

## School Development Plan 19-20 Updated January 2020

Objective	Responsibility	Date Due	Progress made	Cost & Staff Implications
<b>Quality of Education</b>				
<p><b>To continue to review the Intent, Implementation and Impact of the curriculum across school - with a focus on the Semi Formal and Formal curriculums across school and the Pre-Formal curriculum in Upper school.</b></p> <ul style="list-style-type: none"> <li>• To continue to review, research and develop curriculums across school in particular the semi-Formal and Formal curriculum pathways.</li> <li>• To prioritise reading in school to ensure there is a rigorous and sequenced approach.</li> <li>• <b>To introduce the three curriculums pathways across school.</b></li> </ul>	<p>All staff across school in working party groups to develop further Curriculum pathways, particular the Semi-Formal Pathway</p>	<p>31/08/2020</p>	<p>Three different curriculum pathways (Pre-Formal, Semi-Formal and Formal) have been introduced across school and continue to be researched, reviewed and developed, these curriculums are identifiable across the different areas of school and individuals' groups of pupils in Lower, Middle, and Upper school</p>	<p><b>Cost</b> Curriculum Pathways £12,000</p> <p><b>Staffing</b> Research &amp; development time allocated on a needs basis CPD £3,000</p>
<p><b>To review the processes to measure impact relating to the curriculum pathways across school</b></p> <ul style="list-style-type: none"> <li>• <b>To consider the best ways to measure the impact of curriculum pathways- Pre-Informal, Semi-formal and Formal</b></li> </ul>	<p>NW/KH/BC/KB/SW/CN</p>	<p>31/08/2020</p>	<p>The decision has been made and agreed to input data twice yearly rather than the previous three times yearly approach. As we are in a transition around the curriculums across school and it will also allow for better steps of progress to be seen and made. These data inputs will now happen in December and May yearly.</p>	
<p><b>To develop the role of a 'Challenge Champion' across the three different curriculum pathways across school.</b></p> <ul style="list-style-type: none"> <li>• To refine the core curriculum within a Semi-Formal curriculum pathway across school to ensure that it is coherently planned, sequenced and provides challenge.</li> </ul>	<p>AH/HT</p>	<p>31/08/2020</p>		

<b>Behaviour and Attitudes</b>				
<p><b>To support students and their parents understanding of the importance of Online Safety</b></p> <ul style="list-style-type: none"> <li>To work with parents using support from the LA to ensure that their children are kept safe when online</li> <li>To gather the views of pupils, parents and staff about safety and wellbeing</li> </ul>	AH/HT	31/08/2020		<p><b>Cost</b> Staff Questionnaire £3000</p> <p><b>Staffing</b> CPD 2 free days from LA, £750 following this. Cyber Training – CPD FOC, Travel £100</p>
<b>Personal development</b>				
<p><b>To support students and their parents understanding of the importance RSE</b></p> <ul style="list-style-type: none"> <li>To support staff with their understanding of RSE and develop through the different curriculums how this is conveyed to all students across school</li> <li>To provide parental workshops across the federation around 'Speak Easy/RSE' following the family planning associations training programme.</li> <li>To have 2 trained ELSA's across school that would be able to support students with their emotional well-being</li> </ul>	NW/KH/BC  HT/SE  HT/GW/KD	31/08/2020	RSE policy is now in place and is just waiting to be ratified by the governing body. We also now have 2 trained ELSA's in school and the referral process for pupils to be referred to the ELSA's is just starting to shape up in school to support pupils.	<p><b>Cost</b> ELSA Training £495 Development Cost of ELSA Room - £1000 Mental Health First Aid - £120 Speak Easy -</p> <p><b>Staffing</b> Mental Health First Aid – 1 day per staff member x 6 Parental Workshops – 2 members of staff</p>
<b>Leadership and Management</b>				
<p><b>To lead, support and promote the development of curriculums across school</b></p> <ul style="list-style-type: none"> <li>To drive forward the Semi-Formal and Formal Curriculum pathways to ensure they are coherently planned, sequenced and provide challenge.</li> <li>To prioritise reading in school to ensure there is a rigorous and sequenced approach.</li> <li>To allow time for Outstanding practitioners to disseminate 'Best Practice' to less experienced staff across school</li> <li>To support an Outstanding practitioner to become a 'Specialist Leader in Education' and an 'Engagement Model lead trainer'.</li> </ul>	AH/HT/BC/KH/NW	31/08/2020	Best practice is being shared across school supporting less experienced staff. An SLE and Engagement Model lead trainer has been successfully appointed and is currently receiving training to support with the development of this role.	<p><b>Cost</b> SLE – income £3,000</p> <p><b>Staffing</b> Time for dissemination of best practice – dependent on requests – allocate 6 days per year In-Reach - KB 2 hrs/wk &amp; BH 1 day/wk</p>
<p><b>To develop further CPD opportunities for all staff</b></p> <ul style="list-style-type: none"> <li>To further develop 'In Reach' opportunities in school where our 'outstanding' practitioners support and mentor newer, less experienced teachers</li> <li>To allow all staff CPD opportunities which will support</li> </ul>	AH/HT/BC/KH/NW	31/08/2020	VS is leading on the PIP initiative in school and is well underway with the research and developments of this project. We also now have 2	<p><b>Cost</b> Elsa Training £495 Mile Room £18,047 CPD £13,000 Curriculum Pathways £12,000</p> <p><b>Staffing</b></p>

<p>the broader range of needs across school including the <b>Peer Improvement Pathway initiative</b></p> <ul style="list-style-type: none"> <li>To work with the Teaching Schools and Bishop Grosseteste University to further develop staff skills (including NQTs and School Direct trainee teachers) to meet the broader range of needs across school</li> <li>To continue to research and develop the whole school curriculum, with a particular focus around the Semi-Formal and Formal curriculum Pathways.</li> <li>To train two staff as ELSA's to enable them to support students with their emotional well-being across school</li> <li>To investigate Mental Health First aid training</li> <li>To develop the 'MILE' room and provide all staff with appropriate training required to impact and support the broadening needs of all students</li> </ul>			<p>trained ELSA's in school and the referral process for pupils to be referred to the ELSA's is just starting to shape up in school to support pupils. ROMPA will be installing new equipment into the MILE room in the lead up to Christmas</p>	<p>Peer Improvement Pathway – time and travel – 3 days Supervision – 4 days</p>
<p><b>To ensure that school meets the minimum School foods standards</b></p> <ul style="list-style-type: none"> <li>To audit the school kitchen to check compliance with the School foods standards.</li> <li>To ensure that staff's knowledge is upgraded about the School foods standards.</li> <li>To ensure that the schools kitchen equipment is upgraded to support the development of the School foods standards.</li> </ul>	GB/AH/HT/DW	31/08/2020	<p>An audit of the school kitchen has taken place from the LA to check compliance, staff training for kitchen staff is underway and menu planning has started. Whole staff training is planned for February 2020 training day to update knowledge.</p>	<p><b>Cost</b> £1,068 Food in Schools £300 Potato Rumbler £15,000 Combi Oven £2,000 Kitchen Accessories</p>
<p><b>To fully engage with the Local Authority, SEND Project</b></p> <ul style="list-style-type: none"> <li>Continued engagement of the 'Work streams' around Health and Care, Premises and Workforce developments including the developments and the alterations at both St Francis and St Christopher's schools</li> </ul>	AH/HT	31/08/2020		<p><b>Cost</b> £50,000 funding ring fenced to resource development of outside area</p>
<p><b>To embed working practices across St Francis and St Christopher's school</b></p> <ul style="list-style-type: none"> <li>To further develop joint working practices across both schools including curriculums.</li> <li>To establish and develop the impact of 'Pupil voice' across both schools</li> </ul>	AH/HT/BC/KH/NW	31/08/2020	<p>A whole variety of joint working practices have been developed across the federation and will continue to be developed (see attached list)</p>	
<p><b>To support staff wellbeing and review staff members workload</b></p> <ul style="list-style-type: none"> <li>To remove unnecessary workload placed on teaching staff</li> <li>Completion of staff wellbeing survey and review with previous results</li> </ul>	AH/HT HT	31/08/2020		<p><b>Cost</b> £3000 Staff Wellbeing Survey</p>

<p><b>To follow the 6 Year safeguarding plan</b></p> <ul style="list-style-type: none"> <li>To ensure the process of the 6-year plan is followed and monitored for all staff and governors</li> <li>To survey parents/carers on safeguarding and other school related matters using an online questionnaire.</li> <li>Ensure all Governors continue to follow the 6-year plan and continually challenge staff practice</li> </ul>	<p>AH/HT/NW</p> <p>HT</p> <p>AH/HT/NW</p>	<p>31/08/2020</p>		<p><b>Cost</b> £0 LSCP pathway training free to LCC schools Face to Face £175 per course Travel</p> <p><b>Staffing</b> 3hrs per course</p>
<p><b>Early Years Education</b></p>				
<ul style="list-style-type: none"> <li>To further develop Outdoor Learning opportunities</li> <li>To broaden the skill set of staff in the Early Years education department for the wider range of children's need.</li> </ul>	<p>BC</p>	<p>31/08/2020</p>		<p><b>Cost</b> CPD £3,000</p>
<p><b>6th Form Provision</b></p>				
<ul style="list-style-type: none"> <li>To continue to review the Intent, Implementation and Impact of the Pre-Formal curriculum pathway in Post 16.</li> <li>To develop the use of 'SEE SAW' to support further parental engagement in Post 16 for students following a Pre-Formal curriculum pathway.</li> <li>To develop better Work Experience opportunities for more students in Post16.</li> </ul>	<p>NW</p>	<p>31/08/2020</p>	<p>MP has joined from St Christopher's school for 2 days a week with a real focus on driving Work Experience and to take a lead but with support on the LAs project of Supported Internships</p>	<p><b>Cost</b> SEESAW - £594 EBP £125, plus £30/student</p> <p><b>Staffing</b> EBP – Travel time for MP</p>
<p><b>Residential</b></p>				
<p><b>To allow students the opportunity to build on their community links</b></p> <ul style="list-style-type: none"> <li>To offer and allow students to experience and engage with a wide range of opportunities and cultures in their local community</li> </ul>	<p>LS</p>	<p>31/08/2020</p>		
<p><b>To further develop student's independence to support their transition onto adulthood</b></p> <ul style="list-style-type: none"> <li>To support and develop student's independence in a variety of well-planned, managed and careful risk-assessed ways.</li> </ul>	<p>LS</p>	<p>31/08/2020</p>		

<p><b>To improve Residential Facilities</b></p> <ul style="list-style-type: none"> <li>To develop the bathroom facilities in the Girls residential area, to allow it to become a better functioning area</li> <li>To develop a ground floor residential self-contained flat.</li> </ul>	LS	31/08/2020		<p><b>Cost</b>  £20,000 Bathroom Facilities  £30,000 Flat</p>
<p><b>To strengthen further the role of the Residential Governor.</b></p> <ul style="list-style-type: none"> <li>To ensure that the Residential Governor acts as a critical friend to challenge and drive improvement further.</li> </ul>	LS/LM/HT	31/08/2020		
<p><b>To develop residential staff's knowledge of how curriculums across school are changing and the impact it will have on different students in residential.</b></p> <ul style="list-style-type: none"> <li>To provide support and update all residential staff about the changing curriculums across school (Pre-Formal, Semi-Formal and Formal) with the support from school staff and the impacts these curriculums will have on student's residential life</li> </ul>	LS	31/08/2020		