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		Key actions to get us there	Who is
to be? 100% of teaching at least good or better; 25% of teaching outstanding by 2016.	1a	 Continue to embed the 'improving teaching strategy'. Use learning intentions and success criteria in their teaching. Elicit evidence of students' learning through high-quality questions, no handsup and wait-time and all-student response systems. Provide high-quality feedback that moves learning forward (linked to 1d, 2014 OFSTED ACTION). Use students routinely as instructional resources for one another. 	leading? FI / Cg / Wi
(Measured through lesson observations,		5. Activating students as owners of their own learning.	
lesson visits, work scrutiny and student interviews which are part of the departmental review process	1b	 Ensure homework has a positive impact on learning. (2014 OFSTED ACTION) Review quality of homework as part of work scrutiny and departmental reviews. Develop a whole-school homework policy. Implement new homework module on go4schools. 	Sw
completed annually)	1c	Ensure the most able are stretched and challenged (2014 OFSTED ACTION) 1. Guidance paper to be issued to all staff with practical strategies.	Va
Performance indicators: Department reviews		Departments to assign meeting time to improving differentiation and in particular, stretching the most able.	Wi / Fl/ Cg Cc
Lesson Visits Work Scrutiny Student Interviews Homework module	1d	 Ensure Marking, Assessment and Feedback (MAF) moves learning forward (2014 OFSTED ACTION). 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	1g	Ensure the behaviour policy is used consistently by all staff	Sw/Va
throughout the school because staff		Conduct a survey of students and staff regarding behaviour.	
maintain high expectations.		Conduct a 'late gate' at least once every half-term.	
Student attendance		Keep an accurate log of visits to the Reflection Room.	
is 95% or better.		Make regular formal and informal visits to lessons.	
The majority of students arrive on time for school.			

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?
At least 68% of students achieve 5	2a	Embed new KS4 intervention strategies in both math's and English to	Mg /SLT
GCSEs including English and Maths		ensure more students are supported to achieve a C grade in either or	
for 2015.		both.	
		1. Develop use of Period 6 intervention for both maths and	
Achievement in Maths and English is		English.	
above the national average and compares very favourably with		Develop use of in-school intervention teachers for both English and maths.	
similar schools.	2b	Develop 7Jump model of supporting students with lower starting	Cg / Cp
		points.	-87 -1
At least 13.1% (FFTD) of students		1. Review effectiveness of the 7Jump model using assessment	Fs
achieve A*A in English in 2015. At		data and through departmental review process.	
least 25.5% (FFTD) of students		2. Implement 8Jump in September 2015.	Мо
achieve A*A in Maths in 2015.			
	2c	Develop use of current working grades (or sub-graded teacher	Dv
(2014 OFSTED ACTION)		predictions) so teachers and leaders can better identify students in	
		need of intervention.	
90.6% (FFTD) of students achieve		Performance indicators:	
expected progress in Maths and		Year 11 AP1 and AP2 (Go4Schools)	
96.1% (FFTD) English in 2015.		7Jump Review	
		Department Reviews	
		CMG discussion (summer term) regarding making all grades visible to	

	2d	parents. Summer term: Further training on how to use the current grade column to appropriately summarise assessments. Ensure each department has an area review every year which includes an analysis of the progress for all groups of students and evaluates the	Mg / SLT
	2e	quality of teaching and leadership and management. Provide a curriculum that will allow our students to achieve well with	Мо
		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.	
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,	5a	Develop IvoView to survey parents regularly. Report annually to school community.	Cg
all parents and staff.	5b	Develop Parent Forum to regularly take views from parents regarding school improvement which will be part of the new Parent Association.	FI
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.		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 'school improvement' focus. Personnel to oversee Priority 1. Curriculum to oversee Priority 2. Community and Welfare to oversee Priority 3. SLT make regular presentations to committee groups. Governor visits to departmental link areas. Annual NGA Training. Set up a HASP Governor Working Group.	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. 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.