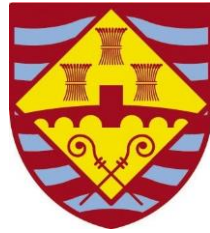


St Ivo School



School Improvement Plan March 2015

Our Vision: Our vision is to enable all our students to fulfil their potential

The aim of our school: Our aim is to provide an outstanding education, so that all our students fulfil their potential

Please see alongside supplementary document “Additional School Improvement Priorities 2015/16”

Priority 1: Outstanding teaching and learning

2014 OFSTED ACTIONS:

Strengthen teaching to good or outstanding by:

- making sure that, when planning lessons, all teachers use the knowledge gained from marking work more effectively so that pupils receive appropriate challenge.
- giving pupils better quality feedback in their books and then allowing them the time to make a thoughtful response.
- making sure that the homework set for students is clearly relevant and is making a stronger contribution to learning.

Where do we need to be?		Key actions to get us there	Who is leading?
100% of teaching at least good or better; 25% of teaching outstanding by 2016. (Measured through lesson observations, lesson visits, work scrutiny and student interviews which are part of the departmental review process completed annually) <i>Performance indicators:</i> Department reviews Lesson Visits Work Scrutiny Student Interviews Homework module	1a	<i>Continue to embed the 'improving teaching strategy'.</i> <ol style="list-style-type: none"> 1. Use learning intentions and success criteria in their teaching. 2. Elicit evidence of students' learning through high-quality questions, no hands-up and wait-time and all-student response systems. 3. Provide high-quality feedback that moves learning forward (linked to 1d, 2014 OFSTED ACTION). 4. Use students routinely as instructional resources for one another. 5. Activating students as owners of their own learning. 	Fl / Cg / Wi
	1b	<i>Ensure homework has a positive impact on learning. (2014 OFSTED ACTION)</i> <ol style="list-style-type: none"> 1. Review quality of homework as part of work scrutiny and departmental reviews. 2. Develop a whole-school homework policy. 3. Implement new homework module on <i>go4schools</i>. 	Sw
	1c	<i>Ensure the most able are stretched and challenged (2014 OFSTED ACTION)</i> <ol style="list-style-type: none"> 1. Guidance paper to be issued to all staff with practical strategies. 2. Departments to assign meeting time to improving differentiation and in particular, stretching the most able. 	Va Wi / Fl/ Cg Cc
	1d	Ensure Marking, Assessment and Feedback (MAF) moves learning forward (2014 OFSTED ACTION). <ol style="list-style-type: none"> 1. Integral part of improving teaching strategy. Use of department time to share best practice. 2. Monitor through calendared 'Work Scrutiny', lesson visits logs and 	Cg

		departmental reviews.		
	1e	Implement 'All teaching good program' and a system for coaching to ensure all teachers are supported to teach at least good lessons.	Wi	
	1f	Use teaching database to record and report overall teaching standards on a regular basis. Report to Governors termly and to Governors Personnel Committee.	Mg Personnel Committee	
Behaviour is outstanding throughout the school because staff maintain high expectations. Student attendance is 95% or better. The majority of students arrive on time for school.	1g	Ensure the behaviour policy is used consistently by all staff Conduct a survey of students and staff regarding behaviour. Conduct a 'late gate' at least once every half-term. Keep an accurate log of visits to the Reflection Room. Make regular formal and informal visits to lessons.	Sw/Va	

Priority 2: Outstanding achievement

2014 OFSTED ACTIONS:

Raise achievement by:

- accelerating the progress of students known to be eligible for the pupil premium so that the gap in standards is removed;
- ensuring that the improving provision for disabled students and those who have special educational needs is having the desired impact on their progress from year to year;
- paying closer attention to the students who enter Year 7 with high standards in English and mathematics so that by Year 11 they are all well prepared to gain the highest grades in their GCSE examinations.

Where do we need to be?		Key actions to get us there	Who is leading?
<p>At least 68% of students achieve 5 GCSEs including English and Maths for 2015.</p> <p>Achievement in Maths and English is above the national average and compares very favourably with similar schools.</p> <p>At least 13.1% (FFTD) of students achieve A*A in English in 2015. At least 25.5% (FFTD) of students achieve A*A in Maths in 2015.</p> <p>(2014 OFSTED ACTION)</p> <p>90.6% (FFTD) of students achieve expected progress in Maths and 96.1% (FFTD) English in 2015.</p>	2a	<p>Embed new KS4 intervention strategies in both math's and English to ensure more students are supported to achieve a C grade in either or both.</p> <ol style="list-style-type: none"> 1. Develop use of Period 6 intervention for both maths and English. 2. Develop use of in-school intervention teachers for both English and maths. 	Mg /SLT
	2b	<p>Develop 7Jump model of supporting students with lower starting points.</p> <ol style="list-style-type: none"> 1. Review effectiveness of the 7Jump model using assessment data and through departmental review process. 2. Implement 8Jump in September 2015. 	<p>Cg / Cp</p> <p>Fs</p> <p>Mo</p>
	2c	<p>Develop use of current working grades (or sub-graded teacher predictions) so teachers and leaders can better identify students in need of intervention.</p> <p><i>Performance indicators:</i></p> <p>Year 11 AP1 and AP2 (Go4Schools)</p> <p>7Jump Review</p> <p>Department Reviews</p> <p>CMG discussion (summer term) regarding making all grades visible to</p>	Dv

		parents. Summer term: Further training on how to use the current grade column to appropriately summarise assessments.		
	2d	Ensure each department has an area review every year which includes an analysis of the progress for all groups of students and evaluates the quality of teaching and leadership and management.	Mg / SLT	
	2e	Provide a curriculum that will allow our students to achieve well with the new <i>Progress 8/Attainment 8</i> measure. 1. Continue to develop our options process so all students are studying courses that will lead to the best possible outcomes for them.	Mo	
Gap in achievement (5A*C) between disadvantaged and other students below 17% in 2015 (2014 OFSTED ACTION)	2f	Develop intervention database to allow the impact of intervention to be monitored and evaluated. Use baseline assessments and post-intervention assessments to measure the progress. Monitor and analyse progress of groups of students but particularly pupil premium, disadvantaged, SEN/D. (2014 OFSTED ACTION)	Cp / Fa	
	2g	Introduce period 6 study support for students who need help with homework or organisation	FI	

Priority 3: Improve communications with parents

Where do we need to be?		Key actions to get us there	Who is leading?
Parent's views are regularly considered and shared with middle leaders, SLT, governors, all parents and staff.	5a	Develop IvoView to survey parents regularly. Report annually to school community.	Cg
	5b	Develop Parent Forum to regularly take views from parents regarding school improvement which will be part of the new Parent Association.	Fl
Parents feel they are well informed about the working of the school and how they can support their child at home.	5c	Develop parent information evenings for 2015 and 2016. Develop parent handbook for 2015 and 2016. Regularly survey parents/carers on particular topics.	Fl
St Ivo Parent Association up and running, working with the school.	5d	Establish a Parent Association steering group, agree purpose and constitution. Canvas more members and coordinate some Parent Association events	Fl and Steering group
Improved communication regarding homework so parents can clearly see what is set and when it is due.	5e	Train staff in <i>go4schools</i> homework module (when ready). Use system to regularly check consistency, quality and frequency of homework set. Monitored through online survey. SLT and other leaders regularly check through the homework section on Go4Schools.	Dv / Sw

Priority 4: Outstanding leadership and management

Where do we need to be?		Key actions to get us there	Who is leading?	Cost	
Governance is outstanding and perceived to be so by all stakeholders, the NGA and OFSTED.	1a	Restructure Governor committee groups to include a ' <i>school improvement</i> ' focus. <i>Personnel to oversee Priority 1.</i> <i>Curriculum to oversee Priority 2.</i> <i>Community and Welfare to oversee Priority 3.</i> <i>SLT make regular presentations to committee groups.</i> <i>Governor visits to departmental link areas.</i> <i>Annual NGA Training.</i> <i>Set up a HASP Governor Working Group.</i>	Chair of Governors		
Leadership from middle and senior leadership groups is outstanding and perceived to be so by all stakeholders, the NGA and OFSTED.	1b	Ensure all leaders are clear about what is expected from them. Evaluate the impact of senior and middle leaders in strengthening teaching and learning and raising achievement. <ol style="list-style-type: none"> 1. Report on leadership and management in departmental reviews. 2. Annual appraisal cycle 3. Regular external monitoring of school leadership 	SLT		

Governors will have full overview of this improvement plan through full governors meetings and committee meetings. SLT will make regular presentations to committee groups which focus on improvement priorities.