

### 3 Year School Development Plan 2017-2020

Leadership and Management		2017-2018	2018-2019	2019-2020
Strategic Aim	Intended Outcomes			
For the school to be run in a professional and efficient manner which maximises outcomes for all and supports robust emotional and physical health for all.	<p>All staff, governors and pupils will enjoy working at Mill Lane Primary School and will achieve both professionally/academically and personally/emotionally.</p> <p>This will have a positive impact on all aspects of school and improve outcomes for children.</p>	<p>Ensure staff and governors new to Mill Lane are welcomed and fully integrated in a supportive manner. Develop a governor induction programme.</p> <p>Build on management development training to develop a programme for effective training of future leaders and subject leaders.</p> <p>Embed assessment to take specific account of transitions points eg EYFS to KS1 and KS1 to KS2 considering changes in government guidance and requirements</p> <p>Start parent and pupil forum to engage community better</p>	<p>Review the effectiveness of the new leadership model implemented last year and adjust as needed</p> <p>Reflect upon and review the peer to peer observations and the impact it had on performance management and refine as needed</p> <p>Continue to ensure assessment is fit for purpose</p> <p>Set up parent groups and workshops to address social needs of the community</p>	<p>Develop the role of the community in school through enhanced and self-lead parent groups and workshops</p> <p>Develop working with other governing bodies to enhance own practice</p>
To secure the future of Mill Lane Primary School as an outstanding school and place of excellence.	Ensure outcomes for children are maintained or improved via the effective procurement of best value for money services.	Review position as part of BBEST Hub and act to secure the future of the school whether as part of a formal or informal group of schools.	Governors to determine how effective working as part of BBEST has been and to look at possible options for the future eg part of a multi academy trust	Cannot yet be planned

Teaching, learning and assessment		2017-2018	2018-2019	2019-2020
Strategic Aim	Intended Outcomes			
For all teaching in school to be at least good with an increase in that which is deemed to be outstanding.	100% of teachers will be identified as "good" (appropriate to stage of career) with an increase in outstanding children.	<p>Undertake a whole school skills audit to identify gaps in subject knowledge then provide training.</p> <p>Review effectiveness of peer to peer performance management process for support staff.</p>	<p>Further develop support staff performance management to enhance job satisfaction and maintain retention rate</p> <p>Subject leaders audit subject teaching /knowledge to identify areas for individual or whole school improvement</p>	<p>Develop support staff roles to increase knowledge and confidence</p> <p>Review how the curriculum is delivered and consider other possibilities eg cross curricular</p>

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Outcomes for Pupils		2017-2018	2018-2019	2019-2020
Strategic Aim	Intended Outcomes			
For all pupils to achieve their potential both academically and socially and emotionally.	<p>All pupils will be able to achieve academically due to high quality teaching and provision and barriers to achieving this will be identified and managed/removed.</p> <p>Standards are at least in line with National averages in reading, writing &amp; mathematics at the end of KS2. Progress indicators evidence good/outstanding progress through all key stages with minimal difference in progress between different groups</p>	<p>Continue to further raise achievement in writing through the effective implementation of agreed English action plan</p> <p>To continue to use cross curricular writing to embed skills and develop effective writing.</p> <p>To develop spoken language which will feed into more accurate writing</p> <p>Develop language across the curriculum with a specific focus on the language of learning and problem solving</p> <p>Enhance the teaching of basic maths across school – regardless of age – to reflect the needs of pupils and the demands of the curriculum eg times tables</p>	<p>Review English action plan in light of results and amend as necessary</p> <p>Review cross curricular writing and determine if this needs formalising</p> <p>Engage parents with the development of spoken language so this can be supported at home</p> <p>Review progress in maths and adapt for this year</p>	Undertake
Personal development, behaviour & welfare		2017-2018	2018-2019	2019-2020
Strategic Aim	Intended Outcomes			
For all members of the school community to be safe and motivated to learn about themselves, others and the world around them	Children and adults will feel happy and safe - reflected in good attendance in school and will be welcoming of views and beliefs different to their own.	<p>Members of SLT with teaching responsibility to be trained as DSL</p> <p>Annual updates to be attended by all DSLs and shared with all staff</p> <p>Continue to ensure SCR is accurate and reflects changes in law and practice</p> <p>Improve persistent absentees and lateness</p>	<p>All staff to complete Prevent Training</p> <p>All staff to repeat Basic Safeguarding training</p> <p>Extend some safeguarding responsibility to some ETAs to create a stronger culture</p>	TBC

No costings are attached to this plan as most expenditure is small or can be provided within school for no additional cost.