

# **SECTION THREE**

## **TARGETS FOR THE YEAR 2020/21**

### **Overall priorities:**

- **Ensure pupils and staff are supported in their mental health and well-being due to Covid-19**
- **Continue to develop skills progression pathways**
- **Review the school's offer to parents for home learning**

To be read in conjunction with targets for:  
Foundation, Middle and Senior Departments  
TLR posts  
CHM Teaching School Alliance  
Curriculum & Assessment

Area 1 – Quality of Education								
Item	Person responsible	Target	Child Benefit Objective	Outcomes	Evidence	Anticipated costs	Completion Date	LAB monitor
1A (cont from 2019-20)	SD, DT, HoDs, Curric TLRs	To ensure personalised pupil learning pathways are in place: Communication Reading Writing Number SS&M PD PSHEC Life skills / PfA	Pupil learning will be personalised, enabling all pupils to learn at their own rate.	- PLPs are completed - staff have been trained - PLPs are on SOLAR - pupil baselines have been completed	Evidence in pupil work Moderation / work & planning scrutiny Observations Appropriate training courses attended Evidence in the form of SOLAR, files, personalised pathways and EHCP outcomes	Training courses (supply cover; training budget)	July 2021	KH
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
1B (cont from 2019-20)	SD, DT	To ensure staff CPD is closely linked to the SDP and is focused on school development needs. To ensure CPD is ongoing / revisited and reinforced so that impact over time can be measured.	Pupils are supported by staff with relevant and up to date training.	Staff training needs are clearly identified from PMs and PDRs. Training needs form basis for new training and practice. Review the possible use of Blue Sky or other platform. Staff are able to vocalise and evidence the impact of training on their daily practice.	Training log Teacher planning RWI & Timpson Project meeting minutes Staff questionnaire	Possible training courses (training budget)	July 2021	KH
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								

1C	DT, SD, CM (CHMA)	Introduce and monitor impact of MAT NQT and new teacher training programme.	Pupils are taught by teachers with specific SEND knowledge and skills.	Training programme written and implemented.	Course evaluation forms. Lesson observations.	Training courses (supply cover; training budget)	July 2021	KH
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
1D	DT, SD, HoDs	Improve the effectiveness of home learning.	The standard of home learning for children not attending school or attending part time, is improved, minimising the impact of non attendance.	Specific procedures for feedback to pupils and parents have been developed. Good practice is celebrated and fed back to parents, staff, LAB and other professionals	Parental survey Pupil work Teacher feedback Reports to LAB	None anticipated	July 2021	
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review:								
1E	DT, JE, CM, SD HoDs	Introduce, train staff and embed the Engagement model	The Engagement Model will provide effective evidence of pupil progress for PMLD & complex needs.	Engagement model adapted to meet needs of Milestone pupils. Training materials developed for staff. Staff training completed All pupil baselines completed.	Pupil baselines Course feedback forms All teaching materials developed and in place	Training courses (supply cover; training budget)	July 2021	
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								

1F	DT, SD, JP	Ensure pupil progression in PE/PD is monitored and assessed effectively.	Pupils make at least expected progress in PD / PE. Progress is recorded and evidenced	PLP for PD is completed. PD Policy is reviewed. Pupil progress in PD / PE is recorded and evidenced effectively.	Pupil baselines Lesson observations Reviewed policy doc	Supply costs (additional time for TLR post-holder)	July 2021	
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
1G	DT, SD, VH, CM, TLRs	Ensure accreditation levels are mapped across to SOLAR / progression pathways to provide a continuous progression route.	Pupil progress at KS4 is effectively evidenced.	Accreditation outcomes for levels 1, 2 and 3 identified. Outcomes mapped across to PLPs.	PLPs completed PLPs on SOLAR PLPs in use to record progress	None anticipated	July 2021	
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								

Area 2 – Behaviour and Attitudes								
Item	Person responsible	Target	Child Benefit Objective	Outcomes	Evidence	Anticipated costs	Completion Date	LAB monitor
2A (cont from 2019-20)	RW, HoDs, DT, SD	Ensure consistency of practice with regard to behavioural expectations, rewards, sanctions and celebration of positive behaviour.	Children are supported by consistent expectations, sanctions and rewards.	Behaviour policy reviewed and ratified. Staff training completed as necessary.	Completed behaviour monitoring forms Dept monitoring Lesson observations Pupil feedback	None anticipated	July 2021	
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
2B	DT, SD, JS, SR, HoDs	Monitor impact of Covid 19 on health and wellbeing of pupils.	Including attendance. Impact of parent anxiety.	Range of interventions in place and accessed by identified pupils. Close monitoring of pupils through interventions meetings. Headsight agreement in place. Counselling available through Headsight agreement. Daily check-ins and PSHE taking place in all classes. Pupils are aware of expectations.	Parental survey Staff survey Pupil survey Class timetables Lesson observations Interventions monitoring and impact statements.	None anticipated	July 2021	
Ongoing review – record SMT monitoring dates and evaluative comments:								

End of Year Review: Analysis and impact:								
2C	RW, PST, SD, DT	Investigate the feasibility of combining BPs and individual pupil RAs.	Pupils benefit from an increased level of consistency in behavioural approaches.	Review completed New forms in place Staff training completed	Reviewed forms	None anticipated	July 21	
Ongoing review – record SMT monitoring dates and evaluative comments:								

**Area 3 – Personal Development** - British values, Spiritual, moral, social and cultural development, Relationships and sex education, Health education, including safety, Mental health awareness and support

Item	Person responsible	Target	Child Benefit Objective	Outcomes	Evidence	Anticipated costs	Completion Date	LAB monitor
3A (cont from 2019-20)	SR, JS, DT, SD, HoDs	To strengthen the support available to vulnerable pupils through continued engagement with the Timpson Project.	Vulnerable pupils feel supported and understood; they begin to develop greater emotional resilience	Initial training reinforced through follow on/on-going sessions (co-delivered with our attached EP). New staff to be trained in Attachment and Trauma Awareness. Senior Lead Training in Trauma Informed Practice to be explored. Use of attachment and trauma awareness vocabulary is used consistently throughout school. To explore adding a unit of work to the Pink Curriculum (JS). Mental Health Champions are in place for each dept. MH champions are trained.	Staff training delivered. Identified pupils demonstrate progress in learning. Sleuth logs. Timpson Project minutes. Interventions minutes. Improved Boxall Profiles/SDQ scores. Staff training records Draft of Pink Unit/Trauma informed vocabulary list.	Possible cover / meetings costs	July 2021	
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
3B	BG, Interventions Team	Effectively evidence the impact of interventions	Pupils are supported in their mental health and	Identified pupils are able to access relevant interventions.	Interventions Team minutes Behaviour logs	None anticipated	July 21	

			enabled to access education to their full potential.	Interventions spreadsheet maintained, including groups of pupils accessing interventions. Impact of pupil interventions is monitored and assessed effectively; <ul style="list-style-type: none"> <li>a. by interventions lead</li> <li>b. by class teacher</li> </ul> Monitoring of interventions informs subsequent pupil allocation and expenditure, including PP expenditure.	Interventions reports / records			
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								

Area 4 – Quality of leadership and management								
Item	Person responsible	Target	Child Benefit Objective	Outcomes	Evidence	Anticipated costs	Completion Date	LAB monitor
4A (cont from 2019-20)	SMT (School Council: SD)	To improve joint responsibility for and care of whole school environment.	Pupils benefit from an improved environment and are encouraged to take pride in it.	Environment walks are included in monitoring weeks. Eco-schools Award working party embedded. Eco-warrior pupils identified weekly in classes.	SLT learning environment monitoring records.	Storage boxes. Bins / recycling bins	July 2021	SA
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
4B (cont from 2019-20)		Review and update roles of UPS teachers to support excellent teaching and share expertise.	Level of outstanding teaching throughout the school is increased (from 2018-19 figures)	UPS roles reviewed. Termly impact of UPS roles is monitored.	PM meetings. Lesson observation analysis.	None anticipated	July 2021	EM
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
4C	SLT, JS	Monitor the impact of Covid 19 on the health and wellbeing of pupils and staff.	Pupils are supported to access education to their full potential. Staff are supported to carry out their roles to a high standard.	Covid RA updated and published / made available to all staff. Covid procedures drawn up and made known to all staff. Individual staff and pupil RAs are in place as needed. Necessary physical adaptations to school environment are in place.	Staff survey Pupil survey School Council minutes	None anticipated	July 21	EM

				OH referrals are made as needed. Counselling available for pupils, and support / advice available for staff through Headsight agreement.				
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review:								
4D	AL, DT, SD, all budget holders	Ensure all budgets are managed effectively.	Budget-holders are able to identify, prioritise and meet pupil needs.	Training on managing a budget delivered to SMT. Monitoring forms developed. Budgets monitored and reported to LAB.	Monitoring forms LAB minutes LAB visit reports	None anticipated	July 21	ML
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
4E	DT	Ensure the effective use of LAB for specific roles and responsibilities.	Effective monitoring is in place leading to best possible provision for pupils.	Roles and responsibilities are identified and allocated to LAB members. LAB and school staff are aware of roles and responsibilities. LAB visit and monitoring forms are drawn up and in use.	LAB minutes LAB visit / monitoring reports	None anticipated	July 21	KH
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								

4F	SMT (staff working party)	Carry out review of lesson ob and monitoring forms.	Delivery of Q of E to pupils is monitored robustly and poor practice is identified and addressed effectively.	Staff working party is set up with clear understanding of role. Forms are reviewed. Forms are amended as necessary and ratified by LAB.	Meeting minutes Reviewed forms	Training courses (supply cover; training budget)	July 21	KH
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
4G	DT, SD (& MAT Heads)	Carry out review of teacher PM docs.	Pupils are taught by staff who are effectively monitored and supported.		Meeting minutes Reviewed forms	None anticipated	July 21	EM
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								
4H	SLT, SMT, ET	Investigate long term fundraising for major build and other projects.	Pupil provision and curriculum offer is enhanced.	Re-launch Friends to expand membership. Grants made to Charitable organisations are reported back to Friends meetings.	Meeting minutes Evidence of grant applications	Possible supply cover for meetings.	July 21	ML
Ongoing review – record SMT monitoring dates and evaluative comments:								
End of Year Review: Analysis and impact:								

**Number of targets:**

**Q of E: 7**

**B&A: 3**

**PD: 2**

**Q of L&M: 8**

**Total: 20**