



## **SCHOOL PLAN 2009 – 10**

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**School Plan 2009-2010**

Key Issue	Action to be taken	Staff	Progress – planned timeline
<b>1. Achievement. Focusing on Pupil Progress, making improvements in relative attainment. Attainment; (Review of Exam Results '09) – future planning for continued improvement and tracking</b>			
<p><b>EM target of 36% in 2010</b>  <b>5 A*-C target of 66% in 2010</b>                      HoF's to complete a thorough investigation into the successes and areas for improvement.</p> <p>Identification of intervention groups, strategies that ensure success, and action taken to ensure continued improvement for all groups. Focus on 3 levels of progress.</p> <p>Key Issues:                      KS3-poor progress in Humanities and Science, Spanish also.                      KS4                      A/A* grades                      Maths 10% behind English A*-C, U grades.                      English A*-B                      Business Studies 63% below expected progress                      Humanities, especially History                      Tech, especially RM, PD.                      Ks5 PE                      SEN / G&amp;T Impact</p> <p>Identification of Key groups/ tasks /activities that are successful/ weak and action taken to ensure continued improvement particularly for those at risk of not reaching the level 1 threshold</p> <p>Focus on the missing achievement /</p>	<p>DSEFs updated to reflect action required by October half term and updated at each half term.                      National Challenge Raising Achievement Plan (RAP) updated each half term.</p> <p>All HOFs tracking underperformance and intervening with striking impact.                      Early entry for more students.</p> <p>Share progress information with students and staff. KS3 points of progress. KS4 expected progress summaries.</p> <p>Key Stage Managers &amp; PPLs to intervene to ensure improvements in 3 levels of progress and exam success.</p> <p>Need to review SEN / at risk identification process and provision suitability                      Early entry for more students. Change of examination boards/ courses                      Review of the SEN agenda                      SEN L&amp;T review</p>	<p>HOFs</p> <p>TAL</p> <p>HOFs</p> <p>TAL</p> <p>KSM PPL</p> <p>SMT TAL/ LG</p>	<p>Analysis of results completed Sep 09                      Action plans reviewed Sept '09 then incorporated into DSEFs.                      RAP updated December 09.                      Review of Mock GCSE results                      Focus on boys who entered on level 4.                      Focus on A*-B.                      Focus on potential U grades.                      Focus on 8 GCSE quals, 5 A-C, 5 A-G.                      Focus on FSM, Gender, Ethnicity.</p> <p>Half termly reports to students.                      Expected Progress reports to HOFs using CMIS assessment template.</p> <p>Regular meetings between KSM, PPL and DHT to ensure 3 levels progress and exam success.</p> <p>New structure agreed AW / RC / PWL                      Dis-application and extension applications need to be submitted                      .                      Analysis of results completed                      Focus on boys who entered on level 4.</p>

<p>attainment factors in relative attainment</p> <p><b>KS2-3</b> ; Although results are in line with targets they are still below national average.</p> <p><b>KS5 Tracking and retention</b> Success indicator currently showing 0.67</p>	<p>Implement clear and accurate progress indicators in the foundation subjects</p> <p>Full analytical review of retention and progress data for KS5. Course registration proforma (QAN details included) DSEF analysis to include all KS5 data</p>	<p>AW</p> <p>OC</p>	<p>Focus on potential U grades. Focus on 5 A-C and 5 A-G.</p> <p>Progress indicators are now included in the DSEF framework</p> <p>Investigation is underway. Meeting with LA reps 5.1.10; further meetings organized Registration form is ready to go to CE's.</p>
<p><b>2. Improve Attendance (and behaviour) as limiting factors affecting achievement, attainment and safeguarding.</b></p>			
<p>Attendance need to rise above 93% in line with statutory targets over 3 years. This year's target 89.5%</p> <p>Behaviour</p>	<p>See Attendance plan Full review to be completed termly</p> <p>Extended service interventions</p> <p>Continue to monitor and enforce Behave2Learn policy.</p>	<p>AW</p> <p>PPL/KSM/DHT TAL</p>	<p>New protocols explained at National Strategy inspection Sept '09 judgment – capacity to bring about the desired outcomes good SBI team project Set –Dec “ the school is doing everything it can” “excellent practice” Spot check monitoring throughout the year Admin posts are having an effect - PA is down in comparison to last year.</p> <p>LA RAG document and follow up meetings now calendared.</p> <p>B2L and implementation discussed in staff meeting, Nov</p>

Behaviour of a small number of pupils affects pupil progress in some lessons	<p>Internal exclusion room set up and staffed to improve attendance figure. Introduce HOUSE system to promote positive reward system.</p> <p>Continue to monitor and enforce behavior policy</p> <p>Internal exclusion system needs to be refined</p>	<p>KSM</p> <p>AW</p>	<p>09. Room not identified. HOUSE system set up in CMIS and linked to merit letters home. Summary to PPLs Oct half term.</p> <p>Behavior in the overwhelming majority of lessons is good Internal exclusion room to be identified / staffed.</p>
<b>3. Teaching and Learning. Making all lessons as good as the best.</b>			
<p>Identifying and Sharing good practice across the school needs to develop.</p> <p>Identification and action planning around unsatisfactory and inadequate teaching and learning;- need to focus on the new framework criteria.</p> <p>Assessment for learning, PLTS, and progress indicators need to be embedded in the assessment framework for all subjects and faculties.</p>	<p>Teaching and learning reviews Lesson observation and performance management Peer support Calendared joint observation</p> <p>Teaching and learning reviews Lesson observation / performance management Training middle leaders to assess the quality standards of the new framework</p> <p>Need to be embedded into schemes of work Evidence on display in classrooms and books.</p>	<p>MLM/LSLT</p> <p>MLM/SLT</p> <p>MLM</p>	<p>2 faculty reviews completed Autumn term '09 and appropriate follow up. Peer support in place</p> <p>2 Faculty reviews complete, third in progress</p>
<b>4. Curriculum; continuing to ensure that the curriculum meets the needs of the learners and provides a pathway to success.</b>			
Ks3 measures are no longer applied and progress KS2-4 is still below set targets	Restructure the KS3/4 provision to ensure improved success	AWH/ TAL	Issues Raised at curriculum planning Working group of HOFs & reps

<p>Ensure 'guidance and support' match the criteria for 'Outstanding' under the new framework</p>	<p>Emphasize the progression pathways for each option during yr9 / 10 and 11/12 option talks. Work with pastoral teams on personalizing the options to take into account prior attainment, social and emotional issues and learner aspirations Ensure that HoFs understand the retention measure under the new framework and apply it to learner recruitment</p>	<p>AWH/ TAL</p>	<p>established (AHW) YR9 option talks completed Autumn'09 Options booklet complete Groups within the year 9 group identified and learning pathways identified Yr 9 options to be completed by Feb '10 Yr11 options agreed, Framework under construction</p>
<p><b>5. Assessment, Reporting, Recording, Target setting (ARRT)</b></p>			
<p>Improve whole school assessment tracking through the implementation of Electronic Markbook.</p> <p>Tracker to show KS3 points of progress and KS4 progress towards targets, enabling staff to follow students' progress towards 3 levels of progress, using the Eportal system.</p> <p>Create reports in CMIS that enable staff to quickly check progress of key groups – FSM, gender, ethnicity – across KS3/4.</p> <p>OnLine Reporting to Parents/Carers to be in</p>	<p>Trial Markbook in Science and PE to reduce workload, improve efficacy of data, allow staff to track progress through Eportal. Improve efficiency of reporting systems through a real time Markbook that continually updates whole school Tracker.</p> <p>This is being addressed through the implementation of Markbook which gives real time updates to progress through Eportal as results are entered. Enables staff to quickly check and share with students in classroom setting.</p> <p>Exams Officer to receive training on report writing using new Electronic Markbook. Ensure SERCO trained staff.</p>	<p>TAL/ HOFs</p> <p>TAL/ HOFs</p> <p>TAL/ RC</p> <p>TAL/ GC</p>	<p>Requirements discussed with PE &amp; Science. Science template in place, Jan '10.</p> <p>Demonstration given to key Science staff Jan'10.</p> <p>SERCO trained staff identified. Awaiting completion of Markbook.</p>



Plan curriculum to a smaller cohort and staffing will reflect this.	Staffing establishment needs to be examined with any proposed change in curriculum	SLT	for primary partners planned and under delivery  Models constructed but discussion / planning still developing
<b>8. Site development. Improving provision to improve outcomes for learners</b>			
Sports facilities/ playgrounds	Improve playgrounds to support learning and positive use of social time Plans agreed and put out to tender	AWH / CD	Tenders received AMV appointed Construction to start Feb 10
BSF wave 6	School improvement and refurbishment plan needs to ensure that the school is fit for purpose to support the developing curriculum. Ongoing talks with PCT / LA	AWH / CD/ DWP	Re-submission necessary due to change from trust status Inclusion of specialist facilities in BSF plan Possible co-location with primary schools under investigation
PCT development of Health centre	Development of a new public library, level 1 health centre and sixth form facility.	CD/ AWH	Outline drawings completed ready for submission to planning. FM contracts in progress Contractor in place Completion date Sept 11
Practical learning centre	Development of 'industrial units' to facilitate learning in a work like environment	SLT	Planning permission obtained 2009