

## School Development Plan for 2017 - 2018



Area of Development	Lead staff	Desired completion date	Desired outcome	Monitoring	Status	Actual Impact
					RAG	
<b>Effectiveness of Leadership and Management</b>						
Update School Evaluation Form	Louise	Nov-17	SEF up to date in line with changes since September 2017	SLT/ Governors		
Implementation of roles of SLT	Louise	Oct-17	SLT all fulfilling their roles	Louise		
Induction for TLR post holders	Louise	Oct-17	TLR post holders confident in their new roles	Louise		
Performance management of teachers	Louise	Oct-17	All teachers have had their initial performance management review and objectives for the year have been set	Governors		
Introduce appraisal for all other staff	Louise	Apr-18	All staff within Kingsdown have undertaken an appraisal process	SLT/ Governors		
To review the current system of Annual Reviews and EHCP meetings	Louise	Oct-17	Annual reviews organisation is more streamlined and pupils are attending their reviews where appropriate	SLT		
To plan and deliver the five inset training days	Louise	Apr-18	Staff have received pertinent training to improve teaching and learning within school	Governors		
To undertake joint lesson observations with the Assistant Head and TLR post holders	Louise	Mar-18	All teachers have been observed by two members of the Leadership Team	Louise/ Governors		
To undertake joint learning walks with governors	Louise	Feb-18	The Governing Body has observed all classes within school for a specific focus	Governors		
To update the school website	Linda	Oct-17	Kingsdown website includes all statutory requirements and is accessible to all visitors	Louise		
To update school policies and procedures in line with the school's new MAT status	Linda	Dec-17	All policies and procedures are updated according to academy guidelines	Louise		
To produce a Code of Conduct for staff	Louise	Sep-17	All staff adhering to the Code of Conduct	Louise		
To review Health and Safety policies and procedures	Louise	Dec-17	All Health and Safety policies are up to date and are being adhered to	Governors		
To ensure all risk assessments are in place	Donna	Oct-17	Risk assessments are reviewed and implemented	Governors		
To research opportunities to introduce School Direct	Louise	Mar-18	Kingsdown is ensuring there are opportunities for SSA's/HLTA's to train as teachers	Louise		

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To produce an Action Plan for Pupil Premium spending across the year	Becky	Oct-17	A clear Pupil Premium Plan is in place to ensure pupil premium funds are spent effectively to ensure pupils make at least good progress	Louise		
To ensure pupils are making at least good progress in English and Maths	Becky	Dec-17	All pupils are making at least good progress in English and Maths	SLT/ Governors		
		Apr-18				
To ensure data is monitored for all groups of pupils and that all are making at least good progress	Becky	Dec-17	All pupils are making at least good progress in all areas of the curriculum	SLT/ Governors		
		Apr-18				
To develop a Kingsdown succession plan	Louise	Jan-18	A clear succession plan is in place	Louise/ Governors		
To review induction system for NQTs and new teachers	Louise	Nov-17	Induction for new teachers is comprehensive	Louise		
To seek the views of pupils, parents and staff	Louise	Apr-18	Views of pupils, parents and have staff have been collected	Louise		
To produce an Action Plan for Sports Premium spending across the year	Charlie	Oct-17	A clear Sports Premium Plan is in place to ensure funds are spent effectively to ensure pupils progress in their	SLT		
To produce an Action Plan for Year 7 Literacy and Numeracy spending	Becky	Oct-17	A clear Action Plan is in place to ensure Year 7 funds are spent effectively to ensure pupils make at least good progress in Literacy and Numeracy	SLT		
To ensure the provision within the Early years meets statutory guidelines	Kirsty	Nov-17	Early Years Foundation Stage statutory guidelines are adhered to	SLT		
<b>Quality of Teaching, Learning and Assessment</b>						
Develop and introduce a PMLD curriculum	Louise	Jan-18	PMLD pupils are receiving a broad and balanced curriculum which meets their needs	SLT/ Governors		
Introduce Routes for Learning as an assessment system for PMLD pupils	Louise	Jan-18	PMLD pupils are making at least good progress	SLT		
Introduce the EYFS curriculum to Key Stage 1 classes	Kirsty	Jan-18	Pupils in Key Stage 1 are receiving a broad and balanced curriculum which meets their needs	SLT		
To consider introducing the assessment system: Measuring and Assessing Personal Progress	Becky	Oct-17	Kingsdown has researched an assessment system which records progress in a lateral rather than linear system	SLT		



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To consider how the new Engagement Scale Profile will be introduced	Becky	Apr-18	A smooth transfer of assessment systems has happened to ensure progress is recorded in line with government expectations	SLT		
To develop a new curriculum for SLD pupils	Kirsty	Apr-18	SLD pupils are receiving a broad and balanced curriculum which meets their needs	SLT/ Governors		
To develop a new lesson observation form with the Teachers Standards	Louise	Sep-17	Lesson observation form includes the Teachers Standards	Governors		
To observe all teachers within Kingsdown	Louise	Dec-17	All teachers have been observed against the Teachers Standards	Governors		
To mentor the NQT	Sophie	Jun-18	NQT has completed their NQT year successfully and is at least a good teacher at Kingsdown	Louise		
To update the Marking and Assessment Policy	Becky	Oct-17	A clear policy is in place which reflects marking and assessment at Kingsdown	Governors		
To ensure workbook and/or Tapestry is consistently kept and monitored	Becky	May-18	Evidence of progress is regularly monitored	SLT/ Governors		
To ensure a daily act of collective reflection is taking place in classes	Alice	Nov-17	All pupils are involved in a daily act of collective reflection	SLT		
<b>Personal Development, Behaviour and Welfare</b>						
To create a family room within Kingsdown	Donna	Nov-17	A comfortable family room is in place where coffee mornings and parent meetings can take place	SLT		
To relocate the school nursing team closer to the pupils	Donna	Nov-17	The school nursing team are more readily available to pupils and staff	SLT		
To ensure behaviour support plans are in place	Ceilidh	Oct-17	A reduction in behavioural incidents within Kingsdown	SLT		
Dysphasia training for staff	Becky	Dec-17	Staff are trained to feed pupils	SLT		
To train 4 staff as Manual Handling Tutors	Becky	Sep-17	Kingsdown has four Manual Handling Tutors in place	SLT		
To introduce annual Manual handling training for all staff	Becky	Sep-17	All staff have received Manual Handling training on an annual basis	SLT		
To train another member of staff in Paediatric First Aid	Becky	Nov-17	Kingsdown has another Paediatric First Aider in case one is absent from school in line with statutory Early Years Foundation Stage policies	SLT		

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To train more staff as First Aiders	Becky	Nov-17	Kingsdown has more First Aiders in case of long term absences	SLT		
To review the current system for school attendance	Linda	Dec-17	An improvement in pupil attendance	SLT		
To introduce a Junior Leaders system for Key Stage 3 pupils	Ceilidh	Dec-17	There is an improvement in Key Stage 3 pupils self-esteem and independence	SLT		
To run internet safety courses for pupils, parents and staff	Becky	Apr-18	Pupils, parents and staff are more confident with internet safety issues	SLT/ Governors		
To look at different ways of promoting the emotional wellbeing of staff	Donna	Feb-18	Staffs' emotional wellbeing is being addressed to ensure successful outcomes for pupils	SLT		
To develop more class led assemblies and invite parents in to watch them	Alice	Jan-18	Parents are more involved in their child's achievements within Kingsdown	SLT		
To run some focused coffee mornings for parents	Donna	Feb-18	Various coffee mornings have been held which cover different topics	SLT		
To investigate using the 'MOVE' programme	Becky	Dec-17	Pupils with physical difficulties are accessing a programme addressing their physical needs	SLT		
Research viability of rebound therapy	Louise	Apr-18		SLT		
Consider using the Leading Parent Partnership Award to further develop relationships with parents	Louise	Apr-18	There is more parent partnership at Kingsdown and more parents who were not engaged are involved	SLT		
<b>Outcomes for Pupils</b>						
To run a 'breakfast club' using pupil premium funds	Donna	Oct-17	Pupil premium pupils have had breakfast on arrival at school	SLT		
To train two HLTA's as Makaton tutors	Becky	Jun-18	Makaton signing is consistent within school and all staff have received training	SLT		
To induct the new Looked After Children (LAC) teacher	Louise	Oct-17	Kingsdown is following all Looked after Children's statutory requirements	SLT		
To ensure all new pupils have data from their previous setting	Tracy	Oct-17	All new pupils have historical data to ensure we can record data from their starting points	SLT		
To ensure all new pupils are baselined against the P Scales	Becky	Oct-17	All new pupils have a P Scale baseline	SLT		
To set challenging realistic outcomes for all pupils	Louise	Nov-17	All pupils have achieved their targets or made at least good progress against them	SLT		

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To ensure groups for the more able pupils within school are running	Becky	Oct-17	The more able pupils are being stretched in Literacy and Numeracy	SLT		
To ensure Phonics screening checks are completed on Year 1 pupils and Year 2	Becky	Jun-18	Pupils have made progress in their phonic skills	SLT		