

St Ivo School: School Improvement and Development Plan 2017-18

High expectations and high challenge

Objective	Key indicators and actions	Responsible	Key dates	Progress
Key objectives: Wildly Important Goals for the school <ul style="list-style-type: none"> • Achievement and outcomes for students • Personal development, behaviour and welfare 				
Achievement in Years 11 and 13 is above national average and shows positive progress in Summer 2018	<ul style="list-style-type: none"> • Attainment 8 score is above 4.5 • Progress 8 score is above 0 • Y13 indicators are above baseline target grades • Y13 APS shows an increase • Y11 destination shows improved retention rate of 70% or more staying to our sixth form • Y13 destinations show all students at university or in appropriate employment/training • League tables in 2018/19 show an improved position for St Ivo relative to other Cambridgeshire schools 	All staff	Ongoing but actions include: Effective intervention including Pixl. The launch of a coherent assessment system across 7-11 used and understood by all. Tracking and meetings systems to support a clear focus on progress of students.	

Establish a clear and improved ethos across the school	<ul style="list-style-type: none"> • School rules are refined to Ready, Respectful and Safe • New uniform is worn correctly and with pride • House system is embedded • Student leadership is rolled out across the school • Students and staff recognise success and value it • Rewards are reviewed and valued • Behaviour figures show an improvement in numbers of Fixed Term Exclusions and regular use of the Reflection Room 	All staff but especially Cg, DI, Va, Sw and Pr	Ongoing and reviewed termly	
Leadership and Management				
Redefine the roles and responsibilities of middle leaders	<ul style="list-style-type: none"> • Clear role descriptions for all middle leader roles (Head of Department, Head of Year, Key Stage Coordinator) to ensure consistency • All MLT staff have responsibility for progress, attainment, ethos and behaviour 	Gr, Mo, Cg	By Easter 2018	
School meeting structures reflect need not precedent	<ul style="list-style-type: none"> • Key stage achievement meetings are established • Ad hoc meeting can be convened to address specific issues 	Gr. Va, Sw, Pr	Ongoing but to start during Autumn Term 2017	

Continue active exploration of partnership including MAT	<ul style="list-style-type: none"> • School reaches a strategic view on its long-term position relating to MAT and relationship with other schools in the local area 	Gr, FGB	Ongoing but there needs to be a clear decision in place by Easter 2018	
Staff wellbeing is given a clear and prominent profile in the school	<ul style="list-style-type: none"> • Establish a wellbeing working group • Explore counselling provision for staff • Look for opportunities to make elements of workload more manageable • Seek feedback on the effectiveness of wellbeing work • Absence is addressed with individual staff and shows improvement 	Cg	Ongoing and reviewed termly	
SLT evaluate the impact of intervention (Ofsted 2016)	<ul style="list-style-type: none"> • All interventions are evaluated and reported on through SLT issues 	All SLT	Reported to FGB as part of DP or Headteacher's reports	
Communication, including parental engagement, is reviewed	<ul style="list-style-type: none"> • Establish a clear, whole school communication strategy to be used internally and externally with all stakeholders • Ongoing review of external communication • Consideration of how parent and student voice is sought 	Gr, WAR with use of key governors to advise	Initial meeting by Christmas 2017. Strategy is launched by Easter 2018	
Governance	<ul style="list-style-type: none"> • Consider restructuring committees 	M Newstead, Gr, all	Spring Term 2018	

	<ul style="list-style-type: none"> Investigate potential MAT partners 	Governors	Spring/Summer 2018	
Quality of teaching, learning and assessment				
All teaching in the school is good or better	<ul style="list-style-type: none"> Clear expectation that all lessons should be good or better and using the features of the Teaching and Learning Policy Evidenced through all QA measures and external verification 	All staff	Ongoing and reviewed termly	
A teaching and learning executive group is established with responsibility for training	<ul style="list-style-type: none"> Wi to establish a core group of staff who will lead on training across the school Training is bespoke to needs within the school Joint training opportunities with Hinchingsbrooke are continued including ITT and April '18 INSET day 	Wi	September 2017	
Teaching and learning networks are running throughout the year for all staff	<ul style="list-style-type: none"> All staff have active CPD engagement as part of their experience in the school This experience is focused on improving pedagogy and supporting whole school initiatives 	Wi	Ongoing and reviewed through line management	

	<ul style="list-style-type: none"> • Staff have the opportunity to engage with colleagues away from their subject teams 			
All Quality Assurance processes are reviewed and updated	<ul style="list-style-type: none"> • Review Department Reviews, MAF, lesson visits, external verification 	Gr, Cg and SLT	Ongoing and reviewed termly	
The teaching and learning policy is used actively in all classes 7-13	<ul style="list-style-type: none"> • The quality of day to day teaching in the Sixth Form has increase pace and demand (Ofsted 2016) • All lessons share common themes of high expectation and high challenge 	All staff with clear input from T and L Executive	Ongoing. Key date is the January training day	
QA allows for the identification of concerns and appropriate intervention and support provided	<ul style="list-style-type: none"> • Formal systems are in place for early intervention of staff who are causing concern • Existing staff skills are used to mentor/train staff as needed 	Gr, Cg, Wi	Ongoing	
Review of the curriculum with the focus of ensuring that all opportunities to maximise KS4 progress are explored	<ul style="list-style-type: none"> • Key Stage 4 provision is reviewed prior to the options process. • Best practice and advice is sought from a range of schools • We ensure that all students can fill all A8/P8 slots • We explore additional qualifications (TLM) to support achievement and progress 	Gr, Mo, Cg, Sw	By Christmas 2017	

<p>A clear model is developed and costed for St Ivo to run an internal Alternative Provision from September 2018</p>	<ul style="list-style-type: none"> • We reduce our use of external AP over the coming two years • Suitable accommodation is found on site • An inclusive curriculum is developed to ensure that all AP students gained good qualifications and are able to progress to Level 2 or 3 courses • A team of specialist staff deliver a common core curriculum for AP students 	<p>Gr, Sw, Fa, Va, Mel Foster and key staff as needed</p>	<p>Planning completed by Easter 2018 with courses to begin September 2018</p>	
<p>Sixth Form</p>				
<p>A comprehensive review of all aspects of the Sixth Form. This will include:</p> <ul style="list-style-type: none"> • Marketing • Recruitment and retention of students • Quality of Teaching • Destinations • Range of curriculum offer • The student experience • Maximising potential and progress 	<ul style="list-style-type: none"> • St Ivo is the first choice Sixth Form for 70% or more of any Year 11 cohort • Performance is at least comparable with other local post 16 provisions • Staying on rates are significantly improved between Years 12 and 13 • External recruitment shows an increase in numbers 	<p>Mo, Pr supported by SLT and Sixth Form Staff</p>	<p>Initial report by Christmas 2017 and then ongoing</p>	