



Pulford School Improvement Plan (SIP) 2024-2025

Head teacher and teaching staff objectives for 2024-25	
Objective 1	To improve staff wellbeing by: (a) Reviewing current structures and systems that will lead to more effective communication with parents (pupil progress meetings, reporting systems, marking and feedback, policy review) (b) Re-aligning expectations with different stakeholders
Objective 2	To continue to improve outcomes in writing through: (a) Continuing to access high quality training with Herts For Learning will inform improved practice (b) Set up cross-phase working with feeder schools to establish expectations and share best practice
Objective 3	To ensure a consistent application of the reading curriculum by: (a) Carrying out an audit of current practice (b) Continuing to provide high quality training and support for staff
Objective 4	To implement a new scheme for the teaching of music

Objective 1

Action	Timescale	Person responsible	Budget/resource implications	Monitoring (who by and how often)	SEF reference
<p>To improve staff wellbeing by:</p> <p>A. Reviewing current structures and systems that will lead to more effective communication with parents (pupil progress meetings, reporting systems, marking and feedback, policy review)</p> <p>B. Re-aligning expectations with different stakeholders</p>	2024-2025	SLT/ Governing Board	Funded Training	FGB/SLT and KS leads.	
<p>Success criteria:</p> <ul style="list-style-type: none"> Adapt current data monitoring systems to become more streamlined and progress centered The volume of parental emails will decrease during this academic year Feedback from staff will show that they feel parental communication is not impacting negatively on their workload There will be clarity about and agreement of reporting expectations from governors prior to meetings. 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. Implement time table changes to facilitate the increase in SEND meetings required. Governors/SLT will implement the NGA staff wellbeing survey and toolkit to support the measurement of this objective. 					

Governor Monitoring

- The Board has committed to working with the school collaboratively on this objective throughout the year.*
- Ongoing progress to be reviewed regularly by the Chair and the Head teacher during their scheduled meeting slots.*
- Governing Board review of expectations in terms of reporting and streamlining of systems.*
- Governors to attend half-termly data meetings.*
- Review staff wellbeing surveys (before and after)*
- Review school mental health plan.*
- Monitor & review volume of parental emails*

Objective 2					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF Reference
<p>To continue to improve outcomes in writing through:</p> <p>(a) Continuing to access high quality training with Herts For Learning will inform improved practice</p> <p>(b) Set up cross-phase working with feeder schools to establish expectations and share best practice</p>	2024-2025	SLT-RH	Training	<p>FGB termly meetings</p> <p>Curriculum & Standards termly meetings</p> <p>Governor Subject link visits</p> <p>SLT/Middle leaders half termly standards review</p>	
<p>Success Criteria:</p> <ul style="list-style-type: none"> • Writing standards become more closely aligned to those in reading and maths. • Embed the following training strands- securing and fixing full stops, winning at writing, developing and delivering effective writing. • There will be greater alignment between Years 4 and 5 in writing as evidenced in teachers' plans and work in pupils' books. • Work in pupils' books will show that they are embedding the basics of letter formation and punctuation more consistently across the curriculum. • Outcomes in 2024 will be above National benchmarks 					

Governor Monitoring

1. *Conversations with school staff as part of subject link roles (note cross curricular success criteria).*
2. *Book scrutiny with teaching staff as above.*
3. *Conversations with pupils about their learning as above.*
4. *Curriculum governor meetings assessment of data (with reference to SIP Objective 1)*
5. *Review of training impact and insights from cross phase working through conversations with subject lead and SLT.*

Objective 3					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF reference
<p>To ensure a consistent application of the reading curriculum by:</p> <p>(a) Carrying out an audit of current practice</p> <p>(b) Continuing to provide high quality training and support for staff</p>	2024-2025	SLT/All staff	Training	<p>SLT/FGB- At scheduled meeting times.</p> <p>Curriculum & Standards termly meetings</p> <p>Subject Link Visits</p>	
<p>Success criteria:</p> <ul style="list-style-type: none"> ● Roll out school led TA training programme initially. Implement Autumn 24. Review Jan 25 – to inform next steps. ● Lesson visits will show that there is a consistent approach to teaching guided reading at the school ● Outcomes in reading will improve in 2024 					

Governor Monitoring

1. *FGB & Curriculum & Standards. Termly Meetings to review data (with reference to SIP Objective 1 above)*
2. *Conversations with subject lead as part of subject link visits*
3. *Conversations with pupils as above*
4. *Observation of reading as part of subject visits and learning walks*

Objective 4					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	SEF reference
To implement a new scheme for the teaching of music: Get Set 4 Music	2024-25	DH/LB	£270 Purchase of drum set (to be fundraised)	FGB/SLT at scheduled meeting times Subject Link Visits	
<p>Success criteria:</p> <ul style="list-style-type: none"> ● Initial training scheduled for 3/9/24 with Get Set 4 Music Tutor ● Autumn term implementation ● Improved progression monitoring compared to previous scheme ● Increase in class teacher confidence in delivering music lessons ● Review on the January training day to inform next steps 					

Governor Monitoring

1. *Half termly subject link catch-ups with subject lead.*
2. *Termly subject link observation of lessons.*
3. *Governor review of link visit reports at Curriculum & Standards meetings*