and invite them to attend coaching training in order to establish external coaching links within the community.		HT & St Matthew's SLT	By the end of September 2016		N/A St Matthew's paying the school to attend: profit of £400
Governors Invited to attend coaching training on 31 st October. Receive annual report on impact of coaching standards.		HT & Governors	September 2016-July 2017		N/a
Percentage progress in achieving the KEY PRIORITY target 2016-2017					
Autumn 2016		Spring 2017		Summer 2017	

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Key Priority Target 3: Teaching, Learning & Assessment Raise standards of attainment and progress in Reading in order to be at least in line with National Expected and High levels.		Subject Leader: S. Lee Strategic Lead: R. Dyer		Link Governor: E. Szewczyk Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Staff to be given in-year data every term and be aware of findings of 2015-2016 target pupil groups for each cohort: <ul style="list-style-type: none"> Year 2 – Girls at Greater depth & FSM at ARE Year 3- Girls Year 4– EAL, FSM & Boys Year 5 – Girls Year 6 – FSM and Boys 		S. Lee & All staff	By end of September 2016		E28 Target Tracker license £700 per annum
Reorganise guided reading throughout the school to ensure that there is progression in the skill of teaching inference and deduction Pupils will: <ul style="list-style-type: none"> Determine main idea of a text and select a logical sentence to introduce or complete it, or choose an appropriate title to identify it Identify the sequence of details in a text and select an additional supporting sentence that would logically fit in Draw an inference by recognising information learned from the text that is not actually stated Determine the meaning of unfamiliar words by using other words or phrases in the text as clues 		S. Lee & All staff	By end of September 2016		E02 Teaching AHT time
Visit leading schools within the authority and adapt planning accordingly implementing their year 6 teaching strategies for Reading.		HT & SLT	By end of October 2016		E26: Supply teacher cost 2x £230

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Continued: Key Priority Target 3: Teaching, Learning & Assessment Raise standards of attainment and progress in Reading in order to be at least in line with National Expected and High levels.		Subject Leader: S. Lee Strategic Lead: R. Dyer		Link Governor: E. Szewczyk Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Act on the finding from the LA reading diagnostic		HT & SLT & Teaching staff	By the end of November 2016		E26 Supply teacher cost 2x £230
One to one teaching groups will use reading improvement strategies that sharpen pupils' critical thinking skills and develop their ability to make inferences.		S. Lee			E02 Teaching HT & SLT time
Accelerate progress and raise achievement for pupils receiving Pupil Premium funding.					
Percentage progress in achieving the KEY PRIORITY target 2016-2017					
Autumn 2016		Spring 2017		Summer 2017	

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Key Priority Target 4: Teaching, Learning & Assessment Accelerate rates of progress and increase attainment to meet at least the national expected and high standards in Reading, Writing and Maths separately and combined at KS2.		Subject Leader: L. McMullan & S. Lee Strategic Lead: R. Dyer		Link Governor: E. Siddall Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Teachers reorganised in KS2 to ensure that there are experienced teachers in each year group. Assistant Headteachers and Deputy Headteacher deployed to lead lower KS2 and upper KS2 respectfully,		HT & SLT	5 th September 2016		E02 Teaching Staff
Additional teacher to provided additional support to 2017 year 6 pupils from the summer term.		HT & SLT	5 th September 2016		E26 Supply teacher
2017 year 4 cohort to receive targeted support form 2 additional teachers to improve 40% that are below ARE in R, W & M.		HT & pupils, all staff	Ongoing September 2016 – July 2017		E26 Supply teacher
Increase attainment in Mathematics from 67% to 85% through 3 days of whole class teaching using CVA - Concrete, Visual and Abstract approach.		S. Brickell, DHT, pupils & all staff	Ongoing September 2016 – July 2017		E19 Curriculum resources
Lessons to be pitched to high ability: the most challenging criteria should be available to all learners in order to deliver higher expectations for all pupils.		DHT, pupils & all staff	On-going September 2016 – July 2017		E19 Curriculum resources

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Continued: Key Priority Target 4: Teaching, Learning & Assessment Accelerate rates of progress and increase attainment to meet at least the national expected and high standards in Reading, Writing and Maths separately and combined at KS2.		Subject Leader: L. McMullan & S. Lee Strategic Lead: R. Dyer		Link Governor: E. Siddall Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	
Identification and tracking of disadvantaged pupils <ul style="list-style-type: none"> • PP Leader to work with DHT & class teachers to support vulnerable pupils to remain on-track or make rapid progress to get back on track. • DHT to closely monitor PP progress to ensure her predictions for closing the gap between PP and non-PP in R, W &M over three years remain accurate. • SENCo to observe & support class teachers to best meet needs of SEN pupils to remain on-track or make rapid progress to get back on track. • Pupils identified to be reading& writing significantly below ARE to be taught x4 per week by PP teacher in a rapid intervention class. • Aspirational goals set to support pupils to achieve. 		E. Camplin, DHT & S. Brickell	Ongoing September 2016 – July 2017		
Percentage progress in achieving the KEY PRIORITY target 2016-2017					
Autumn 2016		Spring 2017		Summer 2017	

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Key Priority Target 5: Teaching, Learning & Assessment Engage and challenge the pupils through teaching strategies for metacognition to build independence and resilience in learning		Subject Leader: L. McMullan Strategic Lead: L.McMullan		Link Governor: E. Szewczyk Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Support staff and teaching staff to receive training on metacognition. Information to be shared with other staff through Age phase team meetings and staff meetings.		DHT & all staff	September 19 th		E08 Terri Broughton £1,200
Entry and exit survey to demonstrate progress and impact of metacognition.		DHT & all staff	17 th October		E02 Teaching DHT & SLT time
Whole school specific metacognition vocabulary focus in class/playground and worship: one word for 2 weeks. Words to be illustrated in displays and certificates/stickers to reinforce the use of the language of learning.		DHT & staff & pupils	Start week beginning 10 th October – ongoing to 20 th July 2017		E02 Teaching DHT & SLT time
Inform parents through coffee morning and newsletter		DHT, parents and office	By December 2016		E02 Teaching HT & SLT time
Years 1 to 5 classrooms will have their tables arranged in collaborative groups of 4 or 6.		DHT & staff & pupils	Commence 5 th September 2016		E02 Teaching HT & SLT time
Update self-review policy to evaluate the quality of the learning experience Update lesson planning in line with best practice.		SLT and teaching staff	By December 2016		E02 Teaching HT & SLT time

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Continued: Key Priority Target 5: Teaching, Learning & Assessment Engage and challenge the pupils through teaching strategies for metacognition to build independence and resilience in learning		Subject Leader: L. McMullan Strategic Lead: L. McMullan		Link Governor: E. Szewczyk Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Update the curriculum map.		DHT and teaching staff	By December 2016		E02 Teaching DHT & SLT time
Subject leaders to work towards the next stage of their quality mark as outlined the rolling programme.		DHT and subject leaders	Commencing October 2016 – on going to 20 th July 017		E26 Supply teacher cost 6x £230
To restructure the timetable to include time for pupils to respond to feedback: know their targets and to be able to discuss their strengths and next steps.		DHT	From 5 th September – ongoing		E02 Teaching DHT & SLT time
SL to ensure that more challenging texts are available (Power of Reading). Booster reading sessions aimed at year 6 secure children, two ½ hour sessions a week starting 4 th October. More experienced adults working with year 6 secure children. Children to be given the opportunity to look at mark scheme and mark their own answers. Use Literature Circles (Power of Reading) as a basis for discussion with year 6 secure children during guided reading sessions.		S. Lee and teaching staff	By December 2016		E02 Teaching AHT time

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Continued: Key Priority Target 5: Teaching, Learning & Assessment Engage and challenge the pupils through teaching strategies for metacognition to build independence and resilience in learning		Subject Leader: L. McMullan Strategic Lead: L. McMullan		Link Governor: E. Szewczyk Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Use the NACE criteria to benchmark the school. <i>National Association for Able Children in Education</i>		R. Dyer & SLT	Commencing October 2016 – ongoing to 20 th July 2017		E02 Teaching HT time
Staff to undertake CPD by NACE staff and school lead.		R. Dyer & SLT	By March 2017		E19 NACE framework £600
To annually identify the More Able pupils and review the policy.		R. Dyer and teaching staff	Commencing October 2016 – ongoing to 20 th July 2017		
Percentage progress in achieving the KEY PRIORITY target 2016-2017					
Autumn 2016		Spring 2017		Summer 2017	

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Key Priority Target 6: Teaching, Learning & Assessment Secure and sustain teaching from good to outstanding so that a higher proportion of teaching is graded as outstanding		Subject Leader: R. Dyer Strategic Lead: R. Dyer		Link Governor: N. Bowles Committee: Pay and Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Five staff to receive the Outstanding Teacher programme during 2016-2017.		HT – SL, LM, VT, SH & SB	October 2016 to March 2017		E09 £5,000
Staff involved in OTP programme to receive 3 training days on Feedback, Expectation and Challenge . They will be filmed teaching and they will receive coaching to improve their teaching.		HT – SL, LM, VT, SH & SB	October 2016 to March 2017		E28: 5 x 5 Supply teachers @ £230
GB and HT to attend learning review of OTP teachers at the end of their training.		HT – CoG, SL, LM, VT, SH & SB	March 2017		E02 Teaching HT time
Committee to receive a termly report on Teaching and Learning written by HT / LA/ LDBS leads.		HT – HR / SD	2016-2017		E02 Teaching HT time
Teachers to team teach with age phase leaders.		R. Dyer & SLT	Commencing October 2016 – ongoing until 20 th July 2017		E02 Teaching SLT time
Ian Hart and Sara Somers (OFSTED inspectors) to conduct teaching review of the school and senior leaders to act on feedback to improve practise.		Ian Hart, Sara Somers, SLT & teaching staff			E28 £2,000



Key Priority Target 6: Teaching, Learning & Assessment Secure and sustain teaching from good to outstanding so that a higher proportion of teaching is graded as outstanding		Subject Leader: R. Dyer Strategic Lead: R. Dyer		Link Governor: N. Bowles Committee: Pay and Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Develop a rolling program to attain quality marks for each subject area to ensure that standards, teaching and learning in each subject is exceptional		R. Dyer & SLT	Commencing October 2016 – on going until 20 th July 017		E02 Teaching DHT & SLT time
Percentage progress in achieving the KEY PRIORITY target 2016-2017					
Autumn 2016		Spring 2017		Summer 2017	

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Key Priority Target 7: Teaching, Learning & Assessment Implement the Inspire Maths programme to instil creativity and excellent in the teaching and learning of Mathematics and improve outcomes for learners		Subject Leader: S. Brickell Strategic Lead: Lucy McMullan		Link Governor: W. Walter Committee: Standards & Achievement	
Actions	Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding	
Staff training on INSPIRE maths.	S. Brickell & staff	5 th September 2016		E19 £5,000 for books and resources	
Parent workshops on INSPIRE maths.	S. Brickell, Parents & pupils	22 nd September 2016		E26 Supply cover for S. £230 x2	
Identify and tackle inconsistency in the quality of mathematics teaching between different groups of pupils, key stages.	S. Brickell, DHT & staff	Commencing October 2016 – ongoing to 20 th July 2017		E26 Supply cover for S. £230 x2	
Develop Maths targets for each year group.	S. Brickell, DHT, pupils & staff	Commencing October 2016 – ongoing to 20 th July 2017		E02 Teaching Time for S.	
Ensure that pupils acquire mathematical knowledge appropriate to their age and starting points and enables them to recall it rapidly and apply it fluently and accurately, including when calculating efficiently and in applying arithmetic algorithms.	S. Brickell, DHT, pupils & staff	Commencing Sept 2016 – ongoing to 20 th July 2017		E02 Teaching Time for S.	
Update the Maths policy.	S. Brickell, DHT, pupils & staff	5 th September 2016		E02 Teaching Time for S.	

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Continued: Key Priority Target 7: Teaching, Learning & Assessment Implement the Inspire Maths programme to instil creativity and excellent in the teaching and learning of Mathematics and improve outcomes for learners		Subject Leader: S. Brickell Strategic Lead: Lucy McMullan		Link Governor: W. Walter Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Give pupils the skills to solve a variety of mathematical problems, applying the mathematical knowledge and skills they have been taught		S. Brickell, DHT, pupils & staff	Commencing October 2016 – ongoing to 20 th July 2017		E02 Teaching Time for S.
Give pupils opportunities to apply their mathematical knowledge and skills in other subjects in the curriculum, where appropriate Eg: during the whole school Geography project (linked to the Geography Quality Mark)		S. Brickell, DHT, pupils & staff	Commencing October 2016 – ongoing to 20 th July 2017		E26 Supply cover for S., Lucy & Vanessa £230 x3
Accelerate progress and raise achievement in Maths for pupils receiving Pupil Premium funding.		E. Camplin S. Brickell, DHT, pupils & staff	Commencing October 2016 – ongoing to 20 th July 2017		E19 & E02 Pupil Premium Funding
Percentage progress in achieving the KEY PRIORITY target 2016-2017					
Autumn 2016		Spring 2017		Summer 2017	

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Key Priority Target 8: Pupil Outcomes Analyse & use school data, to diminish the difference between pupil groups, in particular girls' reading & most able disadvantaged in Reading & Writing; identify pupils' needs; inform teaching & learning; and improve pupil outcomes		Subject Leader: S. Lee & E. Camplin Strategic Lead: S. Lee		Link Governor: N. Bowles Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
For AHT to become proficient at using Target Tracker and to implement new system of charting progress.		S. Lee	By 30 th September 2016		E09 Target Tracker training £550
Provide all staff with historical pupil data of their class and cohort. Eg for year 6 pupils – EYFS GLD and KS1 attainment and progress in RWM.		S. Lee & staff	By 30 th Nov 2016 and every term thereafter		EO2 Teaching Time
Termly staff meetings to analyse pupil data; noting diminishing differences in pupil groups and action taken to ensure that the gap does not increase.		S. Lee	Sept 2016 – ongoing to July 2017		EO2 Teaching Time
Focus and provide additional teaching support for year 4 (C.'s former class) to increase attainment in all areas, to close the gap between FSM and non FSM and EAL and non EAL pupils, through booster lessons, coaching and parent meetings.		S. Lee, M. O'Brien, C. Sweeny & E. Rhodes	September 2016 – ongoing to July 2017		E19 & E02 Pupil premium Funding
Improve the numbers of children achieving at the Greater Depth Standard in KS1 through challenging activities within the classroom and daily reading intervention. Reading – all groups Writing – specifically FSM at ARE Maths – specifically EAL at greater depth		S. Lee & staff	September 2016 – ongoing to July 2017		EO2 Teaching Time

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Continued: Key Priority Target 8: Pupil Outcomes Analyse & use school data, to diminish the difference between pupil groups, in particular girls' reading & most able disadvantaged in Reading & Writing; identify pupils' needs; inform teaching & learning; and improve pupil outcomes		Subject Leader: S. Lee & E. Camplin Strategic Lead: S. Lee		Link Governor: N. Bowles Committee: Standards & Achievement	
Actions	Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding	
Embed systems of assessment and measuring progress within the school.	S. Lee	Sept 2016 – ongoing to July 2017		EO2 Teaching Time	
Narrow the gap in literacy for identified groups & ensure interventions are well targeted to meet pupil's needs	S. Lee & E. Camplin	Sept 2016 – ongoing to July 2017		EO2 Teaching Time	
Increase the number of FSM who pass the phonics test and meet the expected standards	S. Lee & staff	June 2017		EO2 Teaching Time	
Write Pupil Premium plan and publish on website Report to named Pupil Premium governor who will track progress of PP pupils & report on value for money at both the Standards & Resources committee.	E. Camplin	By 30 th September 2016		E19 & E02 Pupil premium Funding	
Employ PP teachers in Year 4 & Year 6 to raise standards in pupil attainment.	E. Camplin	By 5 th September 2016		E19 & E02 Pupil premium Funding	
Pay for all educational visits, curriculum enrichment, music tuition etc so that PP pupils can have equal access to all areas of the curriculum.	E. Camplin	By 5 th September 2016		E19 & E02 PP Funding	

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Continued: Key Priority Target 8: Pupil Outcomes Analyse & use school data, to diminish the difference between pupil groups, in particular girls' reading & most able disadvantaged in Reading & Writing; identify pupils' needs; inform teaching & learning; and improve pupil outcomes		Subject Leader: S. Lee & E. Camplin Strategic Lead: S. Lee		Link Governor: N. Bowles Committee: Standards & Achievement	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
All pupils in Year 2 and 6 will experience setting in reading and writing from second week in term Key Phase leaders to report to SLT on a weekly basis on the attainment of pupils		SLT	Sept 2016 – ongoing to July 2017		EO2 Teaching Time
Update lesson planning format.		DHT	By 30 th September 2016		EO2 Teaching Time
Convert progress chart to numerical data.		S. Lee	By 30 th September 2016		EO2 Teaching Time
Assessment Lead and SEnco to receive Target Tracker training		S. Lee & E. Camplin	By 30 th September 2016		E09 Target Tracker training £550
AHT to report to S & A committee termly on attainment of year groups and the various year groups within the school eg: PP, FSM, EAL, Gender, Disadvantaged pupils etc		S. Lee & staff	From November 2016		EO2 Teaching Time



<p>Continued: Key Priority Target 8: Pupil Outcomes Analyse & use school data, to diminish the difference between pupil groups, in particular girls' reading & most able disadvantaged in Reading & Writing; identify pupils' needs; inform teaching & learning; and improve pupil outcomes</p>	<p>Subject Leader: S. Lee & E. Camplin Strategic Lead: S. Lee</p>	<p>Link Governor: N. Bowles Committee: Standards & Achievement</p>
<p>Percentage progress in achieving the KEY PRIORITY target 2016-2017</p>		
<p>Autumn 2016</p>	<p>Spring 2017</p>	<p>Summer 2017</p>

Burdett-Coutts & Townshend Foundation Church of England Primary School

School Improvement Plan (SIP) Priorities 2016/2017 Approved by FGB 27th September 2017



Key Priority Target 9: Personal Development & Behaviour Improve behaviour from good to exemplary		Subject Leader: A. Matthey Strategic Lead: R. Dyer & E. Camplin		Link Governor: J. Turpin Committee: Children, Families & Communities	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
INSET on the Behaviour policy – staff will update the behaviour policy during this session. Explicit in the policy is empowering teachers to resolve behavioural issues.		HT & all staff	September 2016		EO2 Teaching Time
Behaviour Lead to monitor behaviour using the SIMS system		HT & LD	Commencing 5 th September 2016		EO2 Teaching Time
School to continue with the next step of Rights, Respecting Schools – bronze award.		A. Matthey, E. Camplin & all staff	September 2016-July 2017		E19 Cost of RR Award
In line with Behaviour policy – staff to deal with behaviour in the classroom. Lavinia to work with parents and their child and then refer to Anna Freud.		HT, LD & all staff	September 2016-July 2017		E28: £16,000 Anna Freud whole day support annual SLA
AHT to reward pupils' behaviour within weekly assembly.		AHT & all staff	September 2016-July 2017		EO2 Teaching Time
School to work with the MEND team to support improved behaviour and healthy attitude. This is a three-year programme that targets year 4 and year 1 in the first year.		A. Matthey, year 4 & year 1 teachers	September 2016-July 2017		EO2 Teaching Time



Continued: Key Priority Target 9: Personal Development & Behaviour Improve behaviour from good to exemplary		Subject Leader: A. Matthey Strategic Lead: R. Dyer & E. Camplin		Link Governor: J. Turpin Committee: Children, Families & Communities	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Use Stonewall training materials to ensure consistency in dealing with discriminatory incidents.		A. Matthey, E. Camplin & all staff	By March 2017		E19 Cost of Stonewall Training
Percentage progress in achieving the KEY PRIORITY target 2016-2017					
Autumn 2016		Spring 2017		Summer 2017	



Key Priority Target 10: Early Years Continue to increase the percentage of pupils achieving GLD by the end of EYFS in order to improve pupil outcomes		Subject Leader: L. Roberts Strategic Lead: E. Camplin		Link Governor: G. Buckle Committee: Children, Families & Communities	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Increase the GLD for pupil premium pupils through employing an additional teacher in spring term for targeted PP pupil work		L. Roberts & S. Lee, Zohra, Gloria, Rushdie and Josie	By July 2017		E19 & E02 Pupil premium Funding
Analyse moderation and identify strengths and areas for development. Adapt planning accordingly		L. Roberts & S. Lee	By 31 st October 2016 - then ongoing until July 2017		EO2 Teaching Time
Develop partnerships and joint working opportunities with other schools, child-minders and Early Years Networks		L. Roberts, Zohra, Gloria, Rushdie and Josie	By November 2016		E26 1 x £230 supply teacher cover
Improve tracking of pupils from starting points. This means that all staff must know: <ul style="list-style-type: none"> Strengths and areas of development for their cohort – in-year and historically starting points in months of each pupils in all areas the various groups of pupils and know the gaps/differences between each group, eg: PP and Non PP pupils 		L. Roberts, E. Camplin & S. Lee, Zohra, Gloria, Rushdie and Josie	By 31 st October 2016 - then ongoing until July 2017		EO2 Teaching Time



Continued: Key Priority Target 10: Early Years Continue to increase the percentage of pupils achieving GLD by the end of EYFS in order to improve pupil outcomes		Subject Leader: L. Roberts Strategic Lead: E. Camplin		Link Governor: G. Buckle Committee: Children, Families & Communities	
Actions		Involve	Target Date	Monitoring & Evaluation: (December 2016, March & June 2017)	Funding
Enhance parental engagement, through: <ul style="list-style-type: none"> parent audit parenting skills workshops arrange S & L drop ins termly parents/ carer and child activity mornings termly lunch with your child 		L. Roberts, E. Camplin & S. Lee, the parents and Zohra, Gloria, Rushdie and Josie	October 2016 - then ongoing until July 2017		EO2 Teaching Time
Percentage progress in achieving the KEY PRIORITY target 2016-2017					
Autumn 2016		Spring 2017		Summer 2017	