

**St Mary's C.E. Primary School
School Improvement Plan 2022-23**

Believe and Achieve Together



St Mary's C.E. Primary School AREA 1 - Quality of Education

	Key Objectives	Strategies How?	Responsibility	Monitoring / Evaluating How?	Success Criteria	Resources / Costing
1.1	Produce and embed the use of Knowledge Organisers in Science Cycle 2	Additional organisers will be created for each Scientific topic. Children to use the organisers to support their learning. To include Tier 1,2, and 3 vocabulary.	EF SMC CC RB	EF will evaluate and collate all the Science Knowledge Organisers. Publish on new website.	The Knowledge Organisers will effectively support and reinforce learning.	Time to produce the KOs Time for EF to evaluate KOs
1.2	Embed effective use of Chrome Books and iPads	In-school training. Sharing good practice during staff meetings.	EF CC RB SMC JJ	EF will support staff as IT Lead	The IT equipment will support learning across the curriculum.	£8500 from PTA
1.3	To provide PE coaching which follows our Progression in Skills document.	To employ a new team of sports coaches - EdStart To introduce Play Leaders at lunchtime	RB	Lesson observations Planning documents Staff and pupil feedback.	We will meet the Sports Mark criteria.	Coaches via Sports Funding Play equipment
1.4	Provide regular opportunities for Subject Leaders to interact with children while learning.	Teachers to be released by Teacher students and TAs.	Each Subject Lead	A record will be kept in each Subject Leader File.	Subject Leads to be able to evaluate quality of learning.	Time out of class. Record frame to be designed
1.5	To embed knowledge into the long term memory.	Plan to refer to previous learning. Link previous learning with new learning. Recap quizzes, share topic homework across school.	RB, SMC, CC, EF, JJ	Ongoing recapping of previous knowledge.	Children will remember more of what they have been taught previously	Curriculum time to link previous and new knowledge
1.6	To create a whole school Assessment Strategy	Agree a consistent and cross curricular approach to assessment	GW, RB, SMC, CC, EF, JJ	Subject policies will be shared at staff meetings and published on the new website.	All subject policies will reflect the assessment strategy	Time to agree Assessment Strategy Time to review subject policies
1.7	To provide quality percussion tuition by Bury Music Service	Y3,4 and 5 will receive expert tuition. BMS will provide bespoke CPD	CC, EF, SMC	The children will perform at events.	We will meet the criteria of the Music Mark. Skill will be developed progressively.	Wider Opps Music tuition £2000 Glockenspiels £340

1.8	Develop into a Dyslexia Aware school.	CC to share good practice - Attend DA meetings, purchase resources, embed the use of wipeable working walls	CC	Learning walks Talk to children	Our practice will continue to support children with dyslexia	Staff meeting time. Visual images eg alphabets, resources £200
1.9	To successfully introduce Little Wandle phonics scheme	To visit other schools for demonstration lessons. Access online training, purchase and organize resources including books.	RB SMC	Solid phonic knowledge increased each daily session	Higher than national Y1 Phonics Check results	Subscription costs Books to be bought and organised Resources
1.10	To demonstrate our Wider Curriculum offer	Create the whole school Wider Curriculum document Eleven things to do before you are eleven.	GW	The document will be added to throughout the year	Wider curriculum opportunities will be provided	Cost of trips, visitors to school etc.
1.11	To increase the number of children reaching Greater Depth in KS1 and KS2 RWM	Targeted support High expectations Sharing expectations with children Booster groups for Y6 while Y5 are taught in another room. Small class size in Y2	SMC JJ EF	KS1 and KS2 SATs results	13/17 Y6 children will achieve expected standard in RWM. 3/17 children will achieve Greater Depth in RWM 4/17 will achieve GD Reading 5/17 will achieve GD in Writing 4/17 will achieve GD in Maths	TA every morning in Class 4 Y2 are taught as a pure year group with 15 children.



St Mary's C.E. Primary School AREA 2- Behaviour and Attitudes

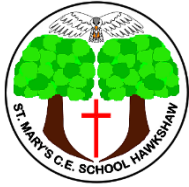
	Key Objectives	Strategies How?	Responsibility	Monitoring / Evaluating	Success Criteria	Resources / Costing
2.1	For Reception families to feel a strong sense of belonging to St Mary's	Welcome Walk Harvest Festival Reception Curriculum Evening Nativity Christmas Fair Staff greetings each morning	All staff	Attendance at events Verbal feedback	The new families feel welcome.	Time to plan and attend events
2.2	To make eco friendly decisions - reduce, reuse, recycle	Planet Protectors acting as door and light monitors. 'Green Tree' theme for Christmas Tree Festival. Minimum heating Working with Community Buds to develop the S/C garden	All staff Planet Protectors Caretakers	All decisions will consider eco principles.	Fuel consumption will be reduced compared to last year	We aim to make savings.
2.3	To introduce restorative practice	Staff training Parental information Assemblies	GW	Experiences of restorative practice will be shared at staff meetings. Success will be evaluated.	Restorative practice principles will be embraced by all staff	Staff meeting time BEST Trust training
2.4	Collect food and toiletries for Ramsbottom Pantry	Harvest donations Weekly collections Christmas selection boxes Easter Eggs	AC All staff	Photos Displays of donations	We will provide valued support for local families.	Donations Time for AC to deliver donations to the pantry.
2.5	Review Behaviour Policy	Agree behaviour strategies Ensure practice reflects policy	All staff GW	Staff meeting CPOMS reports	The Behaviour Policy is followed by all staff	Time to review policy CPOMS subscription £800



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AREA 3 - Personal Development

	Key Objectives	Strategies How?	Responsibility	Monitoring / Evaluating How?	Success Criteria	Resources / Costing
3.1	To strengthen social and emotional mental health of 4 Y6 pupils and 4 Y4 pupils.	Carefully select pupils and gain parental permission. Arrange Starlight Crew led by nursing team	GW	Four 40 minute sessions with formal evaluation at the end of the 4 sessions.	The children have improved mental health. We want to repeat the project with another group of children.	Nursing Team resources. Time to gain permission from parents.
3.2	To increase understanding the importance of hygiene and hand washing. To learn about puberty.	School nursing team to deliver class sessions.	GW	Teachers will evaluate the impact of each session.	The children will increase their understanding.	Nursing Team resources
3.3	Give pupils responsibility and empower them to make decisions.	Reintroduce School Council, Faith Ambassadors, R/Y6 Buddy System, Planet Protectors, Playleaders.	SMC CC RB GW	Regular meetings Observations	The children will embrace the opportunities to be involved in decision making and make a positive contribution.	Time for meetings £100 Budget for Faith Ambassadors Cost of badges - £60
3.4	To increase awareness of LGBTQ+	Identify a LGBTQ+ Designated teacher. Deliver an awareness session to Class 4 as part of a whole school diversity day.	CC	CC will evaluate the session and the children's responses.	The children will have increased understanding of diversity.	Books Videos Letter to parents
3.5	To have child centred reflection areas with a sensory element	CC to produce model reflection areas to show staff	CC	During a staff meeting we will visit each class's reflection area.	Each reflection area will develop over the half term. We will take photos of the completed areas.	Faith team will provide some resources.



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Area 4 -Leadership and Management

	Key Objectives	Strategies How?	Responsibility	Monitoring / Evaluating	Success Criteria	Resources / Costing
4.1	To provide a Breakfast Club to replace Across the Road provision	Employ temporary staff. Charge £10 per session Set up payment system.	CB GW CD EH	Weekly monitoring of financial viability. Monitor demand. Formal review November	The club will only continue after Christmas if it is financially viable.	Food Staffing Electricity
4.2	To support staff wellbeing	Embrace DfE Education Staff Wellbeing Charter. To eliminate unnecessary workload Move Staff meetings from Wednesday to Monday for Spring term 2023. To produce a staff wellbeing Policy. Parents' meetings to start in the afternoon.	All staff GW	Staff meeting discussions	All tasks will be worthwhile. Staff will enjoy positive wellbeing. Elizabeth will appreciate the change in staff meeting evening from Wednesday and it won't impact too negatively on Jenny's work/life balance.	Staff meeting time to discuss and evaluate.
4.3	To prepare St Mary's for a successful Ofsted inspection	GW to attend Ofsted briefing sessions and disseminate information. Prepare for 2 nd QEP visit Develop an Assessment Strategy Review Subject Policies Link Governor visits to school Arrange for a new website	GW RB SMC CC EF JJ	Keep SEF up to date Review SIP Lesson Observations - Based on Alan Torr's 5 point criteria. Share subject files with link governors	We are fully prepared for an Ofsted visit Staff confidence	Time to prepare and share documentation
4.6	To work in partnership with other HTs to support school improvement	Arrange focused review days with St Joseph's and Hazlehurst Primary Schools	GW	Evaluation as part of the review day feedback	The 3 HTs will build trust and respect Impact on pupils learning. Sharing good practice	Time to prepare, complete and evaluate the reviews.
4.7	CC to complete SIAMS inspector training	To attend training sessions To complete a shadow inspection	CC	CC will be evaluated and monitored by SIAMS inspectors	CC will be deployed as a SIAMS inspector	Time out of class £1200 course fees In time CC will generate income for school

4.8	GW to act as Mentor to 2 recently appointed Head Teachers	To visit St John's and St Margaret's to share documentation, discuss issues and offer support.	GW	Evaluation after every session.	The 2 Head Teachers will feel supported and confident in their role.	Income from St Margaret's = £450 per day
4.9	To develop a new high quality website	To decide provider, structure, and subject documentation.	RB GW	NS and CB will monitor for compliance	The website will be user friendly and totally compliant.	£2500 from PTA
4.10	To progress with our MAT development	Meet CEOs of 3 MATs Decide which MAT to join Arrange governor meetings to discuss	Governing Body GW	The governors will explore options throughout the process of conversion.	We will be in the process of joining the most appropriate MAT	Considerable time to meet those involved and discuss as a Governing Body.
4.11	To receive external and standardized verification of achievement	Achieve Green Flag, Sports Mark, and Music Mark QEP visit report Working towards the DAQM	GW SMC RB	We will be assessed against standard criteria	We achieve the awards and receive a positive QEP report	Green Flag £200 QEP visit - time for 3 staff to prepare, attend and evaluate the session
4.12	Adopt an online system to monitor safeguarding concerns	SLT to attend demonstration Train staff Support staff to use effectively	GW SMC CC	All alerts will be sent to GW	Staff will professionally and confidently register concerns on CPOMS	CPOMS subscription £800
4.13	To improve work/life balance for GW and facilitate succession planning.	GW will start Phased Retirement working 4 days per week. CC will be Acting Head each Friday.	GW CC	Weekly discussion at SLT. Formal evaluation at full governors' meeting	CC will find the CPD experience rewarding. GW will have improved work/life balance. The school will continue to thrive.	Significant saving £11,000