



Pulford School Improvement Plan (SIP) 2023-2024

Head teacher and teaching staff objectives for 2023-24

Objective 1	Whole school review into effective communication with parents.
Objective 2	To improve outcomes in writing so that they are more aligned to those in reading and maths.
Objective 3	To embed wellbeing practices within the school so that staff achieve a better work life balance.
Objective 4	To promote effective parental engagement with reading at home.
Objective 5	To further embed the school vision – Faith, Hope and Love. New RE syllabus launch September 2023.

Objective 1

Action	Timescale	Person responsible	Budget/resource implications	Monitoring (who by and how often)	SEF reference
Whole school review into effective communication with parents	2023-2024	SLT/ Governing Board	None identified at present	FGB/SLT and KS leads.	
Success criteria: Before and after feedback as a measure of parental perceptions regarding communication That the information provided for parents by the school is effective Strategies and mechanisms are implemented to share information about expectations A parental engagement plan is developed during the autumn term of 2023					

Governor Monitoring

The Board have committed to working with the school collaboratively on this objective throughout the year. It will be reviewed regularly by the Chair and the Head teacher during their scheduled meeting slots.

Objective 2					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF Reference
To improve outcomes in writing so that they are more aligned to those in reading and maths	2023-2024	SLT-RH	Not yet calculated	FGB termly meetings SLT/Middle leaders half termly standards review	
<p>Success Criteria:</p> <p>Writing standards become more closely aligned to those in reading and maths.</p> <p>Outcomes in writing in 2024 will be improved on 2023 and closer to pre-pandemic figures</p> <p>Training delivered, implemented and impact measured – Herts for Learning January.</p> <p>Leaders will have engaged in analysis to identify the barriers to pupil achievement and developed an appropriate action plan.</p>					

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
To embed wellbeing practices within the school so that staff achieve a better work life balance	2023-2024	SLT/All staff	None identified yet.	SLT/FGB- At scheduled meeting times.	

Success criteria:
 Practice and policy will be reviewed to ensure that the school is working efficiently and that where systems can be streamlined to reduce workload they are.
 Governors/SLT will implement the NGA staff wellbeing survey and toolkit to support the measurement of this objective.

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
To promote effective parental engagement with reading at home.	2023-24	SLT/ All subject leads/ All staff	To be identified in the Autumn of 2023	Board/ EA	
<p>Success criteria:</p> <p>Key stage two book club to be implemented in the autumn of 2023-RH</p> <p>Parent reading workshop for Early Years implanted in September 2023.</p> <p>Changes in the results of the baseline survey- summer 2023 and the outcome survey -summer 2024.</p> <p>Standards data for reading at all data points show improved outcomes.</p>					

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 further embed the school vision- Faith Hope and Love. New RE syllabus launch September 2023.	2023-24	DH/LB	Not yet known	FGB/SLT at scheduled meeting times	
<p>Success criteria:</p> <ul style="list-style-type: none"> New RE syllabus implemented during the year across all key stages Any training needs identified and actioned Pupil books and conversations show improved learning opportunities 					

Governor Monitoring

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