



Inspiring learning,
achieving together

Actions	Who	When	Monitoring + Evaluation (Including governors)	Resources
1.0 Review PM/appraisal/monitoring procedures so that are clearly linked to class data and pupil progress meetings and scrutiny of pupils work. (P1/P2)	SLT LW/CD Governors	June/July 2014	Interim review of appraisal targets June 2014 Sept. 2014	Individual appraisal packs for all staff with policies and procedures for monitoring clearly identified
1.1 Leaders to adopt a clear support structure and support plan for any teachers who are moving to good. Ensure any teacher who requires improvement has an individual support plan. (P2)	SLT LW/CD HT –St.Agnes HT – Armitage HT – ST.Mary's	June/July 2014	Start teaching audit/monitoring Sept. 2014	Look at cluster schools and moderate judgements/strategies with other HT's.
1.2 Re-establish paired observations and coaching system with outstanding teachers as mentors. (P2)	SLT	Sept. Wk 4 (22 nd)	Start paired obs Sept – following Wk3 drop-ins	Class cover
1.3 Introduce 6 weekly cycle of monitoring/assessment and pupil progress meetings throughout the year to analyse data and progress. (P2)	SLT team	Every 6 weeks	Report to SLT and governors	Class cover/ management time
1.4 Link work book scrutiny and pupil voice to lesson observations and monitoring of marking. (P1/P2)	SLT	Introduce in Sept. with Appraisal packs	SLT/ subject monitors use new observation sheets	Monitoring sheets and SLT training

2.0 Revise and improve marking policy so that there is clear “feedback” time and next step comments appropriate to the learning needs of each child. AFL techniques fully embedded in marking/Feedback policy. (P1)	Whole staff team SLT	June 2014 (draft policy) Sept. 2014(final)	September (15 th -19 th) Nov. (3 rd – 7 th) + Spring/Summer terms	Staff meetings SLT meetings Governors
2.1 Provide training time for whole staff team on Pupil Tracker – to identify and monitor progress of groups and individuals with a quicker response time. (P1)	Whole staff team (Office staff)	Admin training Summer 2014 Class teachers Inset Sept. 18th	SLT to generate reports and feedback to Governors on progress	Invest in pupil Tracker and bespoke training courses £2,000
2.2 Re-organise staff teams into phases with outstanding teachers in each phase and re-structure staff meetings/Insets to focus on teaching/learning. (P2)	SLT Whole staff	June 2014 plan Implement sept 2014	6 week cycles of monitoring/drop-ins/formal obs and coaching	Supply cover. Staff meetings Inset Days (Sept/Nov/Jan)
2.3 Re-structure timetables to allow maths and English lessons prime learning time – move PPA to afternoon sessions with phases released for shared planning. (P1)	SLT Governors	Implement from Sept. 2014	Phase leaders report to SLT	PPA providers (Music/sport)
2.4 Aspirational targets for pupil progress set (9 APS in KS1) (16 APS KS2) and children identified for accelerated progress linked to appraisal targets.(P1)	SLT Class teachers	Sept - July		Targets set at the start of each term Tracked/monitored through pupil progress
2.5 Pupil progress meetings part of assessment and monitoring cycle each half term with class teacher and SLT to identify groups and individuals (incl more able) meeting or exceeding expectations. (P1/P2)	SLT Class teachers		Report to governors (School improvement committee) Subject leaders to track progress in maths/reading/Writing	Action plans to SLT Management time SLT meetings Governors meetings
2.6 More able children identified and set more challenging work with a focus on independence. (P1)	SLT Class teachers		Progress data using pupil Tracker and books	KS2 teacher to work with level 5 and level 6 children identified from data Y5/Y6 P4C lessons