

Round Hill Primary School

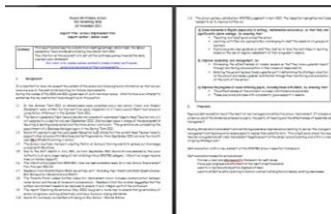
Report Title: School Improvement Plan 2013-14
Report Author: Adrian Nash (25 November 2013)

Summary	<p>This report summarises the outputs from meetings between Adrian Nash, the Senior Leadership Team and Governors during the year 2012-13 and into 2013.</p> <p>The intention of this document is to set out the continued journey towards the vision statement:</p> <p style="color: blue; text-align: center;"><i>"Our vision is to create a school community where children participate, excel and are proud of their achievements..."</i></p>
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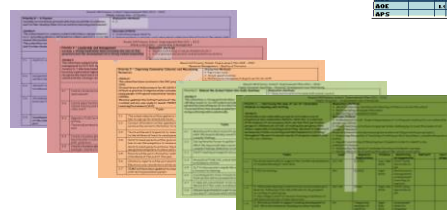
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5. Leadership Action Plans

Self Evaluation

Rigorous self-evaluation lies at the heart of well managed and effective school improvement. It is based on evidence about the standards achieved by pupils, the quality of teaching and the effectiveness of leadership and management.

Raising standards of achievement and maintaining excellence requires school planning to deliver the changes in management and teaching which enable pupils to realise their potential fully. This is best done where the head teacher and governors set clear improvement targets as part of the annual cycle of planning and within a clear on-going strategic plan.

Self-evaluation is still a key element of the New OFSTED school inspection framework September 2013.

Self-evaluation models for schools should:

- Provide a clear and unbureaucratic framework for self-review

- Place pupil progress and attainment at the heart of self-evaluation

- Lead to a rigorous and objective diagnosis of need

- Lead to effective action planning to build on a school's strengths and remedy existing weaknesses

(See Appendix B for more details)

Section 1- Background

It is important to take into account the context of the school and its background information so that we can have one eye on the past whilst planning for future improvements.

During the course of 2012 and 2013 a great deal of work has taken place. What follows is an attempt to summarise the key events that have brought us to this position:

- 1.1. A successful OFSTED inspection in Nov 2012 rated the school as 'Good'.
- 1.2. The school has a well-established 'Vision' and 'Mission Statement' created in the Summer Term 2011. (Appendix A) This vision remains strong and steadfast, and permeates through each area of development, but more work needs to be done to fully embed the vision across school. (revamp entrance hall)
- 1.3. As from September 2014 school will increase its' Pupil Admission Number (PAN) from 60 to 75. This will mean a new development on the existing site to accommodate the growth in pupil numbers. Each year 15 new children will join EYFS and eventually the school will grow in size to 525 children plus 30 places in preschool. There is much work to do for the leadership of the school to make sure we get a building fit for purpose, but also that school evolves keeping the strong ethos and not losing its' identity.
- 1.4. The Senior Leadership Team has evolved and now consists of a Deputy Head Teacher (DHT) with 0.8 release time. She leads the development of teaching & learning across school and the whole school curriculum. The Assistant Head Teacher (AHT) has been placed in charge of vulnerable learners. This will include the achievement of those children in receipt of Pupil Premium funding.
- 1.5. Four teachers left in July 2013, one retirement, two promotions and one member of staff leaving to join an outstanding school. We should be very pleased that our staff are recognised as being leaders of the future.
- 1.6. The Middle Leadership team has been strengthened with the appointment of 3 new staff from within school. Each member of staff has been given a TLR to lead their phase of school, promoting high standards and closing the gap for the most vulnerable learners.
- 1.7. The site manager who has had a long term illness has unfortunately now left school. However, we can now look at a long term strategy for the development of this role into 2014.
- 1.8. Office Promotions - Mrs Isobel Greenhalgh has becoming the School Business Manager. Her new job description gives her greater responsibility for generating income, overseeing the efficient running of the school business/site. More work needs to be done to ensure we get best value for money from this resource. You may remember that Isy will be working four days per week as from September 2013. This will allow for the employment of an additional member to join the office staff team. Mrs Jackie

Wellington has now become the School Office Manager and takes charge of the day to day running of the school office. Tanya Walters has been given an additional 7.5 hours permanently after a trial period.

- 1.9. Round Hill aspires to use the Local Leader Education (LLE) status that the current Head Teacher holds to support other schools within Broxtowe and Nottinghamshire. From September 2012 we have two Initial Teacher Trainees (ITTs) through the school's Direct Programme of Nottingham University. The aim is to become a school which develops a talent pool which we can tap into should the need arise i.e. when the school expands or staff move to further their career etc...
- 1.10. The School is actively involved in the 'Family of Schools' cluster training events to spread our knowledge across south Broxtowe. This has recently been extended to include curriculum leadership links
- 1.11. Due to the strength of the school achievements in July 2011 and even better in July 2012, as from September 2011, Round Hill was deemed by the Local Authority (LA) as no longer being 'at risk' of falling into an OFSTED category. (We will no longer receive free LA Advisor support)
- 1.12. The action plans from 2012-2013, had been evaluated ready for a new School Improvement Plan this year 2013-14 and it has now been further updated in light of OFSTED Nov 2012.
- 1.13. Feedback from Parents/Pupils/Staff are actively sought - Including, Pupil, Parent and Staff Questionnaires, Exit Surveys for (Governors and Staff)
- 1.14. The 'Parents Forum' continues to be a useful source of feedback adding further areas for improvement which includes a reworking of the rewards systems in school and reporting to parents online. Feedback from the children suggested that the outdoor environment needs to be improved to ensure it is an integral part of the curriculum. The new trim trail and new sensory garden are good examples of the work so far.
- 1.15. The second report into 'Improving Governance' (May 2012?) has given a 'route map' to ensure that governorship of school is rigorous, working effectively and has a focus on raising standards.
- 1.16. Round Hill was accredited with the SILVER Eco School Award in the Summer 2013 - A new member of staff will work on achieving Gold within two years.
- 1.17. The school was also accredited with the New ICT Mark in recognition of the excellent work we do.
- 1.18. The school data/tracking systems have been enhanced and are now robust to make identification of potential issues and the monitoring of progress easier. All staff has access to accurate relevant data and uses this to identify areas of strengths and weaknesses. Senior Leaders monitor the progress of pupils.
- 1.19. Provision maps have been collated to provide a succinct and inclusive way of showing the range of provision available to pupils throughout the school.
- 1.20. The Role of the Curriculum Leaders has been established and staff has been given training on how to Lead /manage/monitor their subject areas. New staff members will need additional training to ensure they lead their subjects effectively.
- 1.21. The new single point of entry for EYFS was introduced in September 2011 across Nottinghamshire is now fully assimilated into our practice.

The school gained a GOOD OFSTED judgement in Nov 2012. The inspection highlighted what school needed to do to improve further as:

What does the school need to do to improve further?

- By November 2013, lift the quality of teaching and learning from good to outstanding by:
 - ensuring teachers set work at the right level and respond promptly during lessons to pupils' difficulties, in order that all pupils learn well throughout the lesson
 - improving lesson planning so that activities are matched closely to pupils' abilities and ensure that extension work is available and used with the more-able pupils
 - extending existing links with parents and carers, and with businesses within the local community, in order to raise pupils' aspirations for what they can achieve even further.

2. The Summary - The New School Improvement Plan (SIP) 2013-2014 - The Summary

After evaluation of SIP by the Senior Leadership Team (SLT) in September/October 2013 and again Post OFSTED Nov 2012 this new plan was written.

This first page gives a summary of the main headings and relates the plan to the school aims contained in the school vision statement

	School Aims:	School Improvement Priorities (SIP) 2013-2014
1. Pupils Progress - Achievement and Standards (C&SD)	We want to create a school: <ul style="list-style-type: none"> ➤ Which has high standards of achievement ➤ In which all lessons taught are good or better ➤ Where a clear emphasis is placed on Reading, Writing and Numeracy ➤ Which prepares children for the next stage of their education ➤ Challenges our children to achieve their full potential 	Priority 1 - Achievement and Standards <ul style="list-style-type: none"> ➤ To ensure that pupil progress continues to be significantly above national levels. ➤ To significantly narrow gaps in the achievement of Pupil Premium children and SEN children. ➤ To ensure that the overall quality of teaching is outstanding (a two-year objective). ➤ Improve the achievements of higher attaining boys across school to those of the girls. ➤ Ensure we make progress towards 'Dyslexic Friendly Status' accreditation ➤ Continue to achieve 'Achievement for All' Quality Mark ➤ Ensure that the appraisal process is linked closely to meeting the differentiated teaching standards and the narrowing the Gap Agenda
2. Pupils Personal Qualities - Personal Development and Well Being (P&P)	We want to create children who: <ul style="list-style-type: none"> ➤ Are happy and safe ➤ Achieve behaviour and standards we are proud of by following the 'Round Hill Way' ➤ Are independent in their learning ➤ Become life long learners ➤ Promote respect for themselves, others and the environment ➤ Develop enquiring minds and a spirit of curiosity 	Priority 2 - Qualities - Personal Development <ul style="list-style-type: none"> ➤ Continue to extend existing links with parents and carers, and with businesses within the local community, in order to raise pupils' aspirations for what they can achieve even further ➤ Ensure we gather feedback from all stakeholders ➤ Ensure there is an active 'pupil voice' in school ➤ Ensure transition arrangements are effective including school expansion ➤ Make progress towards 'Healthy Schools Gold' accreditation ➤ Make progress towards 'Eco Schools Gold' accreditation
3. Resource Management - Quality of Provision (F&GP)	We aim to create a school: <ul style="list-style-type: none"> ➤ Which makes the most of the local environment in children's learning ➤ Where staff are committed to their own learning journey and the sharing of quality practice ➤ Achieves value for money ➤ Become a hub school for excellent teachers ➤ Provide training/career progression for other professionals 	Priority 3 - Maximising Resources <ul style="list-style-type: none"> ➤ Ensure we use the Pupil Premium money to support our most vulnerable learners ➤ Further development of community and e-learning using our new VLE and to ensure school has an effective strategy for technological developments ➤ Ensure we engage successfully with the LA to upgrade the existing infrastructure of the building including new accommodation for the large school size and a new staff room. ➤ Further enhance the outdoor learning environment completing the KS1 and EYFS play areas and to engage with the rha to ensure we secure funding for outdoor learning projects including large playground ➤ Further investigate links with teaching schools and how this can benefit RH (see L&M)
4. Leadership, Management & Governance (C&SD)	We aim to create a school: <ul style="list-style-type: none"> ➤ Which has excellent Leadership & Management ➤ Which creates leaders at all levels ➤ Which communicates effectively with stakeholders 	Priority 4 - Leadership, Management and Governance <ul style="list-style-type: none"> ➤ To ensure that the quality of middle leadership has an increasing impact on the school's performance (a one-year objective). ➤ Continue to further develop effective curriculum leadership ➤ Ensure Governors have an effective role in the shaping the strategic direction of school ➤ Ensure we further develop links with other schools & partner organisations including investigating becoming part of a teaching school alliance and strengthening links with local business

5. What Makes Round Hill Special - The X Factor? (C&SD)	We aim to create a school which will: <ul style="list-style-type: none"> ➤ Place the emphasis on having fun ➤ Place a strong emphasis on the music, sport, art and drama ➤ Encourage children, staff, parents and local community to work together as a team ➤ Embrace technology 	Priority 5 - X Factor <ul style="list-style-type: none"> ➤ Further develop the unique qualities of our school, which make us stand out from other schools. ➤ Ensure we continue with the outstanding Music provision and extend to more children across KS2 including Pupil Premium children ➤ Ensure we develop the new curriculum in a way which celebrates the efforts of the whole child ➤ Create 'Enrichment Activities' which further develop pupil engagement ➤ Work in partnership with stakeholders to further enhance the outdoor learning environment ➤ Develop our sporting achievements, including chess and links with local sporting organisations ➤ Make progress towards 'Eco Schools Gold' accreditation ➤ Make progress towards "Arts' mark accreditation ➤ Make progress towards International mark accreditation
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3. The Data (Baseline) - Round Hill Primary School Improvement Plan 2013-2014

Round Hill Primary School 2013 (Provisional at Sept 13)																	
Subject:	Measure	2010 result	2011 result	2012 result	2013 result	National 2013	Natioanl 2012	School Target	2013 FFT D	2014 FFTD (top 25%)	Predictions		Groups 2013				
													Girls (21)	Boys (39)	Pupil Premium (11)	SEN (12)	EAL (9)
Reading	%L4+	81.5	89.7	85.5	88.3↑	86	84		93	93			86	90	82	50	89
	%L5+			56.4	48.3↓	45	48		60	60			43	51	27	8	22
	%L6			2.0	11.6		0										
	APS			29.3	28.9↓		28.8						28	29			
	2+LP				89.8												
	3LP																
Writing	%L4+	60	84.5	87.3↑	78↓	83	81		91	89			86	77	46	8	78
	%L5+			34.5	33↑	30	28		42	43			33	33	18	0	22
	%L6			2.0			1										
	APS			28.4	27.0↓		27.3						27	27			
	2+LP				93.0												
	3LP																
GPS	%L4+				80.0	74							76	82	73	25	78
	%L5+				48.3	48							52	46	27	0	56
	%L6				6.7												
	APS				28.4								28	29			
English:	%L4+	74	87.9	83.6↓			85		92	92							
	%L5+	40	47.0	52.7↑			37		49	50							
	%L6			1.8			0										
	APS	27.6	29.1	29.2↑			28.1										
	2+LP	83	93.0	98.1↑			89										
	3LP																
Maths:	%L4+	85	79.3	80↑	86.7↑	85	84		91	92			86	87	64	42	89
	%L5+	48	43.0	51↑	50.0 =	41	39		53	54			43	53	36	8	66
	%L6			11.0	10.0↓		3										
	APS	28.8	28.2	29.4↑	29.3 =		28.4						28	30			
	2+LP	87	86.0	94.4↑	88.1↓		87										
	3LP																
Eng&Maths:	%L4+	72	77.6	80↑			80		89	88			86	71			
	%L5+	37.2	39.7	47.3↑			21		40	41							
	%L6			1.8													
	APS	28.2	28.7	29.3↑													
R, W & M	%L4+				76.7	76.0	71.0						86	72	84	8	78
	%L5+				26.7	21.0							24	28	29	0	22
	%L6																
	%L4B+																
KS2*	APS				28.7												
AOE		0.1	0.1	-0.9	0.5												
APS				14.3	15.8		15.3										

End of KS2 Targets for 2014

- 80.7% of pupils achieve L4+ in both English and mathematics (*RAISEonline indicative 78%)
- 87.7% of pupils make at least 2 levels progress between KS1 and KS2 in English (*RAISEonline indicative 84%)
- 89.4% of pupils make at least 2 levels progress between KS1 and KS2 in mathematics (*RAISEonline indicative 82%)

End of KS2 Targets for 2015

- 92% of pupils achieve L4+ in Reading, Writing and Mathematics (*RAISEonline indicative 85%)
- 92% of pupils make at least 2 levels progress between KS1 and KS2 in English (*RAISEonline indicative 92%)
- 92% of pupils make at least 2 levels progress between KS1 and KS2 in mathematics (*RAISEonline indicative 92%)

* RAISEonline indicatives are given as the top 10% of similar school

KS1 Round Hill Primary School 2013 (Provisional at Sept 13)													
Subject:	Measure	2010 result	2011 result	2012 Result	2013 Result	National 2012	National 2013	School Target	Groups				
									Girls (36)	Boys (24)	Pupil premium (3)	SEN (8)	EAL (12)
Reading:	%L2+	85.0	93.2	90↓	88.3↓	87			97.2	75	66.7	50	66.7
	%L2b+	73.3	83.1	83.3↑	83.3	77			91.7	70.8	66.7	50	58.3
	%L3	25.0	32.2	35↑	40↑	27			47.2	29.2	33.3	12.5	25
	APS				17.6								
Writing:	%L2+	81.7	89.8	90↑	90.0	84			97.2	79.2	66.7	62.5	66.7
	%L2b+	65.0	79.7	73.3↓	80↑	65			88.9	66.7	66.7	50	58.3
	%L3	15.0	22.0	23.3↑	18.3↓	14			25	8.3	33.3	0	16.7
	APS				16.3								
Maths:	%L2+	90.0	93.2	90↓	93.3↑	91			97.2	87.5	66.7	62.5	83.3
	%L2b+	81.7	84.7	80↓	85↑	77			88.9	79.2	66.7	62.5	66.7
	%L3+	23.3	25.4	31.7↑	30↓	22			27.8	33.3	33.3	12.5	8.3
	APS				17.4								
Phonics Check:	met	-	-	73.0	80↑	58							
APS						??							

End of KS1 Targets for 2014

- 92% of pupils achieve L2b+ in Reading
- 92% of pupils achieve L2b+ in Writing
- 92% of pupils achieve L2b+ in Maths

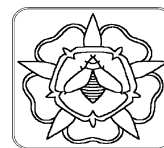
EYFS

- ???% of pupils achieve ?? in Reading
- ???% of pupils achieve ?? in Writing
- ???% of pupils achieve 78+ (equivalent) in Writing



Appendix A

Round Hill Primary School Participate, Excel and be Proud...



This document is a statement of the school vision, our mission and our aims for the next five years. It was written at the beginning of February 2011 through a process of consultation with the Children, Parents, Governors, Staff, the Headteacher and the Local Authority.

It was presented to the Governing Body for approval in the Summer Term 2011 and approved in the same term. It will be discussed annually by staff and governors and will be formally reviewed in the Summer Term 2012.

At the beginning of each year an annual workshop will be held to inform parents of the existing practices outlined in this document.

Vision Statement

"Our vision is to create a school community where children participate, excel and are proud of their achievements..."

Mission Statement

Round Hill Primary School allows everyone to participate by:

- Providing a welcoming, safe, happy school where everyone is respected and listened to; a school where we take pride in ourselves and our achievements, enabling children to become confident and successful learners.
- Striving to be the hub of our local community and an integral part of our society; building and joining communities locally and beyond.
- Being a partner in the education of our pupils and being committed to working in partnership with our parents and wider community.

Round Hill Primary School encourages everyone to excel by:

- Striving for the highest possible standards of achievement and behaviour in a stimulating environment.
- Valuing independence, developing a deeper level of learning and providing a curriculum which enables our pupils to become active citizens of the future.
- Striving to be a centre for truly excellent teachers, where quality leadership is extended to professionals in other schools and where the staff are committed to their own learning journey and the sharing of quality practice.

Round Hill Primary enables everyone to be proud of their achievements by:

- Encouraging everyone to do their very best.
- Developing a love of learning inspired by quality teaching.
- Building and developing upon individual strengths and talents.

The 'Round Hill Way'

The 'Round Hill Way' was devised by children in 2006 and was revised and updated by the current pupils in July 2011. It is a set of only five 'child friendly' statements which are posted in classrooms appear in the pupils' planners and regularly feature in PSHE lessons and in assemblies.

1. I smile and say hello
2. I listen to learn
3. I care for everyone and everything
4. I keep healthy and have a positive attitude
5. I work hard and challenge myself

Children are awarded 'certificates' for adhering to these statements which are presented in our special assembly each week.

School Aims

Below is a list of the aims that the school has prioritised for achieving our vision.

...to create a school community where children participate,
excel and are proud of their achievements.

	School Aims:
1. Pupils' Progress - Achievement and Standards	We want to create a school: <ul style="list-style-type: none">➤ Which has high standards of achievement➤ In which all lessons taught are good or better➤ Where a clear emphasis is placed on Reading, Writing and Numeracy➤ Which prepares children for the next stage of their education➤ Which challenges our children to achieve their full potential
2. Pupils' Personal Qualities - Personal Development and Well Being	We want to create a school in which children: <ul style="list-style-type: none">➤ Are happy and safe➤ Achieve behaviour and standards we are proud of by following the 'Round Hill Way'➤ Are independent in their learning➤ Begin the journey of lifelong learners➤ Promote respect for themselves, others and the environment➤ Develop enquiring minds and a spirit of curiosity
3. Resource Management - Quality of Provision	We aim to create a school: <ul style="list-style-type: none">➤ Which makes the most of the local environment in children's learning➤ Where staff are committed to their own learning journey and the sharing of quality practice➤ Which achieves value for money➤ Which becomes a hub school for excellent teachers➤ Which provides training/career progression for other professionals
4. Leadership & Management	We aim to create a school: <ul style="list-style-type: none">➤ Which has excellent Leadership & Management➤ Which creates leaders at all levels➤ Which communicates effectively with stakeholders
5. What Makes Round Hill Special - The X Factor?	We aim to create a school which will: <ul style="list-style-type: none">➤ Place the emphasis on having fun➤ Place a strong emphasis on music, sport, art and drama➤ Encourage children, staff, parents and local community to work together as a team➤ Embrace technology➤ Promote outdoor learning

Appendix B

Self-Evaluation and the link with School Improvement

