



Annual Improvement & Development Plan

2020-2021



This is a one year plan. It should segue-way using the criteria below:

1. Self Evaluation Form key actions for improvement (*see number 2*)
2. Trust 5 Year vision: Use the 7 Vision Headings as **'tools'** to drive the SPECIFIC improvements needed to meet the SEF 'criteria' as well as to introduce new action to meet the Trust vision
3. Trust Key Priorities for the year and targets for each school/area
4. School Priorities (that align with the Trust)

Use the Trust Vision as a tool box to meet SEF Criteria

Target 1: Deliver Outstanding Academic Outcomes through effective Teaching & Learning

Link to SEF: Quality of Education, Behaviour and Attitudes

Whole School targets (example below)

- Deliver a recovery curriculum that enables pupils to be best prepared for future learning
- Increase the percentage of pupils achieving the expected standards in reading and maths at KS2, especially those from disadvantaged backgrounds
- Increase the percentage of pupils making accelerated progress in all curriculum areas by the end of Year 8
- Ensure greater curriculum continuity between subjects
- Improve the outcomes for all pupils in MFL

Trust

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
T1	Improve reading for all		
T4	Improve Modern Foreign Languages across the Trust		

School (link to SEF, SIP reports, school KPIs and outcomes)

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
1.1	Develop a recovery curriculum that enables all pupils to be best prepared for future learning	Implement a recovery curriculum that allows all pupils to thrive and establish baselines of where each child's learning currently is – Autumn 20 Provide intervention and make use of Catch Up premium to ensure that any child who requires further support is able to access it immediately and not fall further behind – Autumn 20	Ensure that no pupil is left behind in their learning Ensure intervention has taken place for all pupils that require it
1.2	Ensure greater curriculum continuity between subjects to allow for cross-curricular teaching where possible	Review current curriculum map and intent statements to match any amendments to teaching – Autumn 20 Allow for a greater opportunity to map where complementary topics are being taught to deepen pupils understanding - ongoing	Improved outcomes for all pupils by at least 5% Greater opportunities for teachers to deepen pupils understanding by linking in with other curriculum areas

1.3	Increase the percentage of pupils reaching the expected standard in reading and maths at KS2, especially those from disadvantaged backgrounds	<p>Increased proportion of pupils achieving expected standard in R, W, M and combined score in KS2 assessments – Summer 21</p> <p>Increased proportion of pupils achieving greater depth in R, W, M and combined score in KS2 assessments – Summer 21</p> <p>Increased proportion of SEND, PP, CLA, focus 20 pupils achieving expected standard in R, W, M and combined score in KS2 assessments – Summer 21</p>	<p>Improved outcomes for pupils from all sub-groups</p> <p>Accelerated progress outcomes for pupils from SEND, PP, CLA, Focus 20 and other disadvantaged backgrounds by at least 10%</p>
1.4	Increase the percentage of pupils making accelerated progress in all curriculum areas by the end of Year 8	Increased proportion of pupils making accelerated progress in all curriculum areas for each sub-group of HPA, MPA and LPA – Summer 21	Accelerated progress for HPA, MPA and LPA pupils in all curriculum areas by at least 10%
1.5	Improve the outcomes for all pupils in MFL	<p>Increased proportion of pupils reaching expected standard in MFL in each year group – Summer 21</p> <p>Increased proportion of pupils reaching greater depth in MFL in each year group – Summer 21</p>	<p>Improved outcomes for all pupils in each year group for MFL by 15%</p> <p>Improved exit data for Year 8 pupils in MFL by 15%</p>

Target 2: Deliver Outstanding Personal Outcomes through Character Development, Welfare Support & Community Engagement

Link to SEF: Personal Development

Trust

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
T3	Improve inclusive practice		

School (link to SEF, SIP reports, school KPIs and outcomes)

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
2.1	Ensure more robust monitoring of pupil experience outside of lessons	Ensure robust monitoring of pupil attendance at all enrichment opportunities – Spring 21 LEAP programme - ongoing Ensure that opportunities are able to be accessed by ALL pupils – Summer 21	Greater participation in enrichment opportunities by pupils from disadvantaged backgrounds Robust system in place to monitor participation levels
2.2	Ensure that all pupils and staff are further supported with well-being and mental health	Work with Kooth – ongoing Well-Being welcome continued – ongoing Support from The Space – ongoing Music lessons replaced by well-being on initial return to school – Autumn 20 Further deployment of Adult Mental Health First Aiders and development of Well-Being Council – Autumn 20	Improved attendance for all pupils and staff Smooth transition in return to schooling following COVID19 Pupils well supported on return to school Measures in place to support pupils and staff during the academic year
2.3	Pilot alternative provision for pupils that would benefit from it	Use additional funding to look at alternative on-site provision including Forest school, ASDAN – Autumn 20	Reduction in behaviour incidents More positive engagement in learning Improve

Target 3: Provide Excellent Opportunities for people to develop their Skills & Leadership at ALL Levels

Link to SEF: Leadership & Management & Personal Development

Trust

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
T2	Improve curriculum and assessment structures		
T4	Improve Modern Foreign Languages across the Trust		

School (link to SEF, SIP reports, school KPIs and outcomes)

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
3.1	Ensure that FITBIT is embedded into practice to enable quicker feedback of where pupils are	FITBIT tasks set after each lessons to gauge pupil understanding – Autumn 20	Improved Q4T and leadership shown from all staff
3.2	Increase leadership opportunities for all staff and pupils to provide further work and support within the school and WLT	Look at additional opportunities available to staff where identified in SEF, AiP and through appraisal – ongoing Review opportunities on offer to pupils through the LEAP programme - ongoing	Development of leadership skills at all levels for all users Increased opportunities for middle leaders and those seeking first leadership opportunities Wider variety of LEAP opportunities for all pupils to access Equality of provision for all pupils to access LEAP programme
3.3	Introduce BlueSky package to support the appraisal process	Introduce and evaluate the use of new appraisal package to support staff professional development – Autumn 20	Improved accountability to teaching and support staff standards Clearer picture of CPL needs and requirements
3.4	Work with colleagues across the WLT to create systemic change in MFL	MFL strategy embraced across the WLT - ongoing	Improved outcomes for all pupils in each year group for MFL by 15% Improved exit data for Year 8 pupils in MFL by 15%

Target 4: Create a symbiotic 2-19 Curriculum & Assessment system that expedites success for all learners

Link to SEF: Quality of Education

Trust

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
T2	Improve curriculum and assessment structures		
T4	Improve Modern Foreign Languages across the Trust		

School (link to SEF, SIP reports, school KPIs and outcomes)

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
4.1	Work with the WLT and partner schools to ensure moderated and agreed curriculum is in place across the 2-19 age range	Support from WLT and identified key partners such as Mathstopia and SLN, along with Wessex T&L meetings ongoing Agreed SoL across the WLT and partner schools – Spring 21	Improved outcomes for all pupils by at least 5% Greater opportunities for teachers to deepen pupils understanding by linking in with other curriculum areas Improved outcomes for pupils from all sub-groups Accelerated progress outcomes for pupils from SEND, PP, CLA, Focus 20 and other disadvantaged backgrounds by at least 10%
4.2	Work with the WLT and partner schools to ensure that data is moderated and tracked/recorded in the agreed way	Implement Insight package to better moderate and track data – Spring 20 Interventions targeted and smart in identification – Spring 20	Smarter use of data Focused learning conversations with all teaching staff based on data
4.3	Improve the curriculum offer and outcomes for all pupils in MFL	Embed the WLT MFL strategy to support identified areas of improvement in MFL – Autumn 20	Improved outcomes for all pupils in each year group for MFL by 15% Improved exit data for Year 8 pupils in MFL by 15%
4.4	Evaluate current curriculum intent in light of OFSTED 2020 action points	Review curriculum continuity and cross curricular opportunities to deepen learning further – Autumn 20	Stronger curriculum offer that embraces learning across a range of subjects and makes the learning links clearly for all pupils

		Ensure reading is embraced across the full curriculum and all opportunities are identified and accessed - ongoing	
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Target 5: Contribute to the Trust Improvement Team & develop local, national & international partnerships

Link to SEF: Quality of Education, Behaviour & Attitudes, Personal Development, Leadership & Management

Trust

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
T2	Improve curriculum and assessment structures		
T4	Improve Modern Foreign Languages across the Trust		

School (link to SEF, SIP reports, school KPIs and outcomes)

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
5.1	Support and contribute to all WLT improvement opportunities where appropriate	Embrace all opportunities on offer and identify key personnel that will enhance the offer further including lead practitioner, MFL strategy, SEND, etc - ongoing	Greater support package available to all schools within the WLT CPL and leadership opportunities to identified staff with Fairlands Enhanced Q4T and pupil outcomes as a result of benefitting from this support
5.2	Support the work of the WLT by using expertise contained within the school	Fairlands to support the WLT by offering KS2 maths markers and KS2 writing moderation – Spring 21 Engage in Lead Practitioner programme - ongoing	Improved outcomes for all pupils by at least 5% across the WLT
5.3	Improve the curriculum offer and outcomes for all pupils in MFL across the WLT	Embed the WLT MFL strategy to support identified areas of improvement in MFL – Autumn 20	Improved outcomes for all pupils in each year group for MFL by 15% Improved exit data for Year 8 pupils in MFL by 15%

Target 6: Develop Strong Governance, Accountability & Quality Assurance systems

Link to SEF: Leadership & Management

Trust

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
T6	Improve Support service provision		

School (link to SEF, SIP reports, school KPIs and outcomes)

Vision Ref	Intent	Implementation (what, when by whom & cost)	Intended Impact
6.1	To ensure all governors have a clarity of vision, ethos and strategic direction of our school	Governor visits (subject to Covid-19 restrictions) in school to monitor effectiveness of school improvement strategy - ongoing	Greater support and challenge from LGB in all aspects of school improvement
6.2	To further develop the role and impact of link governors and amended committees	AW and other Federation Heads to review the working structures of committees and how they match current WLT committees and individual school priorities – Autumn 20	Greater support and challenge from LGB in highlighted areas of improvement including English, maths, SEND and Careers
6.3	Develop an effective whole school evaluation strategy that focuses on improvement and development	Standardised assessment format across WLT and implementation of Insight – Autumn 20 Regular monitoring and evaluation activities timetabled throughout the year including Blink visits – Autumn 20	Increased monitoring of impact measurable against other schools within the WLT Accelerated progress in KS2 outcomes in R, W, M and combined RWM

Target 7: Be an Efficient & Cost Effective organisation that provides Professional Support & Functionality

Link to SEF: Leadership & Management, Quality of Delivery in Business SEF

Trust

Vision Ref	Intent	Implementation <small>(what, when by whom & cost)</small>	Intended Impact
T6	Improve Support service provision		

School (link to SEF, SIP reports, school KPIs and outcomes)

Vision Ref	Intent	Implementation <small>(what, when by whom & cost)</small>	Intended Impact
7.1	Ensure that the MEF governance and committee's fall into line with WLT	SM along with LGB and chairs of committee's – Autumn 20	Smarter monitoring of performance and financial outcomes across the school
7.2	Work with WLT to ensure a balanced budget is set which allows staff and pupils to thrive	SM with PH and Finance committee – ongoing / Summer 20	A balanced budget to ensure more efficient use of finances and school savings Finance spent wisely to ensure best possible pupil outcomes
7.3	Consider duplicity of services and where greater collaboration can support our community	SM with PH and LGB - ongoing	Reduction in duplicity across the WLT where services can be shared to ensure equality of provision and financial savings