



Pulford School Improvement Plan (SIP) 2022-2023

Head teacher and teaching staff objectives for 2022-23

Objective 1	Implement the phonics scheme- Unlocking letters and sounds
Objective 2	Improve resilience and accuracy of writing across the school
Objective 3	Improve PSED across the whole school as we tackle the effect of the COVID lockdowns
Objective 4	Subject leads to identify and drive agreed improvements to the curriculum following analysis of the subject SEF.
Objective 5	To continue our journey in developing a comprehensive approach to diversity
Objective 6	Develop a strategic plan for the future development of the school, given the impending changes in structures at a local and LA level.

Objective 1					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (who by and how often)	SEF reference
Implement the phonics scheme- Unlocking letters and sounds	2022-2023	SLT- Phonics Lead/Literacy Lead	£20000 for the updated reading scheme	FGB/SLT and KS leads.	P6
<p>Success criteria: Improved phonics check scores Increased effectiveness, fidelity and consistency in teaching phonics across EYFS and KS1</p>					

Governor Monitoring

1. *Conversations with key leaders-MQ/RH/DH*
2. *Book scrutiny with teaching staff*
3. *Conversations with pupils about their learning*
4. *Attend data review meetings- held half termly.*
5. *Learning walk*
6. *Curriculum governor meetings*

Objective 2					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF Reference
Improve resilience and accuracy of writing across the school	2022-2023	SLT-RH	Not yet calculated	FGB	P6
Success Criteria: Writing standards become more closely aligned to those in reading.					

Governor Monitoring

1. *Conversations with school staff – in school and on line*
2. *Book scrutiny with teaching staff*
3. *Conversations with pupils about their learning-in school and on line*
4. *Attend data review meetings- held half termly.*
5. *Learning walk*
6. *Curriculum governor meetings*

Objective 3

Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF reference
Improve PSED across the whole school as we tackle the effect of the COVID lockdowns	2022-2023	SLT/All staff		SLT/FGB	P8

Success criteria:
 Robust class room practice- circle time, worry monsters
 Monitoring of staff wellbeing- social events, whole staff meetings
 Improved positivity with behaviours in class, during break and lunch times
 Attendance percentage back to pre covid level.
 Increased parent engagement

- Governor Monitoring*
1. *FGB Termly Meetings*
 2. *Site visits*
 3. *DH/Chair weekly briefing*

Objective 4

Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF reference
Subject leads to identify and drive agreed improvements to the curriculum following analysis of the subject SEF. This objective includes the implementation of a robust tutoring programme.	2022-23	SLT/ All subject leads/ All staff	To be identified in the Autumn of 2022	Board/ EA	

Success criteria:
 Data shows good attainment and progress with any gaps narrowing over time.
 Assessment is appropriate and proportionate across all areas of the curriculum and realistically informs next steps.
 Curriculum areas in need of investment are identified and an action plan is produced to address these.

Governor Monitoring

1. *Governor visits*
2. *Curriculum and standards sub committee*
3. *Conversations with subject leaders*
4. *Conversations with pupils about their learning*
5. *Learning walk*

Objective 5					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF reference
To continue our journey in developing a comprehensive approach to diversity	2021-23	DH/Parent diversity group	£500	FGB	P7
<p>Success criteria: The whole school community is engaging with and contributing to an agreed direction of travel. Parents and teachers are empowered to talk confidently about diversity</p>					

Governor Monitoring

1. *FGB*
2. *Site visits*
3. *Learning walks*
4. *DH/Chair weekly briefing*

Objective 6					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF reference
Develop a strategic plan for the future development of the school, given the impending changes in structures at a local and LA level.	2020-2026	Board/HT/LA/Diocese	Not yet known but potentially significant	Chair and Head will cascade to a Board working Party .	P9
<p>Success criteria:</p> <p>The school becomes a primary in 2026- with a PAN of not less than 45.</p> <p>All options need to be fully costed and shown to be financially viable.</p> <p>Options clearly demonstrate that, whatever future direction the school's development may take, consistent outcomes for pupils can be sustained.</p>					

Governor Monitoring

Awaiting response from the LA