



Frieth Church of England Combined School

## **SCHOOL DEVELOPMENT PLAN**

September 2023 - July 2024

# SCHOOL DEVELOPMENT PLAN 2023-24

## Our School Vision

### ***"Let your Light Shine!"***

Our school vision is rooted in the teachings of Jesus in the 'Sermon on the Mount' from the Gospel of Matthew, Chapter 5 verses 1 to 16. Specifically, it is rooted in the following verses:

***"You are like light for the whole world. A city built on a hill cannot be hid. <sup>15</sup> No one lights a lamp and puts it under a bowl; instead it is put on the lamp stand, where it gives light for everyone in the house. <sup>16</sup> In the same way your light must shine before people, so that they see the good things you do."***

***Matthew 5:14-16***

Our vision encourages our children to show the world how wonderful they are, in both the good character and values they display and in their unique qualities and talents.

It acknowledges that the strength in our school community is in understanding and nurturing what makes the children, staff and parents unique and in developing individual success.

We are all successful in different ways: some of us are brilliant writers, some are superb mathematicians, some are super scientists, and some are fantastic musicians, artists, designers, historians, geographers, sports people, and dancers. But the most important thing is that we know that each one of us has something special to offer our community and our world; that by bringing our individual successes and talents together we can work as one for a brighter future.

Our role is to enable our pupils and our community to shine their amazing light to the world so we can all 'see the good things' they do.

# SCHOOL DEVELOPMENT PLAN 2023-24

## Areas for Development

### Ofsted Inspection April 2022 identified the following priorities:

- In some foundation subjects, the knowledge that leaders want pupils to learn is not planned and sequenced as well as it is in other subjects. As a result, pupils do not gain the rich knowledge that they could across the whole curriculum. Leaders should identify and sequence the knowledge that pupils need to learn in these subjects more precisely

## Priority Targets

### Key Priority One: To complete and embed the Frieth School Curriculum

- a) Create a clearly sequenced curriculum which identifies the knowledge the children will learn.
- b) Create a curriculum which has clear link between subjects, enabling pupils to develop their understanding through a series of interconnected topics.
- c) Engage local community, ensuring learning is relevant to Frieth pupils.
- d) To embed the new Forest School curriculum and continue to develop provision.

### Key Priority Two: To further raise the quality of teaching, learning and achievement

- a) Continue to raise standards of achievement in Writing.
- b) To implement the Trust Based Observation teacher evaluation process
- c) Implementing and embedding new assessment tool 'Insight'
- d) To ensure the needs of more able children are met.

### Key Priority Three: To achieve the Healthy Schools Award

- a) Audit each theme PSHE, Healthy Eating, Physical Activity or SEMH.
- b) All four themes are graded as a best fit of good or outstanding.
- c) Establish Healthy School Status

# SCHOOL DEVELOPMENT PLAN 2023-24

## Key Priority Four: Implementing and Embedding new ICT Curriculum

- a) Improve broadband and filtering connection
- b) Update school devices
- c) Migrate IT systems to the cloud
- d) Centralise managed IT support

Key Priority One: To embed the Frieth School Curriculum			Lead Staff: Martin Gosling	Lead Governor: Sarah Hunt	
Objective/ Target	Specific Actions	Timescale	Monitoring and Evaluation	Resources	Success Criteria
a) Create a clearly sequenced curriculum which identifies the knowledge children are expected to learn.	<ul style="list-style-type: none"> <li>• All long-term plans are completed so that they identify the knowledge children are expected to learn.</li> <li>• Long-term plans are sequenced carefully, considering the order in which pupils learn.</li> <li>• Continue to develop our long term plans so that a range of engaging and inspiring learning opportunities are identified and added. These will show areas of learning valued and taught at Frieth, with the school values at its core.</li> </ul>	July 2024	Curriculum planning monitored by Subject Leaders and Headteacher.	Staff meeting	<p>Carefully sequenced LTPs created which identify the knowledge children will acquire.</p> <p>A range of engaging inspiring learning opportunities are identified and added to the school long term plans.</p>
b) Create a curriculum which has clear links between subjects, enabling pupils to develop their understanding through a series of interconnected topics.	<ul style="list-style-type: none"> <li>• Long term plans are developed so that there are clear links between subjects.</li> <li>• Teachers identify cross curricular links in lessons so that pupils are aware of the connections between subjects.</li> </ul>	Ongoing	Curriculum planning monitored by Subject Leaders and Headteacher.	Staff meeting	<p>There are clear links between subjects which can be identified on the school long term plans.</p> <p>Children will understand the links between topics.</p>
c) Engage local community,	<ul style="list-style-type: none"> <li>• Ensure children are taught skills which prepare them for the future world of work, including</li> </ul>	Ongoing	Curriculum planning monitored by Subject Leaders	Curriculum time	Trips within local area planned.

## SCHOOL DEVELOPMENT PLAN 2023-24

ensuring learning is relevant to Frieth Children.	<p>enterprise.</p> <ul style="list-style-type: none"> <li>• Build and embed links with Parmoor, local farms and Greener Frieth.</li> <li>• Children will undertake one trip or theme day per term linked to the curriculum which will be identified on the long-term plan.</li> </ul>		and Headteacher.		Local community engaged.
d) To embed the Forest School curriculum and continue to develop provision.	<ul style="list-style-type: none"> <li>• Continue to develop the Forest School area, including a cover to enable outdoor learning in all weather.</li> <li>• Create a Forest School long term plan which links in with the rest of the curriculum.</li> </ul>	December 2023	Observations of Outdoor learning carried out by SLT.	PTA funding and parent work parties.	High quality outdoor learning delivered.

## SCHOOL DEVELOPMENT PLAN 2023-24

Key Priority Two: To further raise the quality of teaching, learning and achievement			Lead Staff: Senior Leadership Team	Lead Governor: Cristine Weaving	
Objective/Target	Specific Actions	Timescale	Monitoring and Evaluation (Who? When? How?)	Resources	Success Criteria (Outcomes)
a) Continue to raise standards of achievement in Writing.	<ul style="list-style-type: none"> <li>Continue to embed the 'Big Write' across the school ensuring these take place on a fortnightly basis with children given the opportunity to have the opportunity to write freely and at length.</li> <li>Staff to model writing within an element of shared writing at least weekly, to be sharply focused on children's needs.</li> <li>Pupils to have regular opportunities to edit and improve writing using the purple pen of progress.</li> <li>Ensure handwriting is practised across curriculum, with teaching points reinforced and high expectations maintained.</li> </ul>	Ongoing	<p>Termly writing scrutiny</p> <p>Learning walks and lesson observations.</p>		All children make good progress in writing.
b) To implement the Trust Based Observation teacher evaluation process.	<ul style="list-style-type: none"> <li>Three days training to Senior Leadership team to be delivered</li> <li>Prior to training SLT to have read Trust Based Observations book</li> <li>Nancy Jenkins to lead staff meeting</li> <li>Headteacher to construct observation schedule ensuring teachers are observed every 3-4 weeks</li> </ul>	July 2024	SLT every 3 - 4 weeks	<p>SLT released for 3 days for training</p> <p>£3000</p>	Teacher's engage in the Trust Based Observation process, reflect on their own teaching pedagogy and contribute fully in reflective conversations.
c) Implementing and embedding new assessment tool 'Insight'	<ul style="list-style-type: none"> <li>Assistant HT to lead Inset day training for teaching staff.</li> <li>Assistant HT to lead staff meeting to agree Frieth assessment timetable/requirements in Insight.</li> <li>Assistant HT and HT to attend customisation call with Insight.</li> <li>Administrative officer to set up pupil accounts and year groups.</li> </ul>	December 2023	<p>Assistant HT to lead Inset day training for teaching staff.</p> <p>Termly staff meeting prior to 'data drop' to enter data.</p> <p>Assistant HT and HT to oversee implementation.</p>	<p>Team Meeting at the end of each term</p> <p>INSET Day in October</p> <p>Subscription £4/pupil/year</p>	All teachers are confident using Insight to enter data and track pupil progress and attainment at the end of autumn, spring and summer terms.

## SCHOOL DEVELOPMENT PLAN 2023-24

	<ul style="list-style-type: none"> <li>• Administrative officer to import pupil information and statutory assessment data from SIMS.</li> <li>• Teachers to record summative assessments and other agreed assessments from EYFS to Year 6 at the end of each term.</li> <li>• Teachers to create simple reports on individual pupils/focus groups and Parent Reports.</li> <li>• Teachers to record teacher assessments, book bands, ages, standardised scores and any other assessments agreed for each year group.</li> <li>• SENCo to monitor SEN children and vulnerable groups.</li> </ul>				
d) To ensure the needs of more able children are met.	<ul style="list-style-type: none"> <li>• All children with Higher Learning Potential are identified and added to provision map</li> <li>• AH to lead staff meeting on Higher Learning Potential</li> <li>• Subscribe to 'Potential Plus' so that resources are available for children with HLP</li> <li>• Extension work and robust intervention delivered and recorded</li> </ul>	Dec 2023	SENCO termly monitoring of SEN Folders	Subscription to Potential Plus.	-Children identified and added to Provision map -intervention put in place -parents signposted to resources

## SCHOOL DEVELOPMENT PLAN 2023-24

Key Priority Three: To Achieve the Healthy Schools Award			Lead Staff: Lorna Sparks	Lead Governor: Jill Dean	
Objective/Target	Specific Actions	Timescale	Monitoring and Evaluation (Who? When? How?)	Resources	Success Criteria (Outcomes)
a) Audit each theme PSHE, Healthy Eating, Physical Activity or SEMH.	<ul style="list-style-type: none"> <li>Revise each theme and agree the highlighted areas with Carol Stotter.</li> <li>Review audit with all staff at Staff Meeting on 11<sup>th</sup> Nov</li> </ul>	Nov 2023	Lorna Sparks	Meet with Carol Stotter 1 <sup>st</sup> Nov	Areas ranging from inadequate to outstanding identified.
b) All four themes are graded as a best fit of good or outstanding.	<ul style="list-style-type: none"> <li>Identify Staff to take a lead for each theme.</li> <li>Staff keep a record of what they may want to improve on and create an action plan, on the next steps icon at the top of the theme page.</li> <li>Staff carry out the necessary actions to get each of the 10 strands (Leadership; Policy; Curriculum; Teaching and Learning; Assessment; Pupil Voice; Support Services; Professional Development; Partnerships and School Ethos) in a theme to good or outstanding.</li> </ul>	Dec 2023	Theme leaders	Time for staff to work on their area of responsibility that will cover the 10 strands  Staff Meetings	All themes identified as best fit good or outstanding.
c) Establish Healthy School Status (valid for 3 years)	<ul style="list-style-type: none"> <li>Submit a theme of the School Health Check to the Health and Wellbeing Service and wait for each theme will be quality assured.</li> </ul>	Dec 2023	Lorna Sparks		Healthy School Status established.



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Key Priority Four: Implementing and Embedding New ICT Curriculum			Lead Staff: Matthew Burn	Lead Governor: David Bruce	
Objective/Target	Specific Actions	Timescale	Monitoring and Evaluation (Who? When? How?)	Resources	Success Criteria (Outcomes)
a) Improve broadband and filtering connection	<ul style="list-style-type: none"> <li>Implement SoGEA broadband connection for VoIP telephone system and as a backup to main (leased) internet line.</li> <li>SoGEA is the fibre product which replaces standard broadband connections (ADSL) and FTTC in line with the Openreach copper switch-off.</li> <li>To obtain faster speeds, a dedicated, fixed-bandwidth, symmetrical leased line internet connection reserved solely for school use will be implemented</li> </ul>	Autumn 2023  December 2023	ICT Coordinator, SLT and Finance Officer  IT Support Provider (Vocosa)	- Leaseline provider may need access to school grounds in order to lay cable	<ul style="list-style-type: none"> <li>- Lower cost.</li> <li>- no call/voice traffic which gives a better overall service.</li> <li>- quick fixes due to the lack of any phone line</li> <li>- increased bandwidth to allow cloud solution</li> <li>- internet connection is rapid and secure</li> <li>-</li> </ul>
b) Update school devices	<ul style="list-style-type: none"> <li>purchase and deploy a bank of 25-30 iPads for each key stage</li> <li>purchase and deploy a set of 25-30 Windows/Chrome devices for each key stage</li> <li>ensure that teaching staff have devices that support delivery of curriculum utilising technology</li> </ul>	December 2023	ICT Coordinator, SLT and Finance Officer  IT Support Provider (Vocosa)	<ul style="list-style-type: none"> <li>- training for staff once devices are in place on how to use them across the curriculum</li> <li>- device management software will need to be put in place with training for staff</li> </ul> £20,000 approx.	<ul style="list-style-type: none"> <li>- teachers are able to utilise devices in lessons</li> <li>- Each child in lessons in all areas of the curriculum is able to readily access a device to facilitate learning.</li> </ul>
c) Migrate IT systems to the cloud	<ul style="list-style-type: none"> <li>Replace the current HP edge switch with a Unifi cloud edge switch</li> <li>Migrate existing data to the school's current O365 agreement, creating a SharePoint for shared data to be stored.</li> </ul>	December 2023	ICT Coordinator, SLT and Finance Officer  IT Support Provider (Vocosa)	- Increased connectivity may require replacement of wireless access points.	<ul style="list-style-type: none"> <li>- no local server or data cabinet.</li> <li>- staff can access files anywhere</li> <li>- imaging of any</li> </ul>

## SCHOOL DEVELOPMENT PLAN 2023-24

	<ul style="list-style-type: none"> <li>Set up of Microsoft InTune for imaging devices.</li> </ul>			<ul style="list-style-type: none"> <li>To overcome the non-Cloud hosted applications – namely SIMS and FMS - these would need to be either replaced with a Cloud alternative or hosted on a small local device</li> </ul>	<ul style="list-style-type: none"> <li>device, anywhere</li> <li>- Reduction in renewal and warranty costs.</li> </ul>
d) Centralise managed IT support	<ul style="list-style-type: none"> <li>Take on a single IT support provider to replace Turn IT On and Softegg, ensuring timely and efficient support</li> </ul>	September 2023	ICT Coordinator, SLT and Finance Officer  Review provision once provider is in place – December 2023	n/a	<ul style="list-style-type: none"> <li>- steps to report and monitor IT issues are in place and clear to staff.</li> </ul>