

School Improvement Plan 2022-23

Objective	Action	Success Criteria	Staff	Date	Progress
Key Objectives identified in the SEF (using SATs and end of year assessment data Jul 22)					
Improve spelling and the teaching of phonics across the school. (Y1 Phonic Screening Check 2022 = 48% (Nat 76%))	Introduce Twinkl phonics/ reading scheme across the school.	Y1 Phonic Screening Check Target = 76%	All	Sept 22	New reading scheme purchased Jun 22 Twinkl Phonics lessons commenced in YR,Y1,Y2,Y3 Sept 22 Phonic Intervention groups started Sept 22 Classroom displays updated Sept 22 Whole staff training 1/12/22 and 2/1/23 Visit to observe Phonics/ writing being taught at Kinsale Infant School 10/1/23
	HLTA / TA to lead phonic interventions in Y2 and Y1		JF NC LM	Sept 22	Commenced Sept 22
	Training to be arranged for precision teaching for spellings by EPSS		KL	Jan 23	Specialist Teacher to give training in January 2023
Improve Writing in Key stage 1 Y2 Writing 2022 = 38% (Nat =58%)	Introduce Twinkl phonics	Y2 Writing Target = 58%	KS,KL,TG ,EH, CL, SS	Jul 23	Twinkl Phonics lessons commenced in YR,Y1,Y2,Y3 Sept 22 Visit to observe Phonics/ writing being taught at Kinsale Infant School 10/1/23
	English Catch up groups		KL//MW CT/ETB	Oct 22	Commenced in Y5/6 Oct 22

<p>Improve the Attendance rate 2021/22 = 90.5% Autumn 22 = 89.9%</p>	<p>Update Attendance policy and send attendance letter to all parents.</p>	<p>Attendance Rate is at Nat Ave in Spring / Summer 23</p>	SW	Sept 22	Completed Sept 22
	<p>TG to attend training and Network training</p>		TG	Oct 22	TG attended Fast Track training Sept 22 TG attended Network Oct 22
	<p>TG to work with Attendance Officer to target PA families.</p>		TG	Sept22- July 23	2 families have begun Fast Track
	<p>Daily text to parents of absent children. Follow up phone call if no reply received Email/ letter/ home visit if no reply is received.</p>		MA	Sept 22	Commenced Sept 22
	<p>Attendance report to be sent home each term</p>		CR	Jan 23	Commenced Jan 23
	<p>Weekly attendance prize Weekly class attendance owl prize. Termly attendance family hamper prize.</p>		SW	Sept 22	Commenced Sept 22
	<p>Attendance certificates, 100% attendance tea party each term 100% attendance badge.</p>		TG	Sept 22	13/1/23
			SS	Sept 22	Commenced Sept 22
			SS	Sept 22	Commenced Sept 22
			SW	Jan 23	
	CR	Dec 22	Commenced Dec 22		
	SW	Apr 23			
	SW	Sept 22	Commenced Sept 22		

Reduce Staff Absence Rate 2021/22 = 4.3% Autumn 22 = 5.8%	Review Absence Management Policy and procedures	Reduce staff absence rate in Spring/ Summer 23	SW	Feb 23	Discussed at P.D day 3/1/23
Improve Subject leadership	Subject leaders to attend Subject leader briefings		All	Sept 22 -July 23	English and Maths briefings booked
	Subject leader and a governor assigned to oversee each subject.		All	Sept 22	Governor assigned to each subject May 22
	Subject leader and governor to meet regularly.		All	Dec 22	Commenced June 22 All have met in Autumn term 22
	Subject leader/Gov to update Subject Statement.		All	Dec 22	Subject Statements updated after Subject leader/Gov meetings
	Restart moderation meetings with local schools		SW	Apr 23	
Key Objectives from Ofsted (Jun 18)					
Governors are clear about the Key priorities of the school	Share the School Improvement document and SEF with all governors and staff.		SW	Sept 22	Updated SEF on the website Sept 22 SIP Shared 3/10/22
	Governors to set up regular meetings with Subject Leaders.		Govs + subject leaders	Dec 22	Commenced Jun 22. All governors have met with their subject leaders this term - Nov 22
	Governors to recommence weekly learning walks.		Govs	Sept 22	Restarted Sept 22

	Governors to complete more training to fill gaps identified in the skills audit		Govs	Apr 23	Training completed by MP and JS
Teaching of reading is consistently good Reading results have improved consistently since 2018 KS2 Sats = 82% Nat = 74% Ks1 Sats = 63% Nat = 67%	Introduce Twinkl phonics/ reading scheme across the school. SS to attend English subject leader briefings Dailly 1-1 reading with targeted ch 1-1 reading tuition English Catch up groups	2023 Reading SATs = above Nat Ave	SS/SW/KL SS All GW KL/SW/CT/ETB	Sept 22 Oct 22 - Jul23 Sept 22 Oct 22 Oct 22	Twinkl Phonics lessons commenced in YR,Y1,Y2,Y3 Sept 22 Training booked Sept 22 Commenced Sept 22 Commenced Oct 22 Commenced Oct 22 Current prediction KS2 Sats 23 = 72%
Improve presentation across all subjects See Presentation Policy	Attach exemplars to the presentation policy. Restart book scrutiny each half term Presentation to be a focus for Governor learning walks		SW SW Gov	Oct 22 Sept 22- July 23 Sept 22	Achieved Each subject has been given a staff meeting slot each term - Sept 22 Commenced Sept 22
Pupil Premium funding identifies actions to support the most able children.	Restart more able PP intervention groups. PP Holiday school	PP Gaps = 0	SW SW/SS	Jan 23 Feb 23	Planned for Feb half term

PP Gaps have reduced considerably since 2018 2022 KS2 Maths PP Gap = 0 2022 KS2 Read PP Gap = -13 2022 KS2 Writing PP Gap = -10	PP 1-1 Tuition Introduce PP challenge partners Prepare PP case studies Restart Paths, Nurture groups and ELSA		SW/GW SW SW SW	Sept 22 Dec 22 Mar 23 Oct 22	Commenced Sept 22 Discussed at PD day Sept 22 Staff meeting Apr 22 Paths restarted Sept 22 Current Prediction 2023 KS2 R+W+M PP Gap = -4%
Other objectives from the SEF					
Raise standards	Restart intervention groups 1-1 tuition Holiday school Maths/reading	+ve Value Added	All SW/GW SW/SS	Sept 22 Oct 22 Feb 23	Literacy catch up - Oct 22 Comprehension Booster group - Sept 22 Plus 1/Power of 2 - Sept 22 Commenced Sept 22 Current Prediction KS2 Sats 2023 Maths = 76% Reading =72%
Improve Speaking and Listening skills in YR	Nuffield Early Language intervention		KS/KL	Sept 22	Commenced Sept 22
Curriculum					
Embellish the curriculum	Residential trips		SW/SS	June 22	Horstead completed Nov 22 Crowden booked for 26-30th June
Maths Action Plan	Trial the use of WR workbooks in Y4		SS	Sept 22	Commenced Sept 22

	Embed WR SOW in all classes Reintroduce Maths Cafes Rewrite calculation policy		TG TG/All TG	Sept 22 July 23 July 23	
English Action Plan	To be updated following the meeting between the subject leader and governor.				
Science Action Plan	Re establish contact with Sheringham High School Ensure scientists are studied in each year Carry out Pipil interviews LKS2 Science club		CL CL CL CL	July 23 July 23	
Geography Action Plan	Establish links with Norfolk Rivers Trust and Kelling Heath Carry out Pipil interviews		KS KS	Dec 22 July 23	
History Action Plan	Commence process of becoming a Heritage school. Support teaching of history in KS1 Set up a History folder to share useful documents and information Carry out pupil interviews		GW GW GW GW	Dec 22 Dec 22 Sept 22 July 23	Staff meeting Sept 22 Training modules Sept 22
Art Action Plan	Achieve Artsmark Gold		SC/EH	July 23	Action plan in place

	award Tidelands Project Audit clay room Specific Art trips Carry out pupil interviews Ensure artists studied are diverse		SC/EH SC/EH SC/EH SC/EH SC/EH	July 23 Sept 22 July 23 July 23 Sept 22	Staff meeting Sept 22
DT Action Plan	Train staff on the use of crumbles and computer aided design Purchase additional construction kits for KS1 DT club Join DT association Enhance links with Greshams		SC/EH Sc/EH SC EH SC	Sept 22 July 23 Jan 23	Purchased May 22 Staff meeting Sept 22 Used in Y5/6 DT activity aftn-PP chn/G&T Dec 22 STEAM competition Summer 23
RE Action Plan	Prayer Space PP trip to St Andrew's Restart Open the book/Father Howard assemblies		SW SW SW	Apr 23 July 23 Oct 22	Restarted Dec 22
PE Action Plan	To be updated following the meeting between the subject leader and governor.				
Music Action Plan	To be updated following the meeting between the subject leader and governor.				
Special Needs Action Plan					

Pupil Focus Groups	Set up pupil focus groups/learning interviews		KL	Nov 22	
SEND Learning walks	Re-commence regular SEND learning walks		KL	Oct 22	
KS2/KS1 Nurture groups	Daily Nurture groups		KL/SK/AK	Jan 23	
Pupil Premium Action Plan - Pupil Premium Statement					
	To be updated Dec 22				
Safeguarding - Actions from Safeguarding SEF (July 22)					
CPOMs	Purchase CPOMs Export records onto CPOMs Train all staff		SW SW/KL SW/KL	July 22 Jan 23 April 23	Purchased July 22 Training day Jan 23
Improve training	Whole governing body to complete Safeguarding training. DSL to complete CSE and CSE multi agency training KL to complete Early Help assessment and planning training Governor to complete Safer Recruitment training		SW/MP SW/KL KL MP	Apr 23 Jul 23 Apr 23 Apr 23	JS has completed training - Nov 22
Single Central record	Update SCR using the latest format Governor to check SCR		LW TG	Sept 22 Oct 22	Completed Sept 22
Health and Safety - based on General Risk Assessment (Sept 22)and Fire Risk Assessment (Jun 22)					

targets					
General Risk Assessment	Replace 2 finger guards Trees		PT SW	Oct 22 Oct 22	Completed Oct 22
Fire Risk Assessment	Install smoke detectors in corridors		SW	Dec 22	Completed Nov 22
	Install siren in DT block		SW	Dec 22	Completed Nov 22
Finance - based on SFVS (Feb 22)					
Asset Register	Needs to be updated and checked by governor		TG/AK	Feb 23	
Training	Governors to complete more finance training		Govs	Dec 22	SW completed training Nov 22
NAS Themed Audit	Cyber Security		Govs	Dec 22	Discussed at Gov meeting Dec 22
SFVS	Complete SFVS		Govs	Feb 23	
Equality Plan (Jan 22)					
	Governors to consult with a group of pupils about how to improve the school and local community		MP	Jan 23	Questionnaire completed Jul 22
	Governors to survey parents about how to improve the school and local community		MP	Jan 23	
	Governors collect the views of the local		MP	Jan 23	

	community about Pupils' interactions with them.				
	All job advertisements to include a diversity and inclusion statement		SW	Jan 23	Statement prepared Feb 22
Building					
Maintenance	Replace blinds in Wolterton classroom Repaint the Junior Corridor		LW PT/SW	Dec 22 Oct 22	Completed Oct 22
New School	Attend meetings with LA		Govs	Ongoing	Meeting held 5/10/22
Policies (Policy grid)					
	Safeguarding Policy Attendance Policy Generic Risk Assessment Whistleblowing Accessibility Plan Special needs Information Performance management Code of conduct Pay Single Equality Plan Continuity Plan SFVS Marking Homework Online Safety Health and Safety Finance procedures First Aid/ medicines			Sept 22 Sept 22 Sept 22 Sept 22 Sept 22 Sept 22 Oct 22 Oct 22 Oct 22 Jan 23 Jan 23 Feb 23 Apr 23 Apr 23 Apr 23 Apr 23 Apr 23 Apr 23	Approved by governors 5/10/22 Approved Sept 22 Approved by governors 5/10/22 Approved by governors 5/10/22 Approved Sept 22 Approved Sept 22 Approval by governors 5/10/22 Approved Dec 22 Approved 16/11/22

	Fire Risk assessment Education Visits British Values Admissions Lettings Data Protection			Apr 23 Jul 23 Jul 23 Jul 23 Jul 23 Jul 23	
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