

School Improvement Plan 2021 - 2022



St.John's C.E. (C) Infant School

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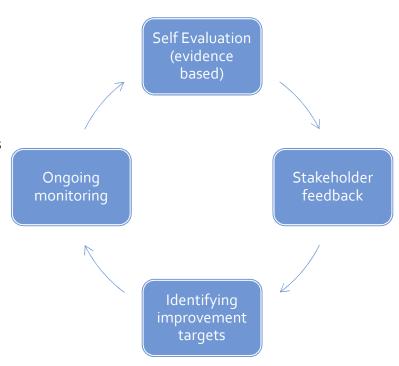
2020 - 2021 summary:

- Due to the COVID pandemic, progress was made towards achieving the objectives in the 2020 2021 SIP but not all actions were completed.
- The computing curriculum has been developed by the subject coordinator and will be implemented with staff in the academic year 2021 2022.
- Extra-curricular opportunities have not been possible due to restrictions. Monitoring of progress across the curriculum has been limiting due to mixing of bubbles. Full schedules to be in place from September 2022.
- Curriculum evening for parents have not been possible to run. Sharing of reading resources has been limited increase this from September 2022.

School Improvement Planning

School Improvement Planning is determined by a number of factors:

- Robust and effective School Self Evaluation
- Internal stakeholders views i.e. staff, parents/carers, governors and pupils
- External stakeholders views i.e. Local Authority (LA), Ofsted, SIAMS
- The changing needs/fluctuations of the special school setting



In order to constantly set a culture of high standards and pupil outcomes, the school must reflect and evaluate. Through a process of evidence-based Self Evaluation, St John's Infant School views itself as a good school. This is in line with both internal and external Quality Assurance

Key Priority 1: Following the restrictions of the pandemic, increase the provision and participation of children attending extra-curricular clubs and the opportunities on offer for all children (including SEND children) through our enrichment initiative in order to increase self-confidence, mental health and well-being.

<u>Term</u>	<u>Action</u>	<u>Cost</u>	Key Staff involved	<u>Success Criteria</u>	Person/People monitoring	Monitoring/ Evaluation/Impact
Autumn	Extend the range of extra-curricular activities offered by continuing to buy a club in on a weekly basis but also to deliver sessions by teaching/support staff depending on their skills and interests. Teachers to be offered incentive of an extra 1/2 day's PPA for running a club over a half term or a free lunch weekly for running a lunchtime club.	£360	A Blackburn L Wood (PE Coordinator)	Children offered a range of extra-curricular clubs. Uptake of places in clubs is high and cost effective.	A Blackburn	
	Create a long-term plan of clubs provided for the whole year from October half term onwards. No clubs in Autumn 1 due to getting children settled back into school life and new classes.		A Blackburn L Wood (PE Coordinator)	Children offered a range of extra-curricular clubs over a sustained period of time.	A Blackburn	
	Discuss a maximum cost for clubs provided by external agencies.		A Blackburn A Hatfield	Maximum cost agreed and in place.	A Blackburn	
	Plan a varied and interesting enrichment program in school each Friday afternoon for KS1 children and develop further community links so children can pursue new interests out of school. This is to start from Autumn 2.	£140	All staff	 A varied enrichment program in place. Long-term plan created. Links to external cubs evident. 	A Blackburn	
	 Ensure that clubs are made accessible to all SEND children in school and that enrichment is fully inclusive by providing opportunities that are varied to meet the needs of all children in school. 		P Missett (SENDCO)	 Enrichment is fully inclusive and all children in K\$1 participate successfully. Extra-curricular opportunities are available for all children in school. 	A Blackburn	
Spring	Continue to provide extra-curricular activities offered by continuing to buy a club in on a weekly basis but also to deliver sessions by teaching/support staff depending on their skills and interests. Teachers to be offered incentive of an extra 1/2 day's PPA for running a club over a	£720	A Blackburn L Wood (PE Coordinator)	 Children offered a range of extra-curricular clubs. Uptake of places in clubs is high and cost effective. 	A Blackburn	

	half term or a free lunch weekly for running a lunchtime club.				
	Continue to deliver a varied and interesting enrichment program in school each Friday afternoon for K\$1 children and develop further community links so children can pursue new interests out of school.	L	A Blackburn . Wood (PE Coordinator)	 A varied enrichment program in place. Long-term plan created. Links to external cubs evident. 	A Blackburn
Summer	Continue to provide extra-curricular activities offered by continuing to buy a club in on a weekly basis but also to deliver sessions by teaching/support staff depending on their skills and interests. Teachers to be offered incentive of an extra 1/2 day's PPA for running a club over a half term or a free lunch weekly for running a lunchtime club.	L	A Blackburn . Wood (PE Coordinator)	 Children offered a range of extra-curricular clubs. Uptake of places in clubs is high and cost effective. 	A Blackburn
	Continue to deliver a varied and interesting enrichment program in school each Friday afternoon for K\$1 children and develop further community links so children can pursue new interests out of school.	L	A Blackburn . Wood (PE Coordinator)	 A varied enrichment program in place. Long-term plan created. Links to external cubs evident. 	A Blackburn
	Assess the uptake of extra-curricular clubs across school and target children in all Year groups ready for 2022/23. Also assess how many children have been referred to community clubs/teams/groups.	L	A Blackburn . Wood (PE Coordinator)	 65% of the school accessed some extra-curricular provision at some point over the year. Children to target for the following year in place. Planning for 2022-2023 in place. 	A Blackburn Governing Body
	Ensure that clubs have been accessible to all SEND children in school and that enrichment has been fully inclusive by providing opportunities that are varied to meet the needs of all children in school. Put actions in place for next year if this could be improved.		Missett SENDCO)	 Enrichment has been fully inclusive and all children in K\$1 participate successfully. Extra-curricular opportunities have been available for all children in school. If applicable, actions put in place to make both the above fully accessible and inclusive in 2022 – 2023. 	A Blackburn

Key Priority 2: Improve the attainment and progress made by children in Writing across Early Years and Key Stage 1.

<u>Term</u>	<u>Action</u>	Cost	<u>Key</u> <u>People/Person</u>	<u>Success Criteria</u>	Person/People monitoring	<u>Evaluation/Impact</u>
Autumn	Carry out lesson observations, learning walks and book scruitines to monitor the teaching and learning of Writing.		Writing Subject Coordinators SLT	 Lesson Observations carried out. Teaching to be at least good. Areas for improvement fed back to staff or SLT for decisions to be made. 	SLT	
	Teachers to assess children at the end of Autumn Term using Year Group statements and data to be analysed and discussed in Pupil Progress.		All Teaching staff	 Assessments made using 9-point scale tracking grid. Data analysed. Actions drawn up against data. 	A Blackburn Standards and Effectiveness Committee – Governors	
	Use INSET Day on 1st November to improve teacher's subject knowledge for teaching writing, including the whole writing process.		A Blackburn	INSET delivered to support staff in improving the quality of teaching and learning in writing across the curriculum.	A Blackburn	
	Utilise Diocese Advisor (1/2 day) and KLP (1/2 day) time for improving the teaching and learning of writing across school.	£500 £200	A Blackburn Jen Sloan – Diocese Monica Debs – KLP.	 Advice from KLP and Diocese advisor built into creating actions going forward regarding writing. External judgements obtained regarding standards in writing at St John's. 	A Blackburn	
	Purchase a new Handwriting scheme to use across school and start to implement for full implementation from January 2022 onwards.	£336	Writing Coordinator	Handwriting scheme in place and used across school or planned implementation date set. Staff meeting time allocated for Handwriting.	A Blackburn	
	Staff to make visits to other schools who are teaching writing in various ways very effectively. Take advice form the LA as to which schools to visit. Feedback to staff and put actions in place accordingly.	£15 per hour for CS	Writing Coordinator A Blackburn	Visits to other schools made. Positives and areas for development at St John's developed.	SLT	

	Develop the use of some assistive technologies to support SEND pupils with writing.	P Missett (SENDCO)	Assistive technologies investigated and starting to be implemented where needed to support individuals.	A Blackburn SEND Governor
Spring	Hold a writing morning/afternoon where parents are invited into the classroom to see writing lessons in action and then receive information via a workshop/written material how best they can support their children.	All Teaching staff	 Parental attendance at the event was high. Parents have the necessary information and skills to be able to support their child with improving their writing. 	A Blackburn Writing Coordinator
	Carry out lesson observations, learning walks and book scruitines to monitor the teaching and learning of Writing.	Writing Subject Coordinators SLT	 Lesson Observations carried out. Teaching to be at least good. Areas for improvement fed back to staff or SLT for decisions to be made. 	SLT
	Teachers to assess children at the end of Spring Term using Year Group statements and data to be analysed and discussed in Pupil Progress.	All Teaching staff	 Assessments made using 9-point scale tracking grid. Data analysed. Actions drawn up against data. 	A Blackburn Standards and Effectiveness Committee – Governors
	Continue to develop the use of and monitor the use of some assistive technologies to support SEND pupils with writing.	 P Missett (SENDCO)	 Assistive technologies used where needed to support individuals. Effectiveness monitored and adapted accordingly. 	A Blackburn SEND Governor
Summer	Hold a writing morning/afternoon where parents are invited into the classroom to see writing lessons in action and then receive information via a workshop/written material how best they can support their children.	All Teaching staff	 Parental attendance at the event was high. Parents have the necessary information and skills to be able to support their child with improving their writing. 	A Blackburn Writing Coordinator
	Carry out lesson observations, learning walks and book scruitines to monitor the teaching and learning of Writing.	Writing Subject Coordinators SLT	 Lesson Observations carried out. Teaching to be at least good. Areas for improvement fed back to staff or SLT for decisions to be made. 	SLT
	Teachers to assess children at the end of Summer Term using Year Group statements and data to be analysed and discussed in Pupil Progress.	All Teaching staff	 Assessments made using 9-point scale tracking grid. Data analysed. Actions drawn up against data. 	A Blackburn

			Standards and Effectiveness Committee – Governors
External and internal moderation to take place at regular points throughout the term.	All Teaching staff	Moderation carried out. Judgments are consistent within school and with other schools. Actions/amendments made to ensure that judgements are reliable and valid.	A Blackburn
Continue to develop the use of and assess the effectiveness of some assistive technologies to support SEND pupils with writing.	P Missett (SENDCO)	Assistive technologies used where needed to support individuals. Effectiveness monitored and assessed.	A Blackburn SEND Governor

Key Priority 3: Develop the full 'Rainbow Curriculum' offer by ensuring teachers and subject coordinators focus on embedding key ideas, concepts and knowledge into the long-term memory of children.

<u>Term</u>	<u>Action</u>	<u>Cost</u>	Key People/Person	<u>Success Criteria</u>	Person/People monitoring	<u>Evaluation/Impact</u>
Autumn	Headteacher to deliver INSET on 6th September 2021 to reinforce importance of transferring knowledge to the Long Term Memory, check coverage on Breadth Maps, launch Chris Quigley Milestones, Launch new assessment procedures for Foundation subjects based around Chris Quigley and start to develop subject Knowledge Organisers.	£100	A Blackburn	 INSET delivered and effective in empowering and inspiring staff with change. Relevant documents created and updated regularly to show curriculum coverage and good monitoring of teaching and learning. 	SLT	
	Staff given staff meeting time to produce effective Knowledge organisers that are used by or incorporate the views or all stakeholders in school, including pupils.		All teaching staff	Knowledge organisers used well to be informative for all stakeholders –different purposes.	A Blackburn	
	Subject Coordinators to develop their roles by monitoring the quality of teaching and learning and provide support for staff where needed, using the Knowledge Organisers, feedback from monitoring and collection of data through the new Foundations Subjects Assessment Framework.	£15 per hour CS	All subject coordinators	Effective monitoring of teaching and learning taking place across the Rainbow Curriculum. Actions fed back to staff to impact on practice across school.	A Blackburn	
	As part of the INSET Day on 1st November 2021, subject Leaders to take part in OFSTED style interviews to assess their knowledge and understanding of how well their subjects are being taught and where the gaps in teaching and learning are.		All subject coordinators	 Subject leader self confidence improved. Subject leaders to have a a good understanding of their subjects and are aware of the next steps in developing and knowing their subject well across school. 	A Blackburn	
	Ensure that the Rainbow Curriculum continues to promote our whole school Christian Values, embedded throughout.		A Blackburn PSHE lead	Children can openly talk about our school Christian Values and how the permeate throughout their	A Blackburn Foundation Governor	

		RE Lead – Catherine Rowbotham Diocese Advisor	lives in school and also at home.		
Spring	Hold celebration events for certain subjects where parents get the chance to see children learning in Foundation Subjects.	All staff and specific subject coordinators	 Events for parents run successfully. Parental involvement in school life has increased. 	A Blackburn and Subject Coordinators	
	Staff given staff meeting time to produce effective Knowledge oragnisers that are used by or incorporate the views or all stakeholders in school, including pupils.	All teaching staff	•	A Blackburn	
	Subject Coordinators to develop their roles by monitoring the quality of teaching and learning and provide support for staff where needed, using the Knowledge Organisers, feedback from monitoring and collection of data through the new Foundations Subjects Assessment Framework.	All subject coordinators	•	A Blackburn	
	Deep Dives to be carried out in identified subject areas. Feedback shared with all staff as part of professional development.	All subject coordinators. A Blackburn	•	A Blackburn	
Summer	Hold celebration events for certain subjects where parents get the chance to see children learning in Foundation Subjects.	All staff and specific subject coordinators	•	A Blackburn and Subject Coordinators	
	Staff given staff meeting time to produce effective Knowledge organisers that are used by or incorporate the views or all stakeholders in school, including pupils.	All teaching staff	•	A Blackburn	
	Subject Coordinators to develop their roles by monitoring the quality of teaching and learning and provide support for staff where needed, using the Knowledge Organisers, feedback from monitoring and collection of data through the new Foundations Subjects Assessment Framework.	All subject coordinators	•	A Blackburn	

•	Review action plan and purchase resources for 2022/2023 by managing the new budget effectively.		All subject coordinators	•	A Blackburn A Hatfield - Bursar	
•	Transition meetings with leaders in local KS2 providers/EY providers to be held to explore/pass on information regarding children's knowledge and attainment in different subjects. Discuss if teaching and learning can be adapted for 2022/23 to improve transferring of knowledge to the Long Term Memory and similar learning styles/Assessment to make identification of next steps easier.	£15 per hour CS	All subject coordinators	•	A Blackburn	

Key Priority 4: Successfully implement the new Early Years Framework and make sure provision is suitable to meet the standards.

<u>Term</u>	<u>Action</u>	<u>Cost</u>	Key People/Person	Success Criteria	Person/People monitoring	<u>Evaluation/Impact</u>
Autumn	Ensure that all staff in Early Years are aware of the new Framework changes and how that impacts on the teaching and learning at St John's.		C Rowbotham and all Early Years staff	Staff have excellent knowledge and understanding of the requirements of the new framework. Staff can articulate what makes our bespoke curriculum unique and implement it effectively on a daily basis.	SLT	
	Attend relevant training to ensure that up to date information is obtained and good practice is shared between schools.	£850	C Rowbotham	Any relevant training attended and fed back to staff at appropriate times.	SLT	
	Carry out the new baseline assessment inline with prescribed protocols.		C Rowbotham and E Brunton	 Baseline carried out effectively. Results of baseline submitted within the first 6 weeks of the Autumn Term. 	A Blackburn	
	Create our own Early Years vision for \$t John's and use this to start planning and delivering our bespoke curriculum.	£120	All Early years staff led by C Rowbotham	 A vision for all is created and communicated effectively with stakeholders. All Early Years staff had their input into the statement. 	A Blackburn	
	Ensure that assessment procedures meet new requirements and meet our needs in shaping judgements about progress and attainment. Collect data at the end of the Autumn Term.		C Rowbotham	 Data for Autumn Term collected. Staff can articulate next steps and action taken for children to make good progress. 	A Blackburn Early Years Governor	
Spring	 Internal moderation within the EYFS team to take place so staff can have time to discuss the assessments made against the new framework. 	£15 per hour CS	C Rowbotham and E Brunton	Staff feel confident in their judgements and to engage in a professional dialogue to explain judgements made.	A Blackburn	

	Continue to monitor and deliver the quality of teaching and learning in the Early Years in light of the new Early Years Framework.	£15 per hour CS	C Rowbotham	 High quality monitoring of teaching and learning in the early Years taken place. Points for development actioned and communicated well with staff. Progress and attainment levels are at least good. 	A Blackburn	
	Collect end of term data for Reception.		C Rowbotham and E Brunton	 Data for Autumn Term collected. Staff can articulate next steps and action taken for children to make good progress. 	A Blackburn Early Years Governor	
Summer	Attend any relevant training externally and provide in house training for staff as needed.		C Rowbotham	Any relevant training attended and fed back to staff at appropriate times.	A Blackburn	
	Internal moderation with the whole school team to take place. Assessments against the new framework will be discussed and ratified	£15 per hour CS	C Rowbotham and E Brunton	Staff feel confident in their judgements and to engage in a professional dialogue to explain judgements made.	A Blackburn	
	Continue to monitor and deliver the quality of teaching and learning in the Early Years in light of the new Early Years Framework.	£15 per hour CS	C Rowbotham	 High quality monitoring of teaching and learning in the early Years taken place. Points for development actioned and communicated well with staff. Progress and attainment levels are at least good. 	A Blackburn	
	Collect end of year data for Reception.		C Rowbotham and E Brunton	 Data for Summer Term collected. Staff can articulate next steps and action taken for children to make good progress. Gaps in learning effectively communicated with Year 1 	A Blackburn Early Years Governor	

				staff as part of high quality transition.		
 Attend any relevant training externally and provide in house training for staff as needed. 		C Rowbotham	•	Any relevant training attended and fed back to staff at appropriate times.	A Blackburn	
External moderation with local Early Years staff to take place. Assessments against the new framework will be discussed and ratified.	£15 per hour CS	C Rowbotham and E Brunton	•	Staff feel confident in their judgements and to engage in a professional dialogue to explain judgements made.	A Blackburn	

Key Priority 5: Plan effectively, including financial planning, for the school to implement KS2 provision (Year 3) from September 2022.

<u>Term</u>	Action	Cost	<u>Key</u> <u>People/Person</u>	<u>Success Criteria</u>	Person/People monitoring	Evaluation /Impact
Autumn	Over the summer of 2021, working party prepared an appeal to the School's Adjudicator. This was a lengthy job in a short period of time. All plans in place for school to become a through school. Response expected at the end of the Autumn Term. Continue to monitor and respond accordingly.		A Blackburn A Hatfield V Nordoff – Chair of Governors	 Appeal to School's Adjudicator submitted within the 4-week time scale. Positive response obtained by December 2021. St John's given the go ahead to implement KS2 provision from September 2022. 	Governing Body	
	Meet one to one with Year 2 parents and give them the option before the January deadline of whether they would like a place in Year 3 at St Johns or remain with their original choice.		A Blackburn	 All parents spoken to by AB and clear on options. Parents have followed Kirklees procedures and modified choice if desired. 	Governing Body	
	Analyse numbers of children taking up a Year 3 place and investigate class numbers/sizes and staffing for 2020/2021. Work with Kirklees to possibility cap the number of children in Year 2 even though PAN not at full capacity.		A Blackburn A Hatfield	 School have a clear idea of numbers who will enter our KS2 provision. Provisional staffing and class bases put in place. 	Governing Body	
Spring	Meet one to one with Year 2 parents and give them the option before the January deadline of whether they would like a place in Year 3 at \$t Johns or remain with their original choice.		A Blackburn	 All parents spoken to by AB and clear on options. Parents have followed Kirklees procedures and modified choice if desired. 	Governing Body	
	Analyse numbers of children taking up a Year 3 place and investigate class numbers/sizes and staffing for 2020/2021. Work with Kirklees to possibility cap the number of children in Year 2 even though PAN not at full capacity.		A Blackburn A Hatfield	 School have a clear idea of numbers who will enter our KS2 provision. Staffing and class bases put in place. 	Governing Body	
	Create links with other KS2 providers and start to have staff meeting time on what the expectations are by the end of Years 3 and 4.	£15 per hour CS	A Blackburn Relevant Teaching staff and subject Coordinators	High quality links with other KS2 providers formed. Close liaison and advice taken from the KLP.	A Blackburn Governing Body	

Summer	•	Advertise for any necessary Key Stage 2 jobs for 2022/2023, including deciding on who will lead KS2.		A Blackburn P Missett A Hatfield	 Necessary recruitment taken place. High quality staff recruited. Leader for KS2 in place.
	•	As a team, continue to devise Long Term KS2 plans for all subject areas, in particular Years 3 and 4.	£15 per hour CS	All Staff	Long Term Plan/Breadth Maps created for Year 3 that builds on from our KS1 provision and use Chris Quigley Milestones. Governing Body Governing Body
	•	Consult other KS2 providers and purchase resources that meet the needs of our children in KS2 and ensure classrooms are fully equipped following any renovation/alteration work. This should be inline with the Long Term building plan.	£15 per hour CS	A Blackburn P Missett C Rowbotham A Hatfield	 Resources provided. Classrooms set up for any changes in Year groups. School fully ready to educate Year 3 children successfully in September 2022.
	•	Ensure that sufficient support and provision is in place for all SEND children and liaise closely with external agencies where appropriate. SENDCO to take advice from expertise KS2 staff where appropriate.		P Missett (SENDCO)	Sufficient provision in place for September 2022 to meet the needs of all children. A Blackburn and SENDCO Governor