

The School Development Plan

2015/16

Our School Development Plan is a very comprehensive living document that is regularly updated across the year as targets are progressed and sometimes amended to reflect revised priorities or strategic changes.

The plan is organised into three sections:

- Firstly the key pupil progress / teaching and learning priorities for the year;
- Secondly, the Management of the School: Deployment of Staff, Budget, Governance and Environment;
- Thirdly, a section covering Individual Coordinator Targets.

All within the context of our Catholic Mission and Pastoral Vision.

Each section comprises of the target focus, resourcing and funding and a detailed section outlining the background to the target and the reasoning behind why this area is to be a focus for the year. Clear goals are set out; tasks are allocated and timetabled, alongside specific success criteria. Then we are all ready to go.

The SDP is updated and annotated across the year, the Head Teacher taking the initiative in the first and second sections, assisted by the Senior Management Team and Lead Governors, with individual coordinators taking full responsibility for progressing their subject priorities as the year unfolds. The core subjects, English, Mathematics and Religious Education are always key foci with additional subjects taking priority over time within our cyclical rolling programme. This year for example, we are finalising work on Design Technology with Science soon to be a priority later in the Autumn term.

Setting Targets:

Pupil progress and the quality of teaching and learning across the school are constant areas to consolidate and improve. Careful analysis of school performance across a wide range of indicators pin point areas where we can do better. Performance in national tests are an important driver and whilst any combination of cohort strength, aptitude and ability, allied to teaching quality across a pupil's primary schooling, will influence year group outcomes, we are vigilant against any sort of pattern emerging, such as weaker data over time in Reading when compared with Writing. Consistently, here at St Gregory's, school performance across all subjects at both End KS1 and KS2 is almost always better, and usually significantly better, than local and national performance, so we have to look to maintaining these high standards, which is a constant challenge given variable cohort strength, alongside targeted school specific improvements. Ongoing assessment across the school in every class also identifies areas of strength to consolidate and areas that are less secure, to accelerate.

Some of the targets chosen for 2015/16 reflect this such as:

1. Improve End KS2 performance in SPAG (Spelling and Grammar), especially for boys;

2. Improve End KS2 Performance in Mathematics, especially for girls;

Both are triggered by concerns over a dip in performance: In Target 1, this is entirely cohort linked but we want to address this immediately to ensure that the previous very high standards are regained. Target 2 reflects more of a concern as at End KS2 Maths has been the least successful area for our school with an aggregate APS (Average Point Score) of 1.63 Above the National Average over three years. 2014 data showed Girls outperforming Boys in SPAG but Boys were more successful than Girls in Maths, hence the target direction.

Looking in more detail, in two out of the last three years Maths data has been ranked as Significantly Above (SA) the National Average, and remains well above in 2014, so why worry? Well, over the same period our Reading scores are 2.11 above the NA with Writing performance, 2.94 above the NA, with SPAG scores, 1.95 points above the NA, so in the context of **our school**, we would like Maths to be as high performing as the other areas. In addition, national performance across the board at End KS2 is improving – other schools are catching up! We are maintaining high performance but our margins for improvement are more limited than those for other schools who have lagged behind over time, therefore the gap is narrowing.

We know already that pupil performance in both areas has improved in 2015, so targeted support has paid off but we would like to see this upward trend continue for Maths in particular, so the Maths targets are maintained across the current academic year too.

An additional and ongoing Pupil Progress and Attainment target is to:

3. Narrow the gap between the progress of Disadvantaged Pupils and Other Pupils across the school and nationally.

This is a challenge for all schools but one that every school should be looking to tackle as the statistics for Disadvantaged Pupils across the country at every level across Primary and Secondary Education paint a stark picture of underperformance. Such a target fits very closely with our Catholic philosophy and it is one that reflects the school mission. Targets 1-3 also feature within every teacher's performance management foci this and next year, this is common practice with key school targets.

Other areas of focus for our school can be driven by National and Local priorities, so it is no surprise to see that the following rank highly on our Section 1 agenda for the coming year:

4. Embedding the new National Curriculum;
5. Assessment, Recording and Reporting Without Levels;
6. Successfully introducing the agreed scheme for Baseline Assessment for our youngest pupils, ensuring accuracy and readiness for early acceleration;
7. Reviewing School Self Evaluation practices in the light of changes to the Ofsted model for good or better schools.

RE / Pastoral Care is always a focus for our school and we have a busy agenda to work through with a parallel Assessment and School Self Evaluation focus similar to that outlined in targets 5 and 7. We also have to look to Diocesan priorities such as the “Forward Together in Hope” agenda.

As always, the quality of Teaching and Learning is a constant: In simple terms all teaching has to be good or better and we are fortunate in having an experienced and talented staff to ensure that we meet this standard.

I hope that you find this brief outline of our main teaching and learning priorities informative, should you have any further queries regarding other areas such as Budget or Environment please feel free to contact me at school or one of our governors, who would be happy to assist.

Best wishes,

K J Smithson,

Head Teacher.

September 2015.