



**St Mary's Voluntary Controlled Church of England
Junior School**
Heath Drive
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Date of report: 18/11/2016
Effective Date: 18/11/2016

School Effectiveness+ Action Plan Report

Action plans are the areas for improvement identified through the diagnosis and development phases of the School Effectiveness+ process. This report shows current action plans for the school.

School Information

Headteacher: Andy Cosslett
Chair of Governors: Nicci Smith
SE+ Adviser:
Last Inspection Date: 05/06/2014
Ofsted Outcome: Good
Annual Budget: £959,633
Number of Staff: 30
Number of form entry: 2.0

	Pupils	% Boys / Girls	% PP	% SEN	% EAL	% WBPP
Year 3	60	58.3 / 41.7	8.3	8.3	5.0	8.3
Year 4	60	41.7 / 58.3	11.7	6.7	3.3	10.0
Year 5	56	50.0 / 50.0	10.7	5.4	1.8	3.6
Year 6	60	55.0 / 45.0	15.0	8.3	1.7	15.0
All	236	51.3 / 48.7	11.4	7.2	3.0	9.3

Action Plan

Motivation and attitudes to learning

Area for Improvement

To develop the concept of 'Positive Growth Mindset' across the school to include pupils, teachers, classroom assistants and non-teaching staff in order for children to develop their internal motivation.

Created on Monday 3rd October 2016 at 15:52 GMT, by Alison George.

Last updated on Thursday 3rd November 2016 at 13:35 GMT, by Andy Cosslett.

Owner

Andy Cosslett and Alison George

Status

Open

Outcomes

Improved attainment and progress in boys and PPF children 30/06/2017

Last updated on Wednesday 5th October 2016 at 10:47 GMT, by Andy Cosslett.

Success Criteria

Teachers and TAs are consistently applying appropriate growth mindset strategies to help enhance learning in lessons. 21/07/2017

Last updated on Wednesday 5th October 2016 at 10:52 GMT, by Andy Cosslett.

Improve provision for children on the Autistic spectrum by raising further awareness of needs, strategies and social/emotional measures by developing an inclusive 'Pupil Passport'. 21/07/2017

Last updated on Thursday 3rd November 2016 at 13:33 GMT, by Andy Cosslett.

Staff have an understanding of the key principles and theories affecting our attitudes and beliefs about ourselves and learning. 25/01/2017

Last updated on Wednesday 5th October 2016 at 10:49 GMT, by Andy Cosslett.

Staff have a range of ideas about how to apply these within a school or personal context. 25/01/2017

Last updated on Wednesday 5th October 2016 at 10:50 GMT, by Andy Cosslett.

Teachers and TAs have practical strategies for immediate use in the classroom for enhancing learning 25/01/2017

Last updated on Wednesday 5th October 2016 at 10:51 GMT, by Andy Cosslett.

Milestones

Formal lesson observations and learning walks recognise growth mindset strategies being used. 21/07/2017

Last updated on Wednesday 5th October 2016 at 10:55 GMT, by Andy Cosslett.

Drop-in lesson observations recognise growth mindset strategies being used. 31/03/2017

Last updated on Wednesday 5th October 2016 at 10:54 GMT, by Andy Cosslett.

On-going Evaluation

AG completed 'Autism' audit and related 'Action Plan' (paper copy) following consultation with a nominated Governor/parent and teacher. 02/11/2016

Last updated on Thursday 3rd November 2016 at 13:35 GMT, by Andy Cosslett.

Action Plan

Learning to learn (meta-cognition)

Area for Improvement

Raise standards in Mathematics through implementation of the Mastery programme.

Created on Monday 3rd October 2016 at 15:26 GMT, by Andy Cosslett.

Last updated on Wednesday 5th October 2016 at 10:56 GMT, by Andy Cosslett.

Owner

Andy Cosslett, Clare Thorne and Sarah Gilliver

Status

Open

Outcomes

Standards in Mathematics are at least 85% at A.R.E across each year group.	30/06/2017
Last updated on Tuesday 4th October 2016 at 15:48 GMT, by Andy Cosslett.	
Children make 6 steps progress over the year.	30/06/2017
Last updated on Tuesday 4th October 2016 at 15:49 GMT, by Andy Cosslett.	
The gap between boys and girls attainment has closed so that boys attainment is greater than in previous years for each year group.	30/06/2017
Last updated on Tuesday 4th October 2016 at 15:50 GMT, by Andy Cosslett.	
The gap between PPF and non-PPF children's attainment has closed so that PPF attainment is greater than in previous years for each year group.	30/06/2017
Last updated on Tuesday 4th October 2016 at 15:51 GMT, by Andy Cosslett.	

Success Criteria

Use flexibility in the timetable to meet emerging needs, pre-teaching and interventions with whole classes and groups.	31/03/2017
Last updated on Tuesday 4th October 2016 at 16:16 GMT, by Andy Cosslett.	
Use of commutative, distributive and associative laws to be applied and used in number to check and challenge the depth of understanding.	10/02/2017
Last updated on Tuesday 4th October 2016 at 16:13 GMT, by Andy Cosslett.	
Ask children to justify, use conjecture and prove their answers.	10/02/2017
Last updated on Tuesday 4th October 2016 at 16:13 GMT, by Andy Cosslett.	
Use 'Teach, learn, confuse' strategy...'Are you sure?'	10/02/2017
Last updated on Tuesday 4th October 2016 at 16:14 GMT, by Andy Cosslett.	
Daily opportunity to discuss, evaluate and reason what and how their learning went using precise mathematical language.	10/02/2017
Last updated on Tuesday 4th October 2016 at 16:15 GMT, by Andy Cosslett.	
Teaching sequence of i. explore, ii. clarify, iii. apply.	16/12/2016
Last updated on Tuesday 4th October 2016 at 16:11 GMT, by Andy Cosslett.	
Children engage in selecting their own learning targets and challenges.	16/12/2016
Last updated on Tuesday 4th October 2016 at 16:12 GMT, by Andy Cosslett.	
Use of resources (manipulatives) to provide concrete examples for abstract concepts	16/12/2016
Last updated on Tuesday 4th October 2016 at 16:12 GMT, by Andy Cosslett.	
Use precise mathematical language	16/12/2016
Last updated on Tuesday 4th October 2016 at 16:14 GMT, by Andy Cosslett.	
Collaborative learning and marking used	16/12/2016
Last updated on Tuesday 4th October 2016 at 16:14 GMT, by Andy Cosslett.	
Precise hierarchical numbered sequence of success criteria to support closed objectives during 'clarify' phase (sometimes generated by/with the children).	16/12/2016
Last updated on Tuesday 4th October 2016 at 16:15 GMT, by Andy Cosslett.	
Links between key concepts across the domains are planned for.	21/10/2016
Last updated on Tuesday 4th October 2016 at 16:10 GMT, by Andy Cosslett.	
Open ended questions for children to explore and teacher prompts for '....and another'	21/10/2016
Last updated on Tuesday 4th October 2016 at 16:12 GMT, by Andy Cosslett.	
Opportunities to apply their learning within a real-life problem-solving or word problem format	21/10/2016
Last updated on Tuesday 4th October 2016 at 16:16 GMT, by Andy Cosslett.	

Milestones

End of year attainment data	30/06/2017
Last updated on Tuesday 4th October 2016 at 15:53 GMT, by Andy Cosslett.	
Pupil progress meetings	28/04/2017
Last updated on Tuesday 4th October 2016 at 15:52 GMT, by Andy Cosslett.	
Pupil progress meetings	13/01/2017
Last updated on Tuesday 4th October 2016 at 15:52 GMT, by Andy Cosslett.	

On-going Evaluation**Professional development****Area for Improvement**

Begin to identify long term goals for individual professional development.

Created on Friday 16th September 2016 at 14:34 GMT, by Andy Cosslett.

Last updated on Tuesday 20th September 2016 at 07:53 GMT, by Andy Cosslett.

Owner

Andy Cosslett

Status

Open

Outcomes

Teaching staff will begin to have a long term goal agreed as part of their appraisal planning related to their professional career development.	31/10/2016
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Last updated on Tuesday 20th September 2016 at 07:53 GMT, by Andy Cosslett.

Success Criteria

Review the long term goal annually as part of the appraisal process.	31/10/2017
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Last updated on Tuesday 20th September 2016 at 07:52 GMT, by Andy Cosslett.

Teachers record a long term (2 to 3 year) goal as part of their appraisal planning	31/10/2016
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Last updated on Tuesday 20th September 2016 at 07:50 GMT, by Andy Cosslett.

Record the process success criteria and support that will help them meet their goal	31/10/2016
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Last updated on Tuesday 20th September 2016 at 07:51 GMT, by Andy Cosslett.

Head discusses with appraisers and appraisees to consider long term goals e.g. Leadership skill development, becoming a deputy head, moving onto the upper pay spine...	30/09/2016
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Last updated on Tuesday 20th September 2016 at 07:48 GMT, by Andy Cosslett.

Milestones

Annually review long term goal	31/10/2017
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Last updated on Tuesday 20th September 2016 at 07:52 GMT, by Andy Cosslett.

On-going Evaluation**Safeguarding****Area for Improvement**

Site manager needs to fulfil hiring and security responsibility as outlined in job description by ensuring all hiring and school events are covered.

Created on Monday 26th September 2016 at 07:54 GMT, by Andy Cosslett.

Last updated on Monday 26th September 2016 at 09:47 GMT, by Andy Cosslett.

Owner

Andy Cosslett

Status

Open

Outcomes

Site is checked and secured by site manager at the end of each day including hirings. Last updated on Monday 26th September 2016 at 07:57 GMT, by Andy Cosslett.	30/09/2016
Reduction of impact on headteacher, leadership team and business manager to cover enabling them to better focus time and energy on learning, teaching and finance. Last updated on Monday 26th September 2016 at 07:58 GMT, by Andy Cosslett.	30/09/2016

Success Criteria

All hirings and school events during the week are covered by the site manager. Last updated on Monday 26th September 2016 at 08:00 GMT, by Andy Cosslett.	27/09/2016
Availability for occasional weekend events should be given a half-terms notice, unless an emergency need. Last updated on Monday 26th September 2016 at 08:02 GMT, by Andy Cosslett.	27/09/2016
All hirings and events should be published in the school diary at least a week in advance and brought up at the admin team meetings. Last updated on Monday 26th September 2016 at 08:03 GMT, by Andy Cosslett.	27/09/2016
A minimum of one hours overtime to be paid to include travelling from home. Last updated on Monday 26th September 2016 at 09:47 GMT, by Andy Cosslett.	27/09/2016
Site manager will be last to leave and ensure that the school buildings and grounds are safe and secure at the end of each hiring or event. Last updated on Monday 26th September 2016 at 08:06 GMT, by Andy Cosslett.	27/09/2016
Site manager has clear objective set in appraisal to fulfil this responsibility within his job description. Last updated on Monday 26th September 2016 at 07:59 GMT, by Andy Cosslett.	20/09/2016

Milestones

Mid year appraisal checkpoint Last updated on Monday 26th September 2016 at 08:07 GMT, by Andy Cosslett.	31/01/2017
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On-going Evaluation

Engaging parents, community and other agencies

Area for Improvement

Developing community links with St Mary's Church to enhance children's understanding of the R.E. curriculum and exploit cross-curricular opportunities.

Created on Friday 7th October 2016 at 10:48 GMT, by Andy Cosslett.
Last updated on Friday 18th November 2016 at 11:25 GMT, by Andy Cosslett.

Owner

Alison George and Andy cosslett

Status

Open

Outcomes

<ul style="list-style-type: none"> • to see evidence of Christianity shown in classroom displays and hall display • to see evidence of RE using broader range of cross curricular, e.g. art, music, drama etc. • children to be able to discuss clearly and confidently talk about their experiences of RE across the curriculum and show good understanding of key Christian values. • evidence of a broader range of visits/visitors. <p>Last updated on Friday 18th November 2016 at 11:07 GMT, by Andy Cosslett.</p>	20/07/2018
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Success Criteria

* Review school's RE curriculum in line with new Hertfordshire RE curriculum to further develop links across a broader range of subjects, e.g. through art, music, drama, creative writing. * Discuss ways of assessing RE to show progression of skills and knowledge.	06/11/2017
Last updated on Friday 18th November 2016 at 11:25 GMT, by Andy Cosslett.	
• Seek pupil's voice on their learning in RE to discuss what they are learning, what they would like to focus on and what they have learnt as they have progressed throughout the school.	19/06/2017
Last updated on Friday 18th November 2016 at 11:20 GMT, by Andy Cosslett.	
• Work with year teams to develop one visit to the church per year group and to have a visit to or a visit from another faith.	14/06/2017
Last updated on Friday 18th November 2016 at 11:15 GMT, by Andy Cosslett.	
• Have 'RE days' to further develop knowledge and develop links with the local community.	14/06/2017
Last updated on Friday 18th November 2016 at 11:18 GMT, by Andy Cosslett.	
• Include other faith's key days/celebrations and songs in whole school assemblies.	05/01/2017
Last updated on Friday 18th November 2016 at 11:13 GMT, by Andy Cosslett.	
• Use Harvest and Easter services to investigate Christian and other faith's celebrations around the world.	20/10/2016
Last updated on Friday 18th November 2016 at 11:12 GMT, by Andy Cosslett.	
• Develop links with church to involve members of the church in lessons, assemblies and visits from classes to the church.	22/09/2016
Last updated on Friday 18th November 2016 at 11:09 GMT, by Andy Cosslett.	
Will remove Sikhism for the 2016-17 academic year to free up the curriculum to allow time to study Christianity and Hinduism in a more meaningful way. The new curriculum can then be developed in 2017.	12/09/2016
Last updated on Friday 18th November 2016 at 11:11 GMT, by Andy Cosslett.	

Milestones

On-going Evaluation

Action Plan

Curriculum leadership

Area for Improvement

To consistently record and analyse pupil attainment and progress in all foundation subjects using 'Essex Target Tracker'.

Created on Friday 16th September 2016 at 14:07 GMT, by Andy Cosslett.

Last updated on Wednesday 19th October 2016 at 13:00 GMT, by Andy Cosslett.

Owner

Sarah Gilliver

Status

Open

Outcomes

Attainment in Foundation subjects are formatively and summatively recorded to establish how well we are doing. 22/09/2017

Last updated on Monday 17th October 2016 at 12:09 GMT, by Andy Cosslett.

Success Criteria

Overall analysis of attainment in the subject in each year group compared to other foundation subjects can help prioritise school and professional development needs. 20/10/2017

Last updated on Monday 17th October 2016 at 12:06 GMT, by Andy Cosslett.

Subject SEFs are updated by the subject leaders to include attainment data. 29/09/2017

Last updated on Wednesday 19th October 2016 at 13:00 GMT, by Andy Cosslett.

Ensure all teaching colleagues are recording an appropriate judgement (red, blue or yellow) against the relevant statements in Target tracker at the end of each unit of work (termly) 21/07/2017

Last updated on Monday 17th October 2016 at 12:04 GMT, by Andy Cosslett.

The relevant statements in 'Target Tracker' are edited into existing 'Medium term plans' to replace the existing assessment criteria.(Record 'band' that statement is in in brackets at the end). 21/07/2017

Last updated on Monday 17th October 2016 at 12:05 GMT, by Andy Cosslett.

At the end of the academic year (July) step judgements are made based on 'statement' records to help make a summative judgement for standards in the subject. 21/07/2017

Last updated on Monday 17th October 2016 at 12:05 GMT, by Andy Cosslett.

Subject leaders complete audit of TT statements against NC objectives and year group unit plans. 31/03/2017

Last updated on Wednesday 19th October 2016 at 12:58 GMT, by Andy Cosslett.

Subject leaders to monitor the progress of formative assessment against the statements across the year at key points. 31/03/2017

Last updated on Wednesday 19th October 2016 at 13:00 GMT, by Andy Cosslett.

Milestones

Mid year monitoring by subject leaders 10/02/2017

Last updated on Monday 17th October 2016 at 12:10 GMT, by Andy Cosslett.

On-going Evaluation

Action Plan

Data and school development planning

Area for Improvement

To share with governors the full range of data beyond all children and PPF children but also include in termly reports data by gender, ethnicity, SEN and prior attainment.

Created on Friday 16th September 2016 at 13:52 GMT, by Andy Cosslett.

Last updated on Tuesday 20th September 2016 at 09:16 GMT, by Andy Cosslett.

Owner

Andy Cosslett

Status

Open

Outcomes

Headteacher reports to governors will include data on pupil attainment and progress in Reading, Writing and Mathematics for all children, PPF children, by gender, SEN, Ethnicity and by prior attainment each term. 31/07/2017

Last updated on Tuesday 20th September 2016 at 09:09 GMT, by Andy Cosslett.

Success Criteria

Half-termly pupil progress meetings with teachers help to establish validity of data 31/07/2017

Last updated on Tuesday 20th September 2016 at 09:10 GMT, by Andy Cosslett.

Target tracker summary reports for attainment and progress are produced and include adaptations from default setting to include prior attainment of lower, average and higher attaining children. Ethnicity is set to non-white British. 31/07/2017

Last updated on Tuesday 20th September 2016 at 09:13 GMT, by Andy Cosslett.

Reports are generated by year group. 31/07/2017

Last updated on Tuesday 20th September 2016 at 09:14 GMT, by Andy Cosslett.

Governors interact with reports and are able to identify priority areas and raise questions as to actions being taken. 31/07/2017

Last updated on Tuesday 20th September 2016 at 09:14 GMT, by Andy Cosslett.

Milestones

Summer term Headteacher's report to Governors 21/07/2017

Last updated on Tuesday 20th September 2016 at 09:16 GMT, by Andy Cosslett.

Spring term Headteacher's report to Governors 31/03/2017

Last updated on Tuesday 20th September 2016 at 09:16 GMT, by Andy Cosslett.

Autumn term Headteacher's report to Governors 30/11/2016

Last updated on Tuesday 20th September 2016 at 09:16 GMT, by Andy Cosslett.

On-going Evaluation

Governance skills and knowledge

Area for Improvement

Add approved Minutes to the school website. Identify, develop and train successors for key GB roles. Target HR experience individual to bring into GB.

Created on Thursday 22nd September 2016 at 14:49 GMT, by Nicci Smith.

Last updated on Thursday 22nd September 2016 at 14:49 GMT, by Nicci Smith.

Owner

Governors

Status

Open

Outcomes

Success Criteria

Milestones

On-going Evaluation

Action Plan

Governor focus on pupil progress

Area for Improvement

Work with Head to ensure progress data for L&T members is easily understand, shows all groups of children, and highlights areas of concern and areas of strength. Request progress data in plenty of time ahead of committee meetings, or schedule L&T meetings around availability of progress data.

Created on Thursday 22nd September 2016 at 14:38 GMT, by Nicci Smith.

Last updated on Thursday 22nd September 2016 at 14:38 GMT, by Nicci Smith.

Owner

Governors

Status

Open

Outcomes

Success Criteria

Milestones

On-going Evaluation