



## School Improvement Plan 2016-2021

*'Being the best we can be for ourselves, for each other and for God's world.'*



## **Introduction**

The aim of the School Improvement Plan is to set a clear focus for improvement. Our unique circumstance of being in a rapidly growing school at the centre of a new town, means that up until now we have clearly identified in detail areas for improvement and development over a one year period and identified potential areas for development in the following two years. Until this point in time, we have not been able to project any further into the future as we wanted to respond to the needs of the school and the community as it grew. Now, for the first time in the school's history, we have a school population that is not growing in the rapid way that it has over the last few years, the area of Cranbrook in which are situated has come to the completion of its construction and we have a stable staffing structure in place.

Our model of improvement planning is intended to provide stakeholders with an easily accessible plan for our school's improvement. Each identified aspect for improvement will have an action plan to support it, actions will be mapped onto a monitoring calendar and there will be regular opportunities for evaluation by school leaders. In addition, the action plans will identify CPD, resources and time requirements. All Governors' monitoring is linked to the School Improvement Plan with teams of staff and governors taking responsibility for and being accountable for various aspects of the plan. There are 5 areas of school improvement and these correspond directly to the key judgements in the Ofsted inspection framework.

All improvement points are intended to be challenging and reflect our Christian ethos. We want to ensure that all children at St Martin's reach their full potential, feel that success is always possible and are excited by the opportunities offered to them by the school; the best interests of our children are always our priority.

## Effectiveness of Leadership and Management of the School

Increasing accountability and scope of the leadership teams across the school and further growing a culture in which everyone is a leader, is responsible and is accountable for the whole school as one entity.		
Improvement Priority for Year 1	Staff Team	Governor Team
To develop leadership teams across the school with each team taking responsibility for aspects of school improvement that are aligned with the whole school's development aims.	Tania Beard Steph Harvey Brigid Thompson	Owen Golightly Sheila Watson
Improvement Priority for Year 2		
The teams develop greater autonomy outside of SLT whilst still working effectively towards the whole school vision.	Tania Beard Steph Harvey Brigid Thompson	Owen Golightly Sheila Watson

## Quality of Teaching, Learning and Assessment

Continue to grow St Martin's unique pedagogical approach through the emphasis the school places on 'readiness to learn' and a curriculum that is designed in collaboration with children to motivate and inspire curiosity.		
Improvement Priorities for Year 1	Staff Team	Governor Team
In partnership with 3 other schools we will develop an assessment model that gives a clear indication of progress and attainment of children in line with national expectations. To introduce a reliable, standardised assessment tool that will mean we can measure progress towards the new standards. The use of the Story Telling Curriculum throughout Phases 1 and 2 to narrow the gap between boys' and girls' writing. To develop children's auditory processing skills within Years 5 & 6 to close the gap between outcomes at St Martin's and national standard. Continuing to promote children's reasoning about mathematics and evidencing the impact this has. Having identified those children working at greater depth we need to ensure a coherent strategy of	Steph Harvey (St Martin's) Emma Jones (Withycombe Raleigh Primary) Amanda Parsons (The Otter Valley Federation)  Nat Padley  Tania Beard  Mel Turl	Meg Privett Caren Flicker

provision across the school.		
<b>Improvement Priorities for Year 2</b>		
To develop the way in which IT is used to support teaching and learning across the school to maximise the updated and improved infrastructure.	Jonny Sluman	Meg Privett Caren Flicker

## Personal Development, Behaviour and Welfare

The school community continues, through the application of our school values, to develop ways of overcoming any barriers to teaching and learning and has high aspirations for all children and adults.		
<b>Improvement Priority for Year 1</b>	<b>Staff Team</b>	<b>Governor Team</b>
Staff training linked to enabling children to access learning to maximise progress and attainment across the school.	Tania Beard	Lythan Nevard Ian Norton
Developing the relationship between the new minister for Cranbrook and St Martin's so that the symbiotic relationship between the school and the Church continues.	Tania Beard Steph Harvey	
<b>Improvement Priority for Year 2</b>		
To further develop the multi-disciplinary team that works to support children and families in Cranbrook.	Steph Harvey Caren Flicker	Lythan Nevard Ian Norton

## Outcomes For Pupils

Ensuring children's life chances are maximised by further improving our rich and inspiring curriculum that develops a love of learning and engenders high aspirations and prepares children effectively, as life long learners, for each new stage in their educational journey.		
<b>Improvement Priorities for Year 1</b>	<b>Lead Staff Member/s</b>	<b>Governor Team</b>
Developing a shared understanding across the whole school community of the expectations within the new curriculum and how we prepare our children to meet	Phase Leaders	Meg Privett Caren Flicker



## Vision For The Next 5 Years

Effectiveness of Leadership and Management	Quality of Teaching, Learning and Assessment	Personal, Development, Behaviour and Welfare	Outcomes for Pupils	Early Years Provision
Distributive leadership modelled has prepared and empowered staff to take up leadership roles in other schools. There is a track record of St Martin's staff working in leadership roles in other schools.	A track record of outstanding progress and attainment for whole cohorts – in 2022 we will have had our first whole cohort (60 children) go through the school from Reception to Year 6.	The children of St Martin's are agents for positive change within the wider community.	St Martin's has a proven track record of leading the way in innovative education practice.	100% of children achieve a good level of development at the end of the Foundation Stage. Exceptional EYFS outcomes lead to outstanding outcomes at the end of KS2.