

**Annual School Improvement Targets 2010-2011**

<b>OBJECTIVE</b>	<b>LEAD</b>	<b>SUCCESS CRITERIA</b>	<b>ECM REF.</b>	<b>TARGET DATE</b>	<b>RESOURCING-GGSET/HUMAN RESOURCE/TRAINING/ICT/DEVELOPMENT</b>	<b>COST</b>	<b>SAP REF.</b>
SERVICE							
Use benchmarking against CASPA and RAISEonline to inform analysis of pupil attainment.	GW/sub leaders	Accurate comparisons drawn and communicated to governors and available for publication.	3,5		ICT support SI Partner consultancy support (3 sessions)	<b>800</b>	
<b>Consolidate baseline assessment toolkit- completed in first six weeks of placement to inform outcome setting.</b>	<b>GW/BK Delegated Resp.</b>	<b>Toolkit includes: previous assessment of NC levels, dyslexia screening, reading age, spelling age, core subject assessment, Emotional and behaviours development/needs, Health plan/needs, TSS introduction. Completed for each new pupil. Revise placement plans.</b>	<b>1-5</b>		<b>ICT support with assessment tools Pupil Database</b>	<b>1195</b>	
<b>Revise KS3 curriculum provision to meet aims for successful learners, confident individuals and responsible citizens.</b>	<b>GW/PB/FM/SM</b>	<b>Schemes of work Resources for MFL, sex education, careers and music</b>	<b>1-5</b>		<b>Subject resources and CPD training for teachers.</b>	<b>2000</b>	
Revise Summative NC Level Record to support levelling in KS3.	GW	B squared acquired and being used.	3		ICT network support	<b>1700</b>	
<b>Restructure the KS2 curriculum provision to meet the Primary Curriculum Review.</b>	<b>GW/DeH/TM/KOM</b>	<b>Curriculum for 2011-12 includes emotional literacy, dyslexia, dyscalculia, ICT and music.</b>	<b>1-5</b>		<b>IT support with music and ICT</b>	<b>-----</b>	
Review Teaching and Learning policy to account for curriculum provision development.	SMT	Policy in place following completion of related targets	3		Completion of above targets.		

Review Assessment policy to include AFL, marking and academic guidance.	SMT	Policy in place	3,4,5		Training in Assessment for Learning for Ed staff.		
<b>Begin to embed ICT as central to primary curriculum</b>	DeH	<b>Teachers plan and assess with and for ICT across the curriculum. ICT development plan formulated.</b>	<b>3,5</b>		<b>ICT support CPD for teachers.</b>		
Implement Independence Skills Assessment for pupils	BK, PP	Skills assessment completed for each senior pupil.	1-5		Key worker admin time.	500	
<b>Design programme to meet needs identified in Independence Skills Assessment.</b>	PP, RO	<b>Development of AQA unit award scheme. Each senior pupil has portfolio evidence.</b>	<b>1-5</b>		<b>AQA assessor training for 2 senior care staff. Liaison with Grafham Grange re access to vocational resources.</b>		
Extend accredited opportunities for Senior pupils.	PP, RO	Cookery First Aid AQA unit award scheme	3,4,5		License to cook Enhance pupil 1 <sup>st</sup> aid AQA centre registration.		
Consolidate use of 1:1/ Key Worker contact record sheets	PP,RO,MS	1:1 time for each child with key worker	1-5		Time allocated from landing based evenings		
Review and enhance activity programme (24hr curriculum).	RSCWs	Activity programme enhanced to stimulate/ help develop social progress and ECM outcomes	1-5		Resource to develop: Archery Gardening Fishing Cycling	500	
<b>Maintain outstanding judgement for care and welfare via post OFSTED action plan completion.</b>	SMT	<b>Post OFSTED plan completed and progress regularly reviewed.</b>	<b>1-5</b>		<b>Detailed in Post OFSTED plan</b>		

<b>Implement 3 year post OFSTED plan to attain outstanding judgement for Education.</b>	<b>SMT</b>	<b>Post OFSTED plan completed and progress regularly reviewed.</b>	<b>1-5</b>		<b>Detailed in Post OFSTED plan</b>		
Establish Phase 2 of Therapeutic Services review.	SMT/TSS /HOCS	Review completed: location, current services, additional services, joint/external funding. Action plan written.	1-5		TSS, HOCS, SMT review		
Consolidate/review the role of Family Support and Inclusion Manager.	TB, CJ, AT	Agreed job description and roles and responsibilities.	1-5		FSIM, SMT, HOCS review.		
<b>INFRASTRUCTURE</b>							
Create reading for recreation and reference library. Project No 76	SMTNB GT	Transfer of books & shelving from entrance to new library		6/10	GGSET ICT	7000	
Improve generic learning environments (incl. SW room)taking account of Occupational therapy, pupil needs and curriculum resourcing Project No 88	SMT DH NB	Desks, chairs, equipment (incl. ICT) purchased. Classrooms organised to facilitate successful learning (groups and individual). Jupiter class decorated. Improved lighting & wall display facilities		9/10	GGSET	5500	
Upgrade of server room Project No 59	NB CC	Installation of ACU		4/10	GGSET, ICT	2000	
Improve security & Fire Safety Project No 50	NB	Replacement of MOE door from ICT suite		6/10	GGSET	1000	
Refurbishment of Junior 'nurture' landing. Project No 79,81,85	SMT NB MS	Managed H & C water system, carpets, built in wardrobes electrical sockets, decorated.		9/10	GGSET, protected time for landing clearance & reinstatement	31200	

Upgrade surgery Project No 29	SMT NBSO	Installation of new lockable units with easy clean surfaces reducing cross contamination		6/10	GGSET, protected time for school nurse	5100	
Court yard refurbishments Projects No 55, 56	NB VF	Completion of external decorations		9/10	GGSET	5000	
Enhance entrances Project No 57 75	NB MB	Installation of new fence		5/10	GGSET	4000	
Play area safety Project No 86	NB	Install pale fencing to remove easy access to OOB area		4/10	GGSET	1000	
Phase 1 Electrical installation for New Therapy Suite Project No 80 87	NB	Replacement of garage roof & new electrical consumer unit		10/10	GGSET	5800	
<b>SCHOOL CULTURE</b>							
To make all action/development plans available to parents via the website.	SW	Action plans as downloads on website.	4,5				
Establish Friends of 'Brantridge School'.	?	Membership and terms of reference established.	4,5				
Evaluate and analyse impact of initiatives and change via pupil, parent and staff surveying.	SMT	Surveys devised and distributed at regular intervals.	1-5		Analysis spreadsheet for responses.		
Gather, evaluate and analyse pupil views on safeguarding, provision and progress via surveying.	BK, MS	NSPCC tool used, pupil questionnaire, 1:1/key worker records.	2		Analysis spreadsheet for responses.		
Continue to include staff and pupils in School Improvement Planning via meetings, school council, and shared network.	TB	Evidence in meeting minutes, delegated action plan responsibility.	1-5				

<b>Integrate programme of cultural awareness days/activities with curriculum immersion days.</b>	<b>Ed/RSCW teams</b>	<b>Timetable of synchronised events/learning opportunities and responsibilities.</b>	<b>2,4</b>				
Consolidate assembly programme, extend leading to all teachers.	GW	Evidence available via assembly rota, collation of notes.	1-5		-		
Involve key workers/ class teachers in multi agency meetings.	SMT, FSIM, SO	Collaborative input into reporting on individuals. Increased knowledge of the work of other agencies, improved team around the child communication.	1-5		Report writing training.		
Instigate 'accessing services record' for each pupil that can be shared with parents.	TB	Able to map the change/ reduction in support services required by each pupil over the course of a placement.	1-5				
Extend reach as local training resource.	SMT/GGSET	Website to advertise: Food in Schools Child Protection Identify other opportunities.	4,5				
Continued commitment to CPD and mandatory training. To include Governing Body.	SMT, HOCS, CoG	Evidenced through performance management records, INSET schedule and Training file.	1-5		Dyslexia- 1 day Assessment for Learning and Moderation- 1day Subject specific training- each teacher 1 day NVQ L4/ 1day training- TA Team Teach tutors/full/refresher Child Protection Equality and Diversity- 1 day Report Writing/Recording 1 <sup>st</sup> Aid		

					NVQ L 3 x 4 NVQ L4 x 3 Safeguarding Handling of Medication Conflict Management Nutrition and Health Equality and Diversity Infection Control Safer Recruitment x1		
<b>HUMAN RESOURCES</b>							
Embed peer observation across care and education teams.	SMT, G/Leaders, Subj leaders	Formats available. Timetabled as part of annual monitoring and evaluation calendar	1-5				
Establish supervision structure across education team.	SMT teachers	Supervision training for key Ed staff. Effective processes for recording and action, timetabled as part of annual monitoring and evaluation calendar.	3		Supervision training. Protected PPA time/Line manager admin time.		
Continue cycle of performance management.	SMT, Line managers	Appropriate allocations. Data available for Head teacher analysis, review and reporting.	3		Protected PPA time/Line manager admin time.		
Review staffing levels and structures- including feasibility studies for new/additional roles in school.	SMT	Staffing requirement/ aspiration document completed.	1-5		Financial information relating to payroll costs/ income streams and expenditure priorities.		
Audit and review job descriptions and professional standards/conduct guidance.	SMT	3 layered documents available to staff to assist in identifying performance, recruitment needs, responsibility, and career	1-5				

		development.					
SMT and Admin Officer to use HRNET database to support operational and strategic management.	SMT, SW	Information regularly and systematically inputted to HRNET. Pupils/HR/communication/other agencies.	1-5		Database training and support for staff. Increased staff access to IT hardware. IT office suite.		
Extend the capacity of the Governing body.	CoG, TB	New Governors identified and inducted.	4		Chair of Governors support. Advertising capability.		
Cement the Independent Visitor role and effectiveness.	SMT, HOCS	Additional IV identified and inducted. Review of report format used by IV.	1-5		HOCS support.		
<b>PUBLIC</b>							
Maintain website with current content and interactive capability.	SW	Web based information current on a monthly basis. Parent interaction monitored.			Admin officer time protected.		
Continue to publish monthly newsletters to partner authorities extend to parents via parentmail/website.	SW	Newsletter catalogue available on website. Feedback gathered.			Admin officer time protected.	300	
Review, revise and update staff handbook, prospectus, parent/carers handbook, pupil prospectus.	SMT	Current editions available in school and via website.			IT Publishing software.	750	
Integrate pupil database into operational working of the school to support communication of achievement, attainment and progress to	SMT All	Regular information going to; pupils, parents, LA, governors, other professionals around the child.			Database training and support for staff. Increased staff access to IT hardware. IT office suite.		

appropriate audiences.							
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