



Southfield Junior School School Improvement Plan 2017 - 2018

*Aspire
Celebrate
Endeavour*

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School Context and Vision Statement

Context

- As a specialist junior school, we know that it is our responsibility to inspire the children, staff, parents and wider community to have high aspirations for everyone involved with our school. We also recognise that it is important to broaden all our horizons and look further afield to make partnerships and align ourselves with the very best in the country.
- Ofsted is broadening its focus to ensure that subjects such as science, modern foreign languages, computing and PE are inspected alongside the core subjects of English and maths. This highlights the importance of linking all curriculum areas together so that they have a positive impact on children's learning and progress.
- In 2016, 41% of children at the end of Southfield's Key Stage 2 reached the expected standard in reading, writing and maths compared with the national figure of 53%. In 2017, this rose to 60% compared to 61% nationally. We are all aware that we need to do even better and put children's achievement at the top of our list of priorities.
- In March 2017, the outcome of Southfield's Section 5 inspection was *Requires Improvement*. From Easter 2017, the deputy head teacher acted up and handed over to the head teacher of the feeder infant school who became the acting head teacher in September 2017.

Vision Statement (to be ratified in November's FGB meeting)

To strive for the best, we need to be **A.C.E.**

Aspire – being forward-thinking and aiming to achieve high standards

Celebrate – being proud and sharing our successes

Endeavour – being determined and always trying our best

Aspire, Celebrate and Endeavour underpins school life at Southfield Junior School. We aim to develop well rounded, confident and responsible children. We will achieve this by:

- Growing a whole school culture in which children, standards and achievement are at the centre of all decision making
- Continually improving teaching and working collaboratively with parents to raise standards so that all children are equipped for their learning journey
- Promoting broad learning experiences which connect learning across the curriculum and champion all subjects
- Developing a strong sense of pride and respect across our school
- Celebrating talents, achievements, effort and perseverance which result in high aspirations for everyone
- Being a community of resilient learners

Roles and Responsibilities

Governing Body

Members

Matt Ford	Chair of Governors
Malcolm Holbrook	Vice Chair of GB & Chair of Finance
Andy Topp	Elected parent and Chair of Risk & Premises
Lucy Cox	Member appointed governor
Aaron Griffiths	Acting Head Teacher

Trustees

Gillian Miller	Member appointed governor
Sam Harper	Elected parent governor
Rebecca Sperti	Elected parent governor
Michelle Tkocz	Elected staff governor
Sue Else	Elected staff governor

+ 5 vacancies as of September 2017

School Staff

School Leadership Team

Aaron Griffiths	Acting Head Teacher & CPD leader
Cora Williams	Deputy Head Teacher & DSL Assessment, NQT and the arts leader
Sue Else	School Business Manager
Michelle Tkocz	Acting Assistant Head Teacher English, behaviour & more able leader
Kimberley O'Sullivan	Acting Assistant Head Teacher SEND, PSHE and PPG leader

Subject Leadership Team

Abby Spencer	Maths leader
Preeanca Patel	Science leader
Kayleigh Woolf	Humanities leader
Natalie Gane	P.E and School Council leader
Ruth Law	Computing leader
Julia Richardson	R.E. leader

Link Governors

Safeguarding	Lucy Cox
SEND	Gillian Miller
Health & Safety	Malcolm Holbrook
Finance	Malcolm Holbrook
Risk and Premises	Andy Topp
School Website	Rebecca Sperti
Pupil Voice	Matt Ford

Parents & Partners

Chair of Southfield's PTA

Jo Neale

School Improvement Partner (SIP)

Bill Jerman

Ofsted's Key Actions (Feb 2017)

Please note – the numbered points below are referenced throughout our School Improvement Plan

Raise achievement by ensuring that:

1. pupils are able to develop their mathematical skills in reasoning and problem solving
2. the most able pupils in all year groups, including those who are disadvantaged, are provided with learning that is sufficiently challenging and deepens their thinking
3. pupils who have special educational needs and/or disabilities make good progress with support that stretches their learning further so that they achieve their potential

Improve the quality of teaching ensuring that:

4. middle leaders have the capacity and skills to monitor the work of teachers so that progress is more rapid and teaching is consistent

Improve the quality of leadership and governance by ensuring that:

5. the school's evaluation of its work is accurate
6. actions are successfully focused on the main priorities that will improve standards and the quality of education in the school

Overview of School Improvement Priorities

OA = Ofsted Action from last inspection (Feb 2017)

AREA 1 Children's Achievement & Quality of Teaching, Learning & Assessment	Improve the quality of teaching including assessment & feedback, so that it is all typically strong and increasingly exemplary	OA1 - Develop the quality of teaching so that pupils are able to develop their mathematical skills in reasoning and problem solving	OA2 – Ensure that the most able pupils, including the disadvantaged, are provided with learning that is sufficiently challenging and deepens their thinking	OA3 – Ensure that SEND pupils make good progress with support that stretches their learning further so that they achieve their potential	Develop teachers' skills of planning and teaching writing so that children's outcomes in this area exceed 78% at the end of Key Stage 2	Introduce and embed <i>Target Tracker</i> as a tool for tracking and evaluating every child's attainment and progress
AREA 2 Leadership and Management	Evaluate the effectiveness of Southfield's strategic vision. Edit, re-launch and communicate with stakeholders accordingly	OA4 - Ensure that middle leaders have the capacity and skills to monitor the work of teachers so that progress is more rapid and teaching is consistent	OA5 -Develop a strong School Self Evaluation form (SEF) which is underpinned by robust monitoring and accurate evaluation of leaders and governors	Ensure that NQT induction provision is strong and the induction and retention of new starters is successful	Undertake an external audit of safeguarding and update relevant policies to reflect 2017 DfE and local guidance	Plan and provide high quality training for all, relevant to the school improvement plan and school self-evaluation
AREA 3 Personal Development, Behaviour & Welfare	Introduce 'Growth Mindset' to promote, and encourage exemplary attitudes towards learning, play and relationship building	Further improve the children's transition from year to year and between key stages from Eastrop and to Highworth Warneford	Further develop and explore strategic links with Eastrop Infant School	Achieve an attendance target of 97.5%		
AREA 4 Communication & Marketing	Design and launch a brand-new school website	Develop and improve communication with parents and carers and increase family in children's learning both in and out of school hours	Further raise the profile of the Governing Body	Develop marketing strategies used within our local area to actively promote Southfield and secure an excellent reputation		
AREA 5 Premises Development and Maintenance	2017/8 Condition Improvement Funding (CIF) Bid: Urgent weather-tightness works	I.T. capital project: Purchase and install a new Interactive Whiteboard (IWB) in Class 8	Redevelop the school library and teachers' workrooms so that they inspire, support and encourage excellent learning and teaching	Develop a refurbishment (painting, decorating and maintenance) action plan so that all areas are well presented		

