

Shoreditch Park School Development Plan (SDP)

Teaching, Learning and Assessment

Objective/priority	Strategic Actions	Monitoring and evaluation measures	Leads	Cost	Evaluation Autumn/Spring/Summer
Develop a whole school approach to oracy and language development	<p>Develop an oracy assessment tool to track progress from individual starting points</p> <p>Oracy and key questions to promote oracy into subject planning and observations (core and non-core)</p> <p>Develop and share aspire feedback form for core and foundation subjects</p>	<p>A range of lesson observations for different leaders</p> <p>Oracy assessment tool</p> <p>SLT/oracy lead learning walks during lesson time</p> <p>Learning walks in core lessons</p> <p>Subject reviews from curriculum leaders</p>	<p>SBM</p> <p>Head and Head of School</p> <p>ASPIRE Senior Teacher</p>	<p>£1,250 Oracy Leadership Course</p> <p>SLT release time</p>	
Develop an understanding and toolkit for differentiating for all abilities in mixed ability classes	<p>Monitor data with assessment lead to ensure that PPG groups continue to make the same amount of progress as non PPG groups</p> <p>Provide specific and bespoke training related to CPD needs across the school, using a variety of mechanisms i.e. informal sessions, modelling, external.</p> <p>Adapt observation forms to monitor and track children from discrete groups</p>	<p>Subject Medium Term Plans</p> <p>CPD</p> <p>PPR Documents</p> <p>Health Checks</p> <p>Lesson observations</p> <p>Subject lead / outstanding practitioner link / model lesson observations</p> <p>SLT to make links with other schools</p> <p>NQT observation forms</p>	<p>SBM</p> <p>Head and Head of School</p> <p>AHT</p> <p>Subject leads</p>	<p>External CPD costs</p> <p>AHT/SLT release time for CPD</p>	
To promote STEM and ASPIRE enrichment opportunities to provide all pupils with experiences to help them in their subject and career choices	<p>Aspire planning to incorporate key SMSC events.</p> <p>Aspire mornings linked to key events, British Values, Safeguarding and ASPIRE.</p> <p>Develop website to ensure enrichment and stem are visible</p> <p>STEM leaders to make links with other schools</p>	<p>Links and trips explicit in subject development plan</p> <p>SM discussions to reflect links to other subjects</p> <p>SMSC calendar</p> <p>STEM as a visible part of the school website</p> <p>Assemblies</p>	<p>STEM AHT's</p> <p>SBM Head of School</p> <p>ASPIRE Senior Teacher</p> <p>Curriculum AHT</p>	<p>Workshops for weeks such as E-Safety are free</p> <p>Workshops for Hispanic week and Refugee week TBC</p> <p>External visitor costs</p>	

Outcomes

<p>To demonstrate strong progress for all children from starting points in reading, writing and maths</p>	<p>Define in school progress measures from EYFS baseline to end of KS2</p> <p>Track pupils who are emerging at the end of reception into year 1 and beyond and monitor their progress</p> <p>Track all discrete groups particularly core groups for SPPS - TKC, boys and PPG more able and monitor their progress</p> <p>HoS, Outcomes Lead, SENCo and Interventions lead to robustly develop a PPR strategy the encompasses professional dialogue between all stakeholders</p>	<p>Monitoring of summative checkpoints at end of each term from HoS, Assessment Lead and YGL's using Target tracker</p> <p>Subject reviews by curriculum leaders</p> <p>PPR documentation</p> <p>Ongoing monitoring through learning walks, books looks, observations and teacher profiling from SMT and SLT.</p>	<p>Assessment lead</p> <p>Head and Head of School</p> <p>Chair and Vice Chair</p>	<p>Leadership CPD costs (x 4 days of cover)</p> <p>Baseline assessment training</p> <p>ASP/FFT training</p>	
<p>To develop a platform for whole school moderation of a selection of foundation subjects to ensure a consistency of approach to tracking progress.</p>	<p>Outcomes and Assessment Lead to deliver moderation CPD for leaders of science, history and geography.</p> <p>Science, history and geography subject leads to lead whole school moderation for their subject</p> <p>Subject leads to demonstrate progress for all pupils through collating moderation samples for science, geography and history for children working at EXS and GD</p> <p>Moderation samples for each year group for both EXS and GD in selected subjects to be shared on the school website</p>	<p>Monitoring of summative checkpoints at end of each term from HoS, Assessment Lead and YGL's.</p> <p>Monitoring of YGL's from outcomes lead and Head of School to ensure all accountability is understood.</p> <p>Ongoing monitoring through learning walks, books looks, observations and teacher profiling from SMT</p>	<p>Head of School</p> <p>AHT for curriculum</p> <p>Subject leads</p>	<p>Leadership CPD costs x 4 release days</p>	



Leadership and Management

Objective/priority	Strategic Actions	Monitoring and evaluation measures	Leads	Cost	Evaluation Autumn/Spring/Summer
Develop governor leadership capacity	<p>Implement a governor training and development plan to:</p> <p><i>Strengthen understanding and effectiveness of link governor roles</i></p> <p><i>Strengthen understanding of challenge to have an explicit focus on whole school strategy and SDP</i></p> <p><i>Induct new co-opted and parent governors</i></p>	<p>SIP reviews</p> <p>Minutes from meetings and link visit reports</p> <p>Review and impact of governor training</p>	<p>SBM</p> <p>Head and Head of School</p> <p>Chair and Vice Chair</p>	<p>HLT Governor CPD Package - £400</p>	
Develop a clear vision with Hackney Council on the building developments for SPPS within overall 'Britannia' Project	<p>Establish an effective steering group with SPPS governor, staff and parent representatives, to be consulted at each stage of the decision making process.</p> <p>Governors and leaders to have a firm vision for the re-design of the school</p>	<p>Outcomes from steering group</p> <p>Staff and parent views</p> <p>Governor minutes and challenge</p>	<p>SBM</p> <p>Head and Head of School</p> <p>AHT</p> <p>Chair and Vice Chair</p>		
To develop a platform to share best practice in leadership and curriculum design.	<p>Devise a business plan to ensure leadership time is well costed and sufficient in school capacity.</p> <p>Create a digital strategy to promote best practice through website and appropriate social media.</p> <p>Ensure school website demonstrates an exemplary model of the ASPIRE curriculum.</p>		<p>Head</p> <p>SBM</p> <p>Head of School</p> <p>ASPIRE Senior Teacher</p> <p>Curriculum AHT</p>	<p>Staff responsibility £2,721</p>	



<p>To ensure future financial stability so education objectives can be achieved</p>	<p>To create, implement and monitor the appropriate financial strategy to support latest developments in National Funding Formula</p> <p>Continue to review cost efficiencies and best value</p>	<p>Termly budget meetings</p> <p>Benchmarking reports</p>	<p>SBM</p> <p>Head</p>		
<p>To develop communication with all stakeholders and develop school marketing</p>	<p>To consider the most appropriate marketing Strategy for the school</p> <p>Increasing amount of information prospective parents receive as part of the admissions process i.e. prospectus</p> <p>Identify ways to use social media sites to maximize marketing of the school.</p>	<p>Analysis of pupil roll for each year group</p> <p>School census</p>	<p>SBM</p> <p>Head</p>	<p>Marketing communication & resources budget - £7k</p> <p>Social Media in schools training £150</p>	
<p>To ensure school is fully compliant with GDPR</p>	<p>Update GDPR action</p> <p>Ensure all admin staff are up to date in new GDPR regulations.</p> <p>Ensure for senior leaders & governors have GDPR training</p> <p>Appoint link governor to monitor and evaluate GDPR in school via</p>	<p>Governor link visits</p> <p>Minutes from meetings and link visit reports</p> <p>Review and impact of governor training</p>	<p>SBM</p> <p>DPO</p> <p>Head</p>	<p>GDPR & Data Protection Course for DPO - £225</p>	



Personal Development, Behaviour and Welfare

Objective/priority	Strategic Actions	Monitoring and evaluation measures	Leads	Cost	Evaluation Autumn/Spring/Summer
Improve attendance to be higher than the national average.	<p>Synergy Education and Welfare service to meet with families whose children's attendance is below 96% to reduce persistent absence.</p> <p>Raise the status of attendance for pupils through assemblies and reward schemes.</p> <p>Reduce unauthorised absence for children on the SEN register at K through signposting and welfare support.</p>	<p>Termly comparison of attendance data.</p> <p>Reduction of unauthorised absence for children on the SEND register at K by 1% (in line with national data)</p>	<p>DHT for Inclusion</p> <p>Child Protection and Pastoral Manager Chair</p>	£2,023.12	
To increase all stakeholders awareness of healthy minds in line with DFE <i>Supporting Mental Health in Schools and colleges</i> .	<p>Establish an effective steering group with SPPS governor, staff and parent representatives to create a SPPS mental health policy</p> <p>Healthy minds policy to be shared with children through the ASPIRE curriculum.</p> <p>To pilot Multi-Family Groups in Schools.</p>	<p>Minutes from steering group meeting</p> <p>Link governor visit reports</p> <p>ASPIRE curriculum evaluation</p> <p>Pre and post impact measures of the pilot project</p>	<p>DHT for Inclusion</p> <p>Learning mentor</p> <p>ASPIRE Senior Teacher</p> <p>Link governor</p>		
To improve health and wellbeing in partnership with Health Heroes Hackney.	<p>Introduce an extra- curricular sport session for targeted children to attend with their parent or carer.</p> <p>Establish subsidised weekly exercise classes open to all staff members.</p> <p>To increase targeted families awareness of nutrition and healthy eating through a cook and eat pilot.</p>	<p>Attendance of all initiatives</p> <p>Pre and Post impact measures provided by Health for Heroes.</p> <p>Staff survey</p>	<p>DHT for Inclusion.</p> <p>Pastoral and Child Protection Manager</p> <p>Chair</p> <p>PTA</p>	£ 3,000	



