



St John the Baptist Primary School

School Improvement

Plan 2021 / 2022

Context for plan:

This plan follows on from the SIP 20/21 and continues the work in some of these areas.

The school leadership team has changed during the last academic year and the Headteacher took up position just previous to the Covid pandemic and school closures taking effect.

In house assessment has been used to track pupils, and identify areas that require attention.

Some priorities have been identified as areas to develop following the effects of the Covid-19 pandemic.

The last OFSTED inspection took place in February 2019 rating the school as 'Good' and SIAMs inspection in January 2019 rating the school as 'Good'



Priority 1

Embed curriculum content, engagement and enthusiasm.

Context: This priority follows on from SIP priority 2 20/21 where whole school long term curriculum plans were agreed and are now in use. Through monitoring of the curriculum it has shown that further development needs to take place around engagement and enthusiasm.

Teacher standards appraisal performance targets will be set to support this Priority.

Key objectives:	Key milestones to achieve success criteria by July 2022		
<p>All subject areas have key learning identified</p> <p>All subjects have key vocabulary identified to support learning</p> <p>All subjects have related texts to support learning</p> <p>Every year group has planned and relevant 'wow' experiences</p>	<p>by end of December 2021</p> <ul style="list-style-type: none"> • Class teachers have identified key learning from each subject unit on planning • subject leaders have identified key vocabulary for their subject • Subject leaders have identified key texts for their subject • Each class has an experience planned for the autumn term 	<p>by end of March 2022</p> <ul style="list-style-type: none"> • subject leaders have identified key learning from each year group • teachers are informed of key vocabulary for their year group • teachers are informed of key texts for their year group • Each class has an experience planned for each term for the rest of the year 	<p>so that by July 2022</p> <ul style="list-style-type: none"> • a clear, progressive plan is in place of key learning for the next year's cycle. • a clear, progressive plan of key vocabulary is in place for the next year's cycle. • Curriculum plans identify key texts to support learning • Subject leader is clear of how the experience links to the curriculum subject
<p>Evaluation methods for measuring progress against the milestones eg.</p>	<p>Training log Curriculum plans</p>	<p>Curriculum plans Lesson Monitoring</p>	<p>Long term plans Lesson monitoring</p>



Priority 1 – WORKING PLAN								
Key Obj	Timeline /half term slot (Autumn 1, etc)	Specific actions to achieve key objectives	Lead personnel	Required resources linked to budget plan	Monitoring			The intended outcome/impact which will contribute to the termly milestones
					Who?	How?	When?	
1.1	Autumn 1	Long term overview curriculum vision is in place	KT	Leadership time	Governors	Subject leader meetings	PSDC meeting	All teachers know what content they should be teaching for each subject area.
1.2	Autumn 1	Education Library Service paid into	CC	Annual subscription	VC	Budget reforecast	Subject action report	Opportunity for staff to have access to a range of quality texts
1.3	Autumn 1	Medium term planning completed which details outcomes	Class teachers	PPA time	KT	Medium Term planning	Termly	Subject leaders can monitor curriculum coverage
1.4	Autumn 1	Class teachers carry out teaching from new plans	Class teachers		Subject leaders	Planning scrutiny	Termly	Subject leaders can monitor curriculum coverage
1.5	Autumn 2	Carry out work scrutiny to match planning to work	Subject leaders	Leadership time	Governors	Subject leader meetings	PSDC meeting	Subject leaders can monitor curriculum coverage
1.6	Autumn 1	Children take part in subject based visit/experience day	Class teachers		RI	HT report	PSDC meeting	Children are given opportunity to learn in a way that is memorable
1.7	Autumn 2	Class teachers feed back to subject leader key text to support subject learning	Class teachers	Staff meeting time	Subject leaders	Staff meeting		A comprehensive list of quality texts to support teaching and learning
1.8	Autumn 2	Key vocabulary for each subject is identified	Subject Leaders	Leadership time	SLT	Planning monitoring	SLT meeting time	Key vocabulary has been identified for each year group
1.9	Autumn 2	Subject leader action plan is reviewed and updated	Subject leaders	Leadership time	SLT	Appraisal meetings	Mid year review	Subject leaders know impact of action plans
1.10	Spring 1	Key learning highlighted in pink on termly plans	Class teachers	INSET day 04/01/22	SLT	Planning monitoring	SLT meeting time	Subject leader is aware of key learning taught in each year group
1.11	Spring 1	Key learning training INSET day	Teaching staff	INSET time	RI	INSET minutes	04/01/22	Subject leaders able to identify knowledge for their subject area
1.12	Spring 1	Medium term planning completed which details	Class teachers	PPA time	KT	Medium Term	Termly	Subject leaders can monitor curriculum coverage



		outcomes				planning		
1.13	Spring 1	Children take part in subject based visit/experience day	Class teachers	PPA time	RI	HT report	PSDC meeting	Children are given opportunity to learn in a way that is memorable
1.14	Spring 1	Carry out work scrutiny to match planning to work	Subject leaders	Leadership time	Governors	Subject leader meetings	PSDC meeting	Subject leaders can monitor curriculum coverage
1.15	Spring 1	Carry out review of classroom environments	SLT	Leadership time	Governors	Monitoring report		Classroom environments support key learning
1.16	Spring 2	Class teachers feed back to subject leader key text to support subject learning	Class teachers	Staff meeting time	Subject leaders	Staff meeting		A comprehensive list of quality texts to support teaching and learning
1.17	Spring 2	Subject leader action plan is reviewed and updated	Subject leaders	Leadership time	SLT	Appraisal meetings	End of cycle review	Subject leaders know impact of action plans
1.18	Summer 1	Medium term planning completed which details outcomes	Class teachers	PPA time	KT	Medium Term planning	Termly	Subject leaders can monitor curriculum coverage
1.19	Summer 1	Children take part in subject based visit/experience day	Class teachers	PPA time	RI	HT report	PSDC meeting	Children are given opportunity to learn in a way that is memorable
1.20	Summer 1	Learning environment walk	SLT	Leadership time	Governors	Monitoring report		Classroom environments support key learning
1.21	Summer 1	Work scrutiny to match planning to work	Subject leaders	Leadership time	Governors	Subject leader meetings	PSDC meeting	Subject leaders can monitor curriculum coverage
1.22	Summer 2	A full year program of texts linked to subject area	Class teachers	Staff meeting time	Subject leaders	Staff meeting		Subject leader will have a full overview of texts used to support learning in their subject area.
1.23	Summer 2	Fundraising opportunities for experience days are planned for the next year	Class teachers	PPA time	SLT	Planning documents	End of year	Plans for the next academic year are ready
1.24	Summer 2	Subject leader action plan is reviewed and updated	Subject leaders	Leadership time	SLT	Appraisal meetings	End of cycle review	Subject leaders know impact of action plans



Priority 2

Embed a secure and robust phonics program in FS/Key Stage one

Context: This priority continues on from the 20/21 SIP which focussed on the application of spelling and phonics knowledge across the whole school. From this work it has been identified that there is a need for an updated and strategic approach to the teaching of phonics in FS/KS1 and to raise levels of achievement in the Y1 phonics screening.

FS/KS1 teacher professional development appraisal target based upon this.

Key objectives:	Key milestones to achieve success criteria by July 2022		
<p>A clearly identified phonics structure across FS/KS1</p> <p>Phonics results show accelerated progress from baseline</p>	<p>by end of December 2021</p> <ul style="list-style-type: none"> Staff training in place and resources/scheme of work in place Phonics assessments show which pupils require further support to be on track for ARE 	<p>by end of March 2022</p> <ul style="list-style-type: none"> lesson structure is secure Phonics assessments show majority of children on track for ARE 	<p>so that by July 2022</p> <ul style="list-style-type: none"> All children have made good or better progress in phonics Y1 phonics scores indicate an improvement on previous years
Evaluation methods for measuring progress against the milestones.	<p>Phonics assessments Lesson monitoring</p>	<p>Phonics assessments Lesson monitoring</p>	<p>Statutory testing Work scrutiny</p>

Priority 2 – WORKING PLAN

Key	Timeline	Specific actions to achieve	Lead	Required	Monitoring	The intended outcome/impact which will contribute to
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Obj	/half term slot (Autumn 1, etc)	key objectives	personnel	resources linked to budget plan	Who?	How?	When?	the termly milestones
2.1	Summer 2	Identify program to suit school needs	CC	na	KT	Meeting time	July 21	An identified program of the teaching of phonics is agreed
2.2	Autumn 1	Training for FS/KS1 staff in place	CC	Read, Write Inc	KT	During INSET day	July 21/Sept 21	All staff involved aware of the process and structure of their teaching of phonics.
2.3	Autumn 1	Baseline assessments completed and grouping decided	CC	None	KT	KT to carry out on a 1:1 basis	KT non-teaching time Wk beg: 6/9	Children will be grouped appropriately to ensure most effective teaching steps are being followed. Any Yr2 1:1's will be identified.
2.4	Ongoing from autumn 1	Fortnightly practice sessions to practice teaching approach	CC	None	KT	Practice session offered	Tues after school fortnightly	Staff will be supported in delivering the program efficiently and robustly.
2.5	Autumn 1	Assessment point and children regrouped	CC	None	KT	During teaching time on a 1:1 basis	KT non-teaching time Wk beginning 4/10	Children will be grouped appropriately to ensure most effective teaching steps are being followed. Any 1:1's will be identified
2.6	Autumn 1	Pupil progress meetings re phonics data	KT (for initial one)	None	RI	On a 1:1 basis with the teachers	Lunch or afterschool Wk beg: 11/10	All teachers are aware of progress made and next steps that need to be delivered.
2.7	Autumn 2	Targeted teaching in place	CC	None	KT	During phonics teaching time	Autumn 2	All teachers delivering appropriate lessons based on assessment point and pupil progress meetings.
2.8	Autumn 2	Gaps analysis assessment	KT/CC	Supply for CC to deliver (1 day)	RI	1:1 with each Yr1 child	Nov 2021 (after phonics screening)	Phonics lead will have an awareness of percentage of children in yr 1 predicted to pass phonics screening and will be informed of where the gaps in phoneme knowledge lie from what has been taught so far.
2.9	Spring 1	Half-termly assessments completed and grouping decided.	CC	None	KT	1:1 with any child on the phonics program	Wk beg 31/01	Children will be grouped appropriately to ensure most effective teaching steps are being followed. Any 1:1's will be identified.
2.10	Spring 1	Pupil progress meetings re phonics data	CC	None	KT	On a 1:1 basis with	Lunch or afterschool	All teachers are aware of progress made and next steps that need to be delivered.



						the teachers	Wk beg: 7/02	
2.11	Summer 1	Half-termly assessments completed and grouping decided	CC	None	KT	1:1 with any child on the phonics program By KT or KT covering CC to deliver	Wk beg 30/05	Children will be grouped appropriately to ensure most effective teaching steps are being followed. Any 1:1's will be identified.
2.12	Summer 1	Pupil progress meetings re phonics data	CC	None	KT	On a 1:1 basis with the teachers	Lunch or afterschool Wk beg: 6/6	All teachers are aware of progress made and next steps that need to be delivered.
2.13	Summer 1	Reading book audit linked to phonics	CC	Leadership time	KT	Action plan report	TBC	A comprehensive list of what reading books are required to match to phonics teaching sounds.
2.14	Summer 2	Statutory phonics screening takes place	CC	Supply for CC to deliver (2 days)	KT	1:1 with yr 1 children	TBC from DFE	An increased number of children pass the phonics screening.
2.15	Summer 2	Staff training around transition from RWI to Sounds and Syllables	CC	Staff meeting time	KT	Staff training log	July 22	A whole school approach to spelling and reading.

Priority 3

Secure the work on Christian values, so that it contributes strongly to each pupil's understanding of life as a spiritual journey, based on the example and teaching of Jesus Christ.

Context: Leadership responsibility of this area has changed over the last two years and the school vision of 'life in all its fullness' has been relaunched with a new school vision in January 2020. The school has identified 10 key values to teach, which are linked to key bible verses. A progression map of these values is in place. Due to school closures and restrictions caused by the Covid pandemic, many aspects of this area have diminished.

Key objective:	Key milestones to achieve success criteria by July 2022
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<p>School community make explicit links between their life journey and the teachings of Jesus Christ.</p>	<p>By end of December 2021</p> <ul style="list-style-type: none"> Children and staff will know what the school Christian Values are. 	<p>by end of March 2022</p> <ul style="list-style-type: none"> Children and staff will be able to talk about how they can use the Christian values to support their own lives. 	<p>so that by July 2022</p> <ul style="list-style-type: none"> Children and staff will be able to link the teachings of Jesus to the school values.
<p>Evaluation methods for measuring progress against the milestones.</p>	<p>Pupil voice</p>	<p>Pupil Voice</p>	<p>Pupil Voice Parental questionnaire</p>

Priority 3 – WORKING PLAN								
Key Obj	Timeline /half term slot (Autumn 1, etc)	Specific actions to achieve key objectives	Lead personnel	Required resources linked to budget plan	Monitoring			The intended outcome/impact which will contribute to the termly milestones
					Who?	How?	When?	
3.1	Summer 2	Carry out pupil voice survey	KT	Leadership time	RI	SLT meeting	End of term	To know what areas of Christian values have fallen by the wayside during the COVID restrictions
3.2	Autumn 1	Subject policy audit	Subject leaders	Leadership time	RI	Policy updates	End of September 21	Each subject policy identifies the Christian Value(s) it promotes
3.3	Autumn 1	Lead staff meeting on Christian Distinctiveness	KT/PC	Staff meeting time.	RI	Staff meeting minutes	End of Autumn 1	Whole staff are aware of the vision for Christian distinctiveness and know what their role is within it.
3.4	Autumn 1	Update Christian Distinctiveness working walls in classroom	All teachers	None	KT	Learning walk	Wk beginning Mon 20th	The Christian Values are clearly displayed in every classroom and children can say what they are
3.5	Weekly	Monday collective worship timetable reflects Christian values	PC	Leadership time	KT	Collective worship timetable	Ongoing	Children and staff have a more in depth understanding of the Christian values.
3.6	Half termly	Christian values celebration assemblies	KT	Assembly time	PC	Collective worship timetable	Ongoing	The children are demonstrating how the Christian Value has linked to their lives this term



3.7	Half-termly	Update website to show current Christian Value	KT	Leadership time	RI	Website review	Ongoing	Wider community are aware of Christian values
3.8	Autumn 2	Create link to Christian values on every children's and parents page of the website	KT/VC		Governors	Website review	Wk beginning 15 th Nov	Children and parents are exposed to the Christian values whenever they are on the website.
3.9	Autumn 2	Start community after school church group	DM	After school club	KT	observation	By December 21	Children and parents are able to develop their faith within the school context.
3.10	Autumn 2	Weekly active prayer is offered to children in prayer shed at lunchtime	DM		PC	Pupil voice	Wk beg 6 th Dec	Children will be able to explain how prayer has helped them on their spiritual journey so far.
3.11	Spring 1	Staff are introduced to a way of supporting playtime reflection to incorporate opportunity to discuss which Christian value they need to try and show more of.	PC	Staff meeting time.	KT	Staff meeting minutes	End of Jan 2022	Staff will support children in reflecting on the Christian values they need to develop/show more of. They will have visual clues to support with this.
3.12	Spring 1	An indoor and outdoor prayer/reflection space is planned for and developed	PC/KT	Shared leadership time for KT and PC	RI	Plans for reflection space shared at staff meeting	March 2022	Staff will be able to share the vision for a reflection space that children will be able to use to reflect upon their own lives. They will collect views from children.
3.13	Summer 1	Relevant and taught bible stories displayed on the bible time line (the big frieze)	Class teachers KT/PC	Possible display budget £50	KT	Hall display can be seen	May 2022	The hall display and bible timeline will reflect bible stories that the children know and can make links to regarding the Christian values and their own experiences.
3.14	Summer 1	An indoor and outdoor prayer/reflection space is established and used by children	PC/KT	£500	RI	Space is complete and can be viewed	May 2022	Children can use the reflection space and can speak about the purpose of it.
3.15	Summer 2	Review the effectiveness of the value cycle through pupil/ staff voice and book/display evidence	PC/KT	Leadership time	RI/Govs	Written report to be shared	June 2022	Lead people are clear as to what has been effective and what will move the school further next year.
3.16								



3.17	Summer 2	Review the effectiveness of the value cycle					
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Priority 4

Embed an in-house assessment system that is robust and distinct.

Context: In-house tracking in 20/21 highlighted some issues with validity of assessment. The Rising Stars scheme for assessing reading, maths and grammar is already in place and being used. A termly assessment cycle is in place with pupil progress meetings to discuss standards and progress with key leaders. Moderation takes place within the Rainbow Collaboration schools once per year. Writing moderation will be the focus of this priority due to writing being the weakness area in whole school achievement.

Key objectives:	Key milestones to achieve success criteria by July 2022		
In house assessment systems are in place	by end of December 2021	by end of March 2022	so that by July 2022
Improved moderation system	<ul style="list-style-type: none"> Gaps in the assessment system are identified and rectified In house moderation is introduced 	<ul style="list-style-type: none"> Standards report shows clear trends In house moderation is secure 	<ul style="list-style-type: none"> End of year standards report identifies key areas of whole school strength and development Out of school moderation is secure
Evaluation methods for measuring progress against the milestones eg.	Termly standards report Moderation feedback reports	Termly standards report Moderation feedback report	Termly standards report



Key Obj	Timeline /half term slot (Autumn 1, etc)	Specific actions to achieve key objectives	Lead personnel	Required resources linked to budget plan	Monitoring			The intended outcome/impact which will contribute to the termly milestones
					Who?	How?	When?	
4.1	Summer 2	End of year standards report created	KT	Leadership time	Governors	Standards report	PSDC committee	A benchmark report to begin working from and staff and governors aware of targeted
4.2	Autumn 1	Scrutiny of assessment materials	KT	Leadership time	RI	SLT meeting	Autumn term	Recommendations of how to modify the assessment system are made
4.3	Autumn 1	Review of Pira and Puma scoring	KT	Leadership time	RI	SLT meeting	October 21	Assessment leader is confident that benchmark are correct
4.4	Autumn 2	Whole school writing scrutiny	KB	Leadership time	RI	Monitoring report	09/12/21	Subject leader is confident that writing assessment tools are in place
4.5	Autumn 2	Writing scrutiny feedback	KB	Staff meeting time	RI	Monitoring report	October	Writing leader confident that the Roz Wilson assessment structure is in place
4.6	Autumn 2	Staff meeting to feedback Pira/Puma scoring	KT	Staff meeting time	RI	Staff meeting records	November 21	All staff informed of school assessment procedures
4.7	Autumn 2	Assessment week	teachers	Test papers	KT	Standards report	December 21	Assessment lead has a whole school picture of school performance
4.8	Autumn 2	Whole school writing moderation	teachers	NA	KT	Monitoring report		Writing assessments are secure and validated
4.9	Autumn 2	Pupil Progress meetings	KT	Staff meeting time	PSDC committee	Standards report	December 21	A clear report on standards across the school
4.1 0	Spring 1	Present standards report to staff	KT	Staff meeting time	PSDC committee	Standards report narrative	January 22	All staff and governors are aware of standards across the school.
4.1 1	Spring 1	Revise marking and feedback guide	All staff	Leadership time	KT	Marking policy update	February 22	Marking and feedback in all books is effective
4.1 2	Spring 2	Writing moderation with collaboration schools	teachers	NA	KT	Monitoring report	February 22	Writing assessments are secure and validated
4.1 3	Spring 2	Assessment week	teachers	Test papers	KT	Standards report	March 22	Assessment lead has a whole school picture of school performance
4.1 4	Spring 2	Pupil Progress meetings	KT	Staff meeting time	PSDC committee	Standards report	March 22	A clear report on standards across the school
4.1 5	Spring 2	Present standards report to staff	KT	Staff meeting time	PSDC committee	Standards report narrative	January 22	All staff and governors are aware of standards across the school.
4.1 6	Spring 2	Review of Eazmag suitability	KT	Leadership time	RI	SLT	March 22	School are confident that the appropriate assessment tool is being used



4.1 7	Summer 1	Writing moderation with locality schools for Y2 and Y6	KB/CC	Leadership time	KT	SLT	May 22	Writing assessments are secure and validated
4.1 8	Summer 1	Whole school writing moderation	teachers	NA	KT	Monitoring report	June 22	Writing assessments are secure and validated
4.1 9	Summer 1	Carry out statutory testing in Y2 and Y6	KB/CC	NA	RI	Headteacher declaration	May 22	SATs testing is carried out in the correct way
4.2 0	Summer 2	Assessment week	teachers	Test papers	KT	Standards report	June 22	Assessment lead has a whole school picture of school performance
4.2 1	Summer 2	Pupil Progress meetings	KT	Staff meeting time	PSDC committee	Standards report	July 22	A clear report on standards across the school
4.2 2	Summer 2	Present end of year standards report to SLT	KT	Leadership time	RI	SLT meeting	July 22	Senior staff are aware of standards across the school and use it to inform future school priorities.



No. & % to reach expected standard in phonics by end of Y2 (cumulative)		No. & % Pupil Premium to reach expected standard in phonics by end of Y2 (cumulative)		
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KS2: Attainment Targets for improvement																	
Year 3	Reading				Writing				Maths				GPS				Termly evaluation of progress towards targets
	Sept 21 baseline		July 2022 target		Sept 21 baseline		Jul 22 target		Sept 21 target		July 2022 target		Sept 21 target		July 2022 target		
	At least EXS	GDS	A L EXS	At least EXS	GDS	At least EXS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	
Whole class																	
No. and % (PUPIL PREMIUM)																	

Year 4	Reading				Writing				Maths				GPS				Termly evaluation of progress towards targets
	Sept 21 baseline		July 2022 target		Sept 21 baseline		July 2022 Target		Sept 21 baseline		July 2022 target		Sept 21 baseline		July 2022 target		
	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	
Whole class																	
No. and % (PUPIL PREMIUM)																	

Year 5	Reading		Writing		Maths		GPS		Termly evaluation of progress towards targets
	Sept 21 baseline	July 2022 target	Sept 21 baseline	July 2022 target	Sept 2 baseline	July 2022 target	Sept 21 baseline	July 2022 target	



	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	
Whole class																	
No. and % (PUPIL PREMIUM)																	

Year 6	Reading				Writing				Maths				GPS				Termly evaluation of progress towards targets
	Sept 21 baseline		July 2022 target		Sept 21 baseline		July 2022 target		Sept 21 baseline		July 2022 target		Sept 21 baseline		July 2022 target		
	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	At least EXS	GDS	
Whole class																	
No. and % (PUPIL PREMIUM SEN)																	

Building and campus maintenance:

- Electronic entry system and link door fobs
- C1 and C2 exterior door replacement
- Whole school repaint