



Alderman Davies

Church in Wales Primary School

School Improvement Plan

July 2010 – July 2013

Our S.I.P was drawn up as a result of a self-evaluation exercise carried out in Summer 2010.

All members of the school community were represented in the self evaluation.

Progress is reviewed regularly in ADDS, SMT and Governing Body meetings.



First Review 31st January 2012 – Staff, members of SSEAL and ECO committee, members of Governing Body and PTA. Attached are the notes made by 9 groups during a 1 hour ADDS session. Green comments indicate good achievement, Red alerts us to more effort and Blue initiatives that have been developed since the development of the plan. The session was most enjoyable with an opportunity to share successes and focus on areas for future development.



The following major initiatives have been added to our SIP :-

- Victoria Gardens Initiative
- Platinum award – ECO
- The school council has now been incorporated into the SSEAL group and new title given :1
The School Council SSEAL group

The initiatives highlighted in **RED** need to receive priority



Target 1	<p style="text-align: center;">To further raise standards in the key skill of Communication</p> <p style="text-align: center;"><i>To enable children to develop their full potential.</i></p>
Action	<p>Working in partnership with home and community to create inspirational opportunities, provide good role models and adopt strategies that offer children a curriculum that engages and motivates them to become attentive listeners, confident speakers, readers and writers in order to achieve their full potential.</p>
Lead Person/s	<p>SMT, RHD</p>
Timescale	<p>Autumn 2010 - January 2012 (1st Review)</p>
Resources/ Cost	<ul style="list-style-type: none"> • Appoint new staff: 2 x rapid reading; POD person (approx. £30000) – September 2010 • Rapid Reading Resources – provided by LA – October 2010 • Junior Librarian (approx. £600) - January 2011 • Education City home access (approx. £800) – October 2010 • Success maker update –(£5,000) – January 2011 Need to further develop this to include MAAT pupils- Summer 2012 • Updating ICT equipment including laptop trolleys, Easi-speaks, flipcams, webcams, apple macs, Wii, PS3 (approx. £12,000) – Autumn Term 2010 • Pie Corbett resources / training – LA • Prof. David Egan ‘ Improving Literacy’ – LA from September 2010 • Clive Biscoe – ELRS – July 2010 on-going • Good male role models – e.g. Neath Rugby Spring 2011 • Decorating and furnishing POD (£1000) – Autumn 2010 • Bay Book Award – ELRS – Summer 2011 • Books and other resources – (£1000) • ESTEEM – Alison Beynon to facilitate January 2011 • Family / community access to POD – POD resources – from Summer 2012 • Family Learning Support – NPT College – October 2010 • “Better Reading” training – release of LSAs – Autumn Term 2010 • Neath Library - organise regular class visits – Spring Term 2011 – needs to extend to whole school – Summer 2012 • Development of website (£600) to promote better links between home and classes – improve learning and teaching – from Autumn 2010
Monitoring (who, when, how) and evaluation	<p>Track pupil progress throughout the school (on-going from September 2010)</p> <p>LA targeted pupils (Rapid Reading) – from Autumn 2010 - average gain of 19 months in 6 month intervention (NPT figures) review May 2011</p> <p>Performance Management observation – Autumn 2010</p> <p>AM / HL / RHD – termly review impact of resources</p> <p>SENCO to interview / assess selected identified pupils – Summer 2011</p> <p>Adds sessions – whole staff feedback on initiatives and success – ongoing from Autumn 2010</p> <p>Children interviewed re attitudes to reading – Summer 2011</p> <p>Rapid Reading, Successmaker & Education City software to track pupil progress</p>
Success Criteria	<p>Across the ability range children are engaged and motivated and become confident, eager communicators who are able to achieve their potential. Higher level attainment of boys at the end of both key stages has improved. Our children want to read and see themselves as real writers. During lessons all children are able to access the curriculum and respond to written tasks.</p>

<p>Target 2</p>	<p>To assist all children to be healthy in body and mind.</p> <p><i>So that they develop their full potential by acquiring skills, knowledge, understanding and attitudes, including personal, social and emotional skills, to enable them to become economically, socially, spiritually and personally active globally aware citizens and lifelong learners.</i></p>
<p>Action</p>	<p>Ensure practitioners, children and their families are aware of the importance of good health, attendance and caring Christian values including Fairtrade. Encourage children's spiritual development</p>
<p>Lead Person/s</p>	<p>SMT, FF, CW, Fr. Stephen</p>
<p>Timescale</p>	<p>Autumn 2010 - January 2012 (1st Review)</p>
<p>Resources/Cost</p>	<ul style="list-style-type: none"> • Julie Walters & Angela Zappetis – supporting development of Foundation Phase Including development of outside learning areas (£1000) • Further develop opportunities for sport using resources within our school and community: Milland Road (£1500), Cricket Club – Adrian Shaw, Chris Williams/ playtimes / lunchtimes and purchase resources (School Council funded by water shop) • Develop a sensory / spiritual garden to provide further opportunities for reflection / appreciation of God's wonderful world. – Spring 2011 (£15,000) *link here with target 3 values/R.E. • Establish a 'forest school'\wild area in Victoria Gardens – Autumn 2012 Funding for Willow fence provided by NPTCBC. – NS to train as Forest School Leader. • SSEAL (LA provide initial resources) 12 baskets etc. (£300) • Establish School Council SSEAL Group, who will play an essential part in all aspects of school life – September 2011 • Children's Commissioner/Ambassador scheme – Spring 2011 • EWO (Helen Langford) working with James Dummer and families, use of website and newly designed booklets to support a better understanding of importance of regular attendance • School nurse/Jen Malcolm – re Sex and Relationships Education
<p>Monitoring (who, when, how) and evaluation</p>	<p>Children within foundation phase are more successfully meeting effective outcomes Julie Walters, Angela Zappetis, Heather Littlejohn – termly from September 2010</p> <p>School Council to oversee development of spiritual garden. Through observation and discussion with pupils and adults monitor its effectiveness. Fr. Stephen & Caryl Dobson– January 2011. postponed until February 2012</p> <p>Third green flag award – January 2011</p> <p>Platinum - Award 2013</p> <p>Healthy Schools Award - Summer 2011</p> <p>Applying for Fairtrade school status</p> <p>Attendance monitored fortnightly – Helen Langford & James Dummer</p>
<p>Success Criteria</p>	<p>Children are confident, successful learners who are able to reflect on their learning, think about challenges and pray. They show respect for all cultures and an appreciation and care for themselves and the world God has created. We achieve Eco schools and Healthy schools awards and attendance is improved.</p>

<p>Target 3</p>	<p style="text-align: center;"><i>A school's greatest resource is its people</i></p> <p style="text-align: center;"><i>Developing practitioners in order to promote effective learning and teaching</i></p>
<p>Action</p>	<p>Review RE policy and scheme of work and link with values education to provide better, more relevant learning resource. Further develop assessment strategies in RE. Further develop practitioners' use of ICT to enable even better sharing of learning and teaching with parents/ carers. Improve the quality of support for practitioners for delivering Welsh as a second language. Renew Investors in People application, striving towards Gold standard Further develop Professional Learning Communities with particular emphasis on spreading outstanding practice within our school.</p>
<p>Lead Person/s</p>	<p style="text-align: center;">CD, JD, Gogs, EG, BD, AP, School Council</p>
<p>Timescale</p>	<p style="text-align: center;">Autumn 2010 - January 2012 (1st Review)</p>
<p>Resources/ Cost</p>	<p>Kathie Mayers – Diocesan advisory teacher, Bryncoch CIW, Aberdare Town CIW, AP, CD – working party – Autumn 2010 RE resources (£1000) Supply cover (AP - £200 per day)</p> <p>INSET, ADDs and staff opportunities to make effective use of ICT resources BECTA application – Spring 2011 Linda Shaw (LA), Marcia Howells (Angelsoft) to support staff</p> <p>Appoint Mary Phillips - LA (Athrawes Fro) - September 2010 INSET - Improving Welsh as a second language - Autumn 2010 Resourcing Welsh as a second language (£700) St. Helen's resource centre – Welsh courses (BSF) (Approx. £200 per day)</p> <p>Mel Davies to support IIP application – Summer 2011 (approx. £1000)</p> <p>ADDs sessions – focussing on effective learning and teaching – February 2011 K. Archard "Developing PLCs" – Summer 2011 SWAMWAC – Developing effective use of PLCs – JD – from Autumn 2010 Comenius project (2 years from September 2010) Pedagogy focus - £12,000 British Council funded</p>
<p>Monitoring (who, when, how) and evaluation</p>	<p>Working Party to assess effectiveness of changes through discussion with pupils and staff and to monitor pupils' written work in R.E. – Summer 2011</p> <p>Monitoring use of POD – Performance Management – November 2010</p> <p>Monitoring ICT – BD, SMT, Linda Shaw, Marcia Howells – December 2010</p> <p>Use of Mary Phillips and EG to support and monitor practitioners –Spring 2011</p> <p>Investors In People assessment - Gold Standard– Summer 2011</p>
<p>Success Criteria</p>	<p>Practitioners are more confident and enthusiastic. Improved standards in RE, Welsh second language and ICT. Very importantly, parents play an increasingly important part in their children's learning.</p>