



School Improvement Plan 2018-2023

'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. As we begin the academic year of 2017-18 we have a more stable school population, however and for the first time since we opened the teachers in each class are not new to St Martin's . We continue to face the challenge of maintaining provision for high numbers of children with SEND with a reduced teaching assistant team. We have identified through careful analysis of the school's provision clear priorities to move the school forward, aspiring to excellence for the children and families that we serve.

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, cost and time scales. 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

Improvement Priority 1	Staff Team	Governor Team
To further develop a distributive leadership model across the school with a focus on developing capacity in core subjects and the Early Years.	Tania Beard Steph Harvey Nat Padley Mel Turl	John Clements Danielle Hamilton
Improvement Priority 2		
To further develop the capacity of the Governing Body to hold school leaders to account and to actively support the development of the school.	Tania Beard	John Clements Danielle Hamilton

Quality of Teaching, Learning and Assessment

Improvement Priority 1	Staff Team	Governor Team
Teachers have a clear focus on the key skills in maths and English for their year group and ensure that opportunities are maximised throughout the day to secure children's knowledge and understanding, including finding creative ways to continue to meet the needs of children with SEND.	Steph Harvey (Jonny Sluman) Nat Padley (Emily Light) Nenny Wright	Vicky Keating Andy Wood
Improvement Priority 2		
To further develop efficient and rigorous assessment systems that provide a true reflection of attainment and progress across the school.	Tania Beard Steph Harvey	Vicky Keating Andy Wood

Personal Development, Behaviour and Welfare

Improvement Priority 1	Staff Team	Governor Team
To increase positive parental engagement to participate in the wider life of the school and to support their children's learning.	Tania Beard	Craig Jamieson
Improvement Priority 2		
	Tania Beard	Lythan Nevard

Children are able to reflect on their learning behaviour and know what they need to do to further improve – linked to 'Being the Best We Can Be' and our school values.		
Improvement Priority 3		
To develop a culture of courageous advocacy across the school.	Steph Harvey	Caren Flicker

Outcomes For Pupils

Improvement Priority 1	Lead Staff Member/s	Governor Team
To be in line with national outcomes at KS1 and KS2 and increase percentage of children at greater depth across all core subjects.	Tania Beard Steph Harvey Nat Padley Sue Edden	Lisa Malton
Improvement Priority 2		
To diminish the gap between disadvantaged pupils and others at KS1 and KS2 and ensure the needs of children with SEND continue to met despite budget constraints which impacts on the amount of TA support.	Steph Harvey Nenny Wright	Lisa Malton

Early Years Provision

Improvement Priority 1	Staff Team	Governor Team
Improve outcomes in personal development and managing feelings and behaviour in order to narrow the gap between boys and girls achieving a GLD.	Mel Turl Emma Luff	Sheena Wright
Improvement Priority 2		
Improve children's speaking, listening and communication skills to impact positively on the children's growth in the prime areas particularly for boys.	Mel Turl Laura Milner	Sheena Wright

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, capable of doing so, 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.