

Action Plan for Improvement 2019-20 Leadership

Inspection area	UNCRC Article	WG Priorities	4 Purposes Prof Standards	PM target	CCoS Corporate Priorities
IA 5 L&M IA1 Standards	Article 3: Everyone who works with children always does what is best for each child.	Core Aims 1 - 7 poverty, Tackling teacher workload	Pedagogy, Collaboration Prof Learning Innovation, Leadership	Whole school	Education and skills Safeguarding Poverty
Priority (why is this a priority - data link/evidence source)					
<p>Action 5 To develop all staff as leaders of learning, to sustain and improve effective pedagogy through strengthening the school as a learning organisation. Link Governor: A. Hussey/ F. McCready <i>(Why? In this time of curriculum reform it is not possible to have a new curriculum, new professional standards, new assessment and accountability arrangements, development of new qualifications, and the proposed Curriculum and Assessment (Wales) Bill, without changing anything in our school. No longer have to work to comparative data reports. A focus on individual progress as the accountability measure. New Prof standards for assisting teaching. Enabling Objective 1- Developing a high-quality education profession and Enabling Objective 2- Inspirational leaders working collaboratively to raise standards, evidence our School as a Learning Organisation linked to how we develop individuals as researchers to support New Professional Standards).</i></p>					
Action	Monitoring Who, How, When	Impact / Success Criteria / Outcome	Evaluation Aut / Spr / Sum (Green box completed)		
Inset whole staff - Using the SLO toolkit to reflect on school systems and practices and evaluate our school as a learning organisation. SLO WG survey Identify training whole school and individual training needs.	SLT Nov 19 – use to inform SDP and training program	All staff have opportunity to reflect on all aspects of school life and give their opinions. SLT ‘rose tinted specs’ removed. Staff feel valued. Developing an ethos of trust, honesty and integrity. SLO WG gives more accurate analysis			
Educational research conducted by Teachers/Trios.	HT Reports to Governing Body SLT APP Termly meetings and	<ul style="list-style-type: none"> Teachers are researchers. Evidencing progress rather than end of 			

Baseline assessments carried out during the autumn term, intervention strategies during the spring term and assessment of impact in the summer term. Suggested research projects Eg Can use of Film and Digital media impact on pupils' writing skills? or What feedback is most effective in moving learning forward?	outcome updates feedback to staff	<p>phase outcomes.</p> <ul style="list-style-type: none"> Staff use assessments to inform planning, and next steps that moves learning on. Planning for progress impacts on outcomes. 	
Four members of teaching staff to attend a middle managers course with associated course tasks conducted back in school. Assign in-house mentors.	Mentor supports staff members as required ERW Course leader feedback to HT as appropriate	Clear expectations about effective middle management. Support practitioners to identify areas for further professional development.	
All staff self-assess their work using national professional standards. (Teachers reflect on their baseline). Share New Prof standards for assisting teachers with TAs. TAs to self-assess their work using prof standards. LT to support as ERW Lead TALP trainer.	HT and TA line manager professional discussions with staff as part of performance management cycle	All staff reflect on their practice, individually and collectively, against nationally agreed standards of effective practice and affirm and celebrate their successes.	

Working with Governors	Working with the community
Self-evaluation processes involve governors through meetings with link governor undertaking L2L exercises and learning walks. Presentations and meetings with curriculum sub-committee.	Sharing with parents on website and events. Sharing practice with other schools and colleagues eg TALP Working with IntoFilm company e with other schools

Resource Implications including CPD	Financial Implications	Source
Middle leadership course – 2 staff Line managing TAS and training HLTA (ERW TALP lead practitioner) release time for supporting/leading training in-house and for ERW	8 days supply – approx. £1,200 3 days supply – approx. £260 Income £2,000	School budget School budget ERW grant

Progress Measure

CPD and course Logs evaluations
Personal learning files
WG SLO survey