

School Improvement Plan 2022-23 (updated Mar 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 result is closer to National Ave 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	Apr 23	Whole school twilight training by Specialist Teacher 27/3/23 Current projection Y1 Phonic Screening check = 63%
Improve Writing in Key stage 1 Y2 Writing 2022 = 38% (Nat =58%)	Introduce Twinkl phonics	Y2 Writing result is close to National Ave 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/ ETB	Oct 22	Commenced in Y5/6 Oct 22 Current prediction Y2 writing = 54%

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	March 23	Discussed at P.D day 3/1/23 New policy approved by governors 8/3/23
Improve Subject leadership	Subject leaders to attend Subject leader briefings. Subject leader and a governor assigned to oversee each subject. Subject leader and governor to meet regularly. Subject leader/Gov to update Subject Statement. Restart moderation meetings with local schools		All All All All SW	Sept 22 -July 23 Sept 22 Dec 22 Dec 22 May 23	English and Maths briefings booked Governor assigned to each subject May 22 Commenced June 22 All have met in Autumn term 22 Subject Statements updated after Subject leader/Gov meetings
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. Governors to set up regular meetings with Subject Leaders. Governors to recommence weekly learning walks.		SW Govs + subject leaders Govs	Sept 22 Dec 22 Sept 22	Updated SEF on the website Sept 22 SIP Shared 3/10/22 Commenced Jun 22. All governors have met with their subject leaders last term - Nov 22 Restarted Sept 22

	Governors to complete more training to fill gaps identified in the skills audit		Govs	Apr 23	Training completed by MP, SB 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	KS2 Reading SATs is close to Nat Ave (74%) KS1 Reading SATs is close to Nat Ave (67%)	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 = 68% Current prediction KS1 Sats 23 = 56%
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	Improved presentation observed by SMT and governors	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 Weekly Gov learning walks commenced Sept 22
Pupil Premium funding identifies actions to support the most able children.	Restart more able PP intervention groups.	PP Gaps = 0	SW	May 23	

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 Holiday school		SW/SS	Apr 23	Planned for Easter holiday
	PP 1-1 Tuition		SW/GW	Sept 22	Commenced Sept 22
	Introduce PP challenge partners		SW	Dec 22	Discussed at PD day Sept 22 to be reintroduced in the Summer term
	Prepare PP case studies		SW	Mar 23	Staff meeting Apr 22
	Restart Paths, Nurture groups and ELSA		SW	Oct 22	Paths restarted Sept 22
					Current Prediction 2023 KS2 R+W+M PP Gap = +2%
Other objectives from the SEF					
Raise standards	Restart intervention groups	+ve Value Added	All	Sept 22	Literacy catch up - Oct 22 Comprehension Booster group - Sept 22 Plus 1/Power of 2 - Sept 22 Commenced Sept 22
	1-1 tuition Holiday school Maths/reading	R+W+M is close to national ave 59%	SW/GW SW/SS	Oct 22 Feb 23	Current Prediction KS2 Sats 2023 R+W+M = 59% (Nat 59%) Maths = 70% (Nat 72%) Reading =68% (Nat 74%) Writing = 68% (Nat 69%)
Improve Speaking and Listening skills in YR	Nuffield Early Language intervention		KS/KL	Sept 22	Commenced Sept 22
	MF to complete Elklan training		MF	Apr 23	Commenced Feb 23
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 Embed WR SOW in all classes Reintroduce Maths Cafes Rewrite calculation policy		SS TG TG/All TG	Sept 22 Sept 22 July 23 Sept 23	Commenced Sept 22, evaluated at staff meeting 27.2.23 Book scrutiny 27.2.23
English Action Plan	Improve the teaching of reading and writing through the Introduction of Twinkl phonics / reading scheme Update reading skills grid Restock the Library		All Staff SS SS	Sept 23 Jan 23 Jul 23	Introduced successfully Sept 23 Whole staff training completed 1.12.22 and 3.1.23 Observation of Phonics lessons by SS - Jan 23 Book scrutiny 20.2.23 Phonic Assessment sheets 20.2.23 Discussed at staff meeting 28.11.22 Commenced May 23
Science Action Plan	Staff skills Audit Re establish contact with Sheringham High School Ensure scientists are studied in each year Carry out Pupil interviews LKS2 Science club		CL CL CL CL	July 23 July 23 Dec 22 Dec 22 Jan 23	Staff meeting / book scrutiny 6.3.23 Staff meeting 31.10.22 Completed Oct 22 - staff meeting 31.10.22
Geography Action Plan	Establish links with Norfolk Rivers Trust and Kelling Heath National fieldwork week		KS KS/All	Dec 22 June 23	Y5 and 6 river trip with Norfolk Rivers Trust Oct 22 NWT workshop 7.11.22

	Carry out Pupil interviews Lesson observations		KS KS	July 23 July 23	Pupil interviews with Y5 and 6 Nov 22 staff meeting 3.10.22
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 Black History Month Carry out pupil interviews		GW GW GW All GW	Dec 22 Dec 22 Sept 22 Nov 22 July 23	Completed Dec 22 - Heritage school training - 23.1.23 Training modules Sept 22 Completed - Staff meeting 26.9.22 completed 21.10.22
Art Action Plan	Achieve Artsmark Gold award Tidelands Project Audit clay room Specific Art trips Carry out pupil interviews Ensure artists studied are diverse KS1 art club		SC/EH SC/EH SC/EH SC/EH SC/EH EH	July 23 July 23 Sept 22 July 23 July 23 Sept 22 Oct-Dec 2022	Submitted May 23 Looking out for other projects as insufficient funding Completed Jan 2023 Kiln repaired Mar 2023 Completed Feb 23 Staff meeting 26.9.22 Curriculum progression grid currently being updated Very popular

	KS2 Craft club		ETB	Oct-Dec 2022	Very popular
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/EH	Sept 22 July 23 Jan 23	Purchased May 22 Staff meeting 3.10.22 Used in Y5/6 To be included in budget 2023/24 Commenced Jan 23 To be included in budget 2023/24 DT activity aftn-PP chn/G&T Dec 22 STEAM competition May 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	Completed 16th and 17th May Staff meeting 14.11.22 Restarted Dec 22
PE 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					

Safeguarding - Actions from Safeguarding SEF (July 22)					
CPOMs	Purchase CPOMs Export records onto CPOMs Train all staff Commence using CPOMs to record behaviour		SW SW/KL SW/KL	July 22 Jan 23 April 23 April 23	Purchased July 22 Commenced Feb 23 Training completed 17/4/23 Commenced Apr 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, SB have completed training
Single Central record	Update SCR using the latest format CR to complete training Governor to check SCR		LW CR TG	Sept 22 Jul 23 Oct 22	Completed Sept 22, Updated Jan 23 Training booked
Health and Safety - based on General Risk Assessment (Sept 22)and Fire Risk Assessment (Sept 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, CR, MP completed training Dec 22
NAS Themed Audit	Cyber Security		Govs	Dec 22	Discussed at Gov meeting Dec 22
SFVS	Complete SFVS		Govs	Feb 23	Approved by Govs Feb 23 Approved by Finance Officer
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 Gov meeting with School Council 22/2/23
	Governors to survey parents about how to improve the school and local community		MP	Jan 23	
	Governors collect the views of the local community about Pupils' interactions with them.		MP	Jan 23	
	All job advertisements to include a diversity and inclusion statement		SW	Jan 23	Statement prepared Feb 22

	Data Protection			Jul 23	
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