

School Improvement Plan 2022-2023

This School Improvement Plan for 2022 to 2023 is an overview of Springfields First School's improvement priorities. This plan has been produced following the evaluation of the previous improvement plan for 2021-2022. The plan uses the 2022 statutory data and the schools own 2021-2022 internal tracking. The staff leading each priority will complete detailed individual plans.

School Improvement Plan 2022-2023

Area of Priority – Quality of Education					
Achievements from previous year –					
The Springfields knowledge rich creative curriculum has been in place for 2 years. Subject co-ordinators have been given termly management time to monitor their subject areas. Staff completed training on Rosenshines Principles and retrieval practice. Statutory assessments indicate that attainment is close to pre-pandemic levels in maths and reading. A new phonics scheme, Little Wandle was implemented across EYFS and KS1. This has included the purchase of new guided reading books and ebooks. Initial findings show an increase in phonic and early reading progress in EYFS. Yr1 83% reached the required level in the July 22 phonics check.					
Target	Actions	Cost	End Timescale	Monitoring	Evaluations
To further develop the foundation subjects in the knowledge rich creative curriculum	Review individual foundation subjects – art/DT/history/geography/MFL/ICT/music/RE/ PE	£500-£1000 per subject area	Sept/Oct 2022	AB T&L Govs All staff	
	Identify and enhance- <ul style="list-style-type: none"> • Quality of resources used • Progression of skills taught, year on year • How we teach skills, how we revisit learning and ensure teaching prepares pupils for the transition to the next KS, especially EYFS to KS1, Yr4 to middle school • Opportunities/experiences a child at Springfields should experience year on year • PP/SEND pupils support to increase cultural capital 		Sept/Dec 2022		
	Identify and remove surplus learning – provide a curriculum that works for our children, providing a broad and balanced well resources curriculum		Sept/Dec 2022		
	Continue to audit resources for diversity within the materials and examples used. Continue to provide termly management time		Sept/Dec 2022 Sept 22/July 23		
To improve spelling skills especially in independent writing tasks.	Ensure that spelling is being consistently taught well across the school		July 2023	AB SMT T&L Govs	
	Monitor the impact of the Little Wandle phonic scheme on improvements to spelling in EYFS		July 2023		

School Improvement Plan 2022-2023

	<p>and KS1.</p> <p>During the autumn term, trial in KS2 the Spelling Hut spelling scheme of work.</p> <p>Review marking of spellings in independent work and how is this communicated to the pupil and influences future planning</p> <p>Review spelling practice provided as homework</p> <p>Re-launch spelling homework with parents by providing information on how to provide support for spelling</p> <p>Monitor spelling termly in formative and summative assessment to ensure accelerated progress – more pupils working at secure and greater depth</p> <p>Increase the number of PP/SEND pupils working at secure for writing</p> <p>Increase the number of PP/SEND pupils scoring expected and above in standardised tests</p>		<p>Dec 2022</p> <p>Termly</p> <p>Dec 2022</p> <p>Termly</p> <p>July 2023</p>	<p>LS/EA/GR</p> <p>LS</p> <p>LS/All staff</p> <p>LS/AB</p> <p>All staff</p> <p>All staff</p>	
To improve handwriting and presentation skills	<p>Monitor to ensure that the agreed handwriting style is taught consistently well across the whole school.</p> <p>Use interventions to target pupils with poor letter formation and handwriting skills</p> <p>Increase the number of PP/SEND pupils writing with correct letter formation</p> <p>Monitor handwriting and presentation half termly</p> <p>Agree a style of presentation to run across the school.</p> <p>Instil the pupils with a sense of pride in the presentation of their work in all subjects.</p> <p>Expect the same standard of presentation across all subjects</p> <p>Celebrate presentation as well as content</p>	£500	<p>Termly</p> <p>July 2023</p> <p>July 2023</p> <p>Half termly</p> <p>Sept 2022</p> <p>July 2023</p>	<p>AB/LS T&L Govs</p> <p>All staff</p> <p>All staff</p> <p>AB/LS</p> <p>All staff</p> <p>All staff</p> <p>Subject co-ordinators</p> <p>All staff</p>	

School Improvement Plan 2022-2023

Area of Priority – Behaviour and Attitudes					
Achievements from previous year – Up until February 2022 the behaviour of a small number of male pupils continued to be challenging. During that time, five fixed term exclusions and one permanent exclusion were issued. This was the behaviour of a small number of pupils and not the majority. External consultants were engaged to provide additional advice and support. The overall view of behaviour support, educational psychologists and a behaviour consultant was that staff were following all advice to support the pupils involved. During this time, two members of staff completed training in emotional coaching.					
Target	Actions	Cost	Timescale	Monitoring	Evaluations
To support all pupils to behave consistently well, reducing disruptions to learning	Revisit the school promise setting out the expected behaviour of pupils		Sept 2022	AB Govs	
	Class teachers to communicate clear expectations for behaviour in their classes		Sept 2022		
	Promote the school promise around school and in every classroom		Oct 2022		
	Create whole school display to reinforce expectations, school promise and show individual examples.		Oct 2022		
	Investigate a more relational and restorative approach to behaviour management		Sept/Dec 2022		
	Remove the red/green card system and introduce a sanction system focused on relationship, respect, responsibility, repair, reintegration		Sept 2022		
	Use My Concern to record and monitor behaviour		Sept 2022		
	Introduce IEP's for pupils displaying poor behaviour		Sept 2022		
	Provide further staff support to develop positive behaviour management strategies to all staff including CDP		July 2023		
	Use certificates, stickers, house points texts home to reward good behaviour		Sept 2022		

School Improvement Plan 2022-2023

Further develop learning strategies to promote a learning culture that is characterised by high expectations, growth mind-set, mindfulness and personal development	Building on from the work completed in the previous action plan on resilience, perseverance, calmness and independence create a plan to further develop metacognition skills	£1000	July 2023	AB All staff T&L Govs	
	Use EEF findings on self-regulation and metacognition to provide staff CDP		Jan 2023		
	Identify opportunities to develop these skills within the curriculum to increase progress and attainment		Sept/Dec 2022		
	Train two further staff in emotional coaching Identify ways we can celebrate pupils who are displaying positive attitudes to learning		Oct 2022		

Area of Priority – Personal development					
Achievements from previous year – Pupil and staff wellbeing was a focus for all. The amount of pupils accessing HOPE support increased. Pupils increased their focus on learning, perseverance and displayed improved stamina. We still saw more outbursts of anger and frustration. In Yr1 self-regulation skills were poor amongst some pupils. Staff questionnaire was positive towards wellbeing and workload. A wellbeing committee was set up and several new initiatives to support staff have been started. Two members of staff completed the senior mental health lead training.					
Target	Actions	Cost	Timescale	Monitoring	Evaluations
To further develop strategies to support both pupils and staff wellbeing	Complete staff and pupil wellbeing audit/team stress assessment - beginning and end of the year Use the church led lunchtime group to develop self-esteem and social skills Develop the role of the wellbeing team to include pupil wellbeing. Sign up to the Wellbeing Charter- investigate the resources available Write a wellbeing action plan to cover staff and pupils across the whole school, including: After school clubs/exercise, hobbies Investigate Colour Monsters for emotional		July 2023 Dec 2022 Oct 2022	GR SS JW AB H&S Gov T&L Gov	

School Improvement Plan 2022-2023

<p>Create a working group to review how we can teach about maintaining a healthy lifestyles</p> <p>Promote the 'healthy body, healthy mind' ethos</p>	<p>regulation in EYFS and KS1 Healthy Eating Mental health Self regulation/metacognition Diversity Inclusion</p> <p>Identify the changes in KCSIE to include mental wellbeing</p>		Sept 2022		
<p>To further develop pupils understanding of what it means to live in a diverse community</p>	<p>Identify ways the school curriculum can become more diverse. Investigate a new RE scheme – Increase the use of visitors into school to highlight different cultures and religions</p>	£1000	<p>Sept – Dec 2022</p> <p>July 2023</p>	<p>Governors AB EA</p>	

Area of Priority – Leadership and Management					
Achievements from previous year – Returned school back to a pre-pandemic timetable/attainment of pupils is recovering/favourable SAT's, EYFS, Phonic results/Staff wellbeing is good/ Led school and support staff through a difficult year due to the behaviour of individuals/ together with other schools in Stone and governors started discussions around joining an academy/set a balanced budget					
Target	Actions	Cost	Timescale	Monitoring	Evaluations
Refurbish the interior of the school	<p>Refurbish the Robins/ Spare classroom – new ceiling, lighting, cupboards in Robins, redecorate</p> <p>Repaint the corridor in KS2</p>	£20,000+	<p>July 2023</p> <p>July 2023</p>	<p>Fin Govs H&S AB NH</p>	
Refurbish the wildlife/garden	<p>Discuss with the PTFA a join refurbishment of the wildlife/garden area</p> <p>Set up a working party to develop the area</p> <p>Create a gardening club to grow flowers and vegetables, encourage wildlife</p>	£500	July 2023	<p>AB T&L Govs</p>	
Invest in new computers and replace old equipment	<p>Create a 4 year ICT plan: Purchase 5 new chromebook Replace 1 whiteboard</p>	£6000	July 2023	<p>Finance Govs AB EG</p>	

School Improvement Plan 2022-2023

				NH	
To use catch –up funding to provide accelerated progress	Use TA provision to complete NELI language intervention with new EYFS pupils, if needed Use tutor funding provide teacher-led group intervention for: Autumn term – KS1 phonic and writing interventions Spring term – KS2 writing and spelling intervention Summer term – KS1 phonic and spelling interventions/KS2 writing and spelling intervention Use tutor funding external provider for: Autumn term 30hrs – maths support, small group of PP children Review the impact of funding each term.	£6000	July 2023	Finance Govs T&L Govs AB NH	
Review H&S policies, procedures and training ready for audit	Review policies, procedures and H&S roles to prevent duplication and to spread the workload Review H&S training, move from paper based to digital Update individual paediatric training Support the new site technician to develop their role. Provide support, necessary training and regularly review meetings	£500	March 2023 Dec 2022	AB All staff H&S Govs	
Safeguarding	Review processes following KCSIE 2022 Provide further staff training on child on child abuse Further develop teaching on how to stay safe through PSHE lessons Ensure all staff are able to use the My Concern programme to report concerns	£200	Oct 2022 Dec 2022 Sept 2022	AB All staff H&S Gov	
Attendance	Improve attendance from 93% to above the local level 94% Review holiday request forms Communicate with parents the importance of good attendance		July 2023 Sept 2022	AB FS T&L Govs	

School Improvement Plan 2022-2023

	Monitor attendance including persistence absentees and pupils arriving late on a weekly basis – focus on PP/SEND pupils		Weekly		
Care Club provision	Work with Club staff to further develop the provision provided: Introduce theme days, homework club, gardening club Produce a yearly overview of themed activities	£1000	July 2023	SS AB Govs	
Parental engagement	Introduce initiatives to encourage parents to support learning at home, workshops, information packs, invitations to observe learning in school Further develop communication with parents of pupils with SEND	£500	July 2023	AB All staff T&L Govs	
SEND review	Work on the actions highlighted in the SEND review. SENCO time increased to one full day Take an active part in the SEND collaborative group review with other local schools.	£500	July 2023 Sept 2022	SS T&L Gov All staff	
Improve staff knowledge of autism	Through staff CDP improve staff understanding of the needs of pupils with autism and provide strategies to support these pupils, improving their outcomes.		July 2023		

Area of Priority – Quality of the EYFS					
Achievements from 2021-2022 – GLD 75% .The new EYFS curriculum has been introduced. The implementation of a new phonics scheme is already having a positive impact on early reading and writing. Pre-school numbers are climbing.					
Target	Actions	Cost	Timescale	Monitoring	Evaluations
Further develop pupil vocabulary	Adults to model L1 and L2 vocabulary for pupils during play and learning activities Provide training for TA's demonstrating how to model the use of L1/L2 vocabulary Monitor the use of extended vocabulary Focus on extending the vocabulary of PP and	£200	July 2023	T&L Governors EG/JT JS/ES/AH	

School Improvement Plan 2022-2023

	SEND pupils.				
Parental engagement	Review parental engagement with a focus on the parents of PP pupils and SEND Research ways we can increase parental involvement in the EYFS Create a sustainable parental engagement plan		July 2023	T&L Governors JT EG JJ	