SCHOOL DEVELOPMENT PLAN 2023- 2024

Version 1 September 2023

Our School Development Plan has been created in collaboration with SLT, Staff, Governors, Pupils, Ofsted feedback, data and WSCC. Each term has a clear focus enabling us to keep learning and teaching development at the heart of all that we are doing. The Plan now consists of the following areas:

Learning and Teaching (50% of focus time)

Pastoral (20% of focus time)

Staff development (20% of focus time)

Communication (10% of focus time)

Page 2 contains an overview of the key priorities for the year.

Please view the SDP alongside the Monitoring document which outlines how we will monitor:

- Existing policies and practices are continuing to be implemented (see also learning and teaching handbook).
- Quality of Learning
- The development of SDP plans throughout the year.

Detailed timings will be added to action plans for the start of each term.

2023 – 2024 Georgian Gardens Development Plan

Focus	Autumn	Spring	Summer
Learning and Teaching	1. Maths – increase GDS result 2. Improve progression in English writing 3. Increase reading outcomes 4. Foundation subjects – review of progression in knowledge and skills	1. Science – review of curriculum and delivery 2. Embed Autumn Maths changes - GDS 3. Embed English curriculum created in Autumn term 4. End of KS1 assessment – ready to progress	1. Embed Science 2. Working memory 3. Review impact of foundation inclusive practice documents
Pastoral	1. Further reduction in persistent absenteeism 2. Increase children's access to alternative opportunities at break times 3. Improve consistency of how staff respond to high levels behaviour incidents	1. Attendance review of absence procedures. 2. Filtering and monitoring	1. Attendance 2. Children's stamina
Staff Development	1. Develop volunteer capacity and training, especially in reading 2. ECT training and provider 3. Phonics CPD for new staff 4. Partnership with SEND school staff	1. Develop coaching model 2. Science CPD	1. STEAM 2. Working memory training
Communication	1. Community links 2. Increase networking across the locality 3. Communication with parents	1. Staff well-being 2. Website revisit 3. Create visual curriculum pathways for stakeholders.	1. Place in the community

Who's Who?

Name	Role	Initials
Amie Bowers	Headteacher	AB
Claire Lewis	Assistant Headteacher Inclusion/ SENCO	CL
Paula Trahern	Assistant Headteacher T, Learning & Assessment, English Coordinator	PT
Helen Meakins	EYFS Lead	HM
Andi Lockwood	Volunteer coordinator	ALo
Hannah Burge	Maths Lead	HB
Emily Roberts	E4S/RSHE Lead	ER
	Business Manager	
Ben Alcorn	Computing Lead	BA
Chris Ansell	Science/ DT	CA
Emma Smith	School Secretary	ES
Gemma Elliott	Chair of Governors	GE
Heather Ward	Vice Chair of Governors	HW

Learning and Teaching - Autumn 2023

	Action	Target Date	Person/Resources/Cost	Monitoring	Completed Date	Success Criteria
1.Maths	Gap analysis for KS1 and KS2 SATS from 2023	End September 2023	HB & PT	AB		*Increased staff knowledge in delivery of maths *Any gaps in teaching as found in SATS analysis addressed * staff have updated knowledge on teaching higher level maths * Pupils show that they can use subject specific vocabulary *resources reviewed and updated * Increase in KS2 GDS.
	Share information from Gap analysis with teachers to address any missing areas in curriculum coverage.	End September 2023	HB	AB		
	Review how challenge is given to the most able in all maths lesson Lesson observations Planning scrutiny Book looks Pupil voice.	Autumn term 1	SLT	AB		
	Based on findings of review create steps for improvement.	End Autumn Term 1	HB/ SLT	AB		
	Review strength of curriculum against findings – is the curriculum fit for purpose or are there elements not being taught successfully?	End of Autumn term 1	HB/ SLT	AB		
	Staff meetings – CPD for staff on teaching higher level mathematical thinking.	18.10.23	External??? TBC			

3. English	Rewrite English curriculum to draw in all the aspects that teachers use to teach (No nonsense spelling, reading spine, writing overview, GPS progression). One document that teacher use as the basis for building their English lessons. External teacher employed to complete work with each year group and draw together new English document.	By end of Autumn term	Employ Sarah Chapman to collate and write new English curriculum that compiles all of the features that we already use. £TBC	AB		*documents will clearly outline how progression in writing is taught alongside progression in reading. *the document pulls together the different tools that we use for teaching English based around a progressive reading spine.
	Training for staff on how to utilise document to full effect	Staff meeting 6.12.23	SC – TBC PT	AB		*Staff feedback that the new document is easy to use in ensuring good progression in expectations across the school
	Start using new curriculum document from January	Start of term Jan 2024	PT	AB		
4. Reading	Phonic training for staff – se CPD section	Staff meeting 27.9.23	HM			*All adults who support reading in school are aware of the phonic
	Volunteers – ensure that volunteers are given training on how our	September 2023	AL? HM supporting	PT		

	phonics works and advice on how to support readers.					scheme and also Yes we can read books and how these should be used.
	Reading diaries – holding parents to account	Ongoing	All teachers	PT		
	Review how we monitor reading progress in KS1 (other than phonic tracking). Make sure there is an appropriate system in place for this.	By end Autumn 2023	PT	AB		Staff have a clear system with which to track progress in reading across KS1. Leading to more clarity in intervention and support that they are able to offer.
4 Foundation subjects	Class Teachers to use the 'Inclusive Practice in…' documents to support planning and teaching of the individual subject areas. This should be used alongside the 'West Sussex Ordinarily Available Inclusive Practice' document.	Autumn 2023/Spring 2024	Class Teachers	AB/CL/PT		• Staff more aware of inclusive practice within foundation subjects. • Inclusive practice visible in monitoring cycle.
	Subject leaders to review the impact of the knowledge and skills progression document How strong is the progression of KNOWLEDGE IN PARTICULAR?	Autumn 2023	Subject Leaders	PT		*Amended curriculums for any subject where Knowledge is not explicit enough.
Total Cost: £4500						

Pastoral – Autumn 2023

	Action	Target Date	Person/Resources/ Cost	Monitoring	Completed Date	Success Criteria
1. Further reduction in persistent absenteeism	Highlight importance of attendance at the Year R six weeks in meeting.	October 2023	HM/CL	CL/AB		New parents are familiar with how we approach attendance and its importance. All parents aware of their child's attendance and the impact on their child.
	Teachers to discuss attendance with identified families at parents' evenings.	17th & 19th Oct 2023	Class Teachers	CL		
2. Increase children's access to alternative opportunities at break times	E4S lead to investigate opportunities for children at break times.	Autumn 2023	ER £3000			Opportunities provided for children at break times.
3. Improve consistency of how staff respond to high levels behaviour incidents	A reminder of expectations and that we all have responsibility for keeping these high. Highlight use of radios – a last resort.	September 2023	AB/CL/PT			*Pupils can be actively seen around the school considering how they are moving around/ utilising shared spaces etc. *Reduction in the need for any physical intervention to
	Ensure that Assemblies (whole school and year group) are used to reiterate key messages about behaviour and expectations throughout the year. New Assembly year plan to be created.	4.9.2023	AB			

	Review behaviour policy so it is in line with other approaches within the school. ie, Zones of Regulation and Thrive. New Policy to contain an appendices with FAQs for staff.	End Autumn Term 2024	CL/CLy/GW			support extreme behaviours as situations will be deescalated by staff quickly *Reduction in the number of suspensions *Behaviour policy encompasses other approaches in school. *All staff fully aware of the policy and its expectations.
Total Cost: £3000						

Staff Development – Autumn 2023

	Action	Target Date	Person/Resources/ Cost	Monitoring	Completed Date	Success Criteria
Reading	Volunteers – ensure that volunteers are given training on how our phonics works and advice on how to support readers.	September 2023	AL? HM supporting	PT		All staff will have been updated on Phonic training.

All New staff and volunteers who support reading will have received additional training.

Consistency in the support that pupils reviewed during 1-1 reading sessions will be improved.

Phonic screening outcome will be above national standard at end of the year. |
| ECTS | ECT training and provider – signed up with Best Practice Network. Emily Roberts and Lauren Goode – Day to day mentors for the ECTs – undertake training from Best Practice and use resources available.

Amie Bowers – Lead induction Mentor.

Weekly meetings to be planned for ECTs | Ongoing | AB | PT | | |
| Phonics | Phonic training for staff – se CPD section | Staff meeting 27.9.23 | HM

Leadership release time for HM | | | |

		Additional training through supported practice for new teachers	Autumn term 2023				
5.	Partnership with SEND school staff	GG teachers to visit Palatine during our INSET day on. Opportunity to share ideas and learn more about specialist provision and examples of ideas to use to support our own high needs pupils. Palatine staff visiting us on return on 24th Nov.	20th October 2023	AB All teachers INSET time	CL		Teachers will increase their knowledge of inclusive practice in the classroom – especially for our pupils with highest needs.
Total Cost:							

Communication– Autumn   2023

	Action	Target Date	Person/Resources/ Cost	Monitoring	Completed Date	Success Criteria
1.Community links	Ensure information has gone out to all pre schools re open events in the Autumn term.	Mid September	AB	CL		*Profile of the school is kept high in the community *All places are full for reception 2024 *Governing board is operating at full capacity
	Reinstate the opportunity for choir to go and sing in local nursing homes – not happened since Covid.	December 2023	FK	AB		
	Ensure that articles continue to be entered into All about Rustington	Ongoing	AB	CL		
	Governor recruitment – need to course additional governor/ governors who are not parents at the school to ensure that the board continues to be representative.	End Autumn term	GE/ AB	HW		
2.Increase networking across the locality	Create an ECT network across the locality (see locality plan) Enable ECTS to meet regularly and have the opportunity to visit each others schools.	By half term Autumn	AB Funded through locality.	PT		*ECTs are well supported in their induction at Georgian Gardens.
3.Communication with parents	Focus on parents supporting reading at home.	By end Autumn term	PT	AB		*Increase in pupils regularly reading at home.

	Ideas for reading to be shared at the start of term at meet the teacher events. Teachers check reading logs weekly to ensure that pupils are reading at home. Liaise with parents if this is not happening. Create a video about the importance of reading at home that can be shared on our social media channels.					* Evidence of this seen in AR progress scores.
Total Cost:						

Learning and Teaching – Spring 2024

	Action	Target Date	Person/Resources/ Cost	Monitoring	Completed Date	Success Criteria
1.Science	Create staff CPD survey for Science	January 2024	EH Leadership time	AB		*Increased staff knowledge in pedagogy of Science
	Create Overview of key vocabulary for Science	January 2024	EH Leadership time	AB		*Scheme of work reflects clear progression in knowledge and skills throughout year groups.
	Review key Scientists that are covered throughout the curriculum in terms of diversity and gender	Feb 2024	EH Leadership time	AB		
	Look into creating a link with a university or secondary school to support science in the school and raise aspirations.	By end Spring 2024	EH Leadership time	AB		*Broad range of representative Scientists studied throughout the school
	Develop planning document with progression in knowledge and scientific skills	By end spring 2024	EH Leadership time	AB		* Pupils show that they can use subject specific vocabulary
	Staff CPD around investigation skills	Staff meeting time	EH Leadership time	AB		*resources reviewed and updated – Access to high quality Science equipment
	INSET training – Science: - Sharing and refining knowledge progression - How pupils record science investigations – progress in skills Opportunity to try various techniques based on CPD survey	15th April 2024	EH/ AB	AB		

	Resources review and update based on the updates in curriculum	By end Spring 2024	EH £2000	AB		
3. Embed Maths	Actions TBC following Autumn term work			PT		
4. Embed English	Actions TBC following Autumn term work			PT		
Total Cost: £						

Pastoral – Spring 2024

	Action	Target Date	Person/Resources/ Cost	Monitoring	Completed Date	Success Criteria
1. Review of attendance absence procedures.	Review of attendance policy and procedures.	March 2024	CL	AB		A new policy will be in place. Parents will be aware of the steps in place to address poor attendance and attendance procedures.
	Communication to all parents with a flow chart of steps that addresses what will happen in relation to attendance.	April 2024	CL	AB		
2. Filtering and monitoring	Governors review of filtering and monitoring systems that have been put in place in line with new Sept KCSIE 2023.	January 2024	BA	HW		Filtering and Monitoring systems for IT ensure that pupils are safeguarded in school.
Total Cost:						

Staff Development – Spring 2024						
	Action	**Target Date**	**Person/Resources/ Cost**	**Monitoring**	**Completed Date**	**Success Criteria**
1.Develop coaching model	How are we doing this bit – were SLT doing a training course first ?		CL COST ?			
2.Science CPD	See section in learning and teaching Spring term section 1.					
Total Cost: £						

Communication– Spring 2024

	Action	Target Date	Person/Resources/ Cost	Monitoring	Completed Date	Success Criteria
1.Staff well-being	Staff wellbeing survey Working group to review results and action any points from this that need to be addressed.	Feb half term 2024	AB	PT		*Staff are listened to and any issues that are relating to staff well-being are addressed.
2.Website revisit	Review of effectiveness of website – including parental voice. Any adaptations that need making a result of research will be made.	End of Spring term 2024	SBM			
3.Create visual curriculum pathways for stakeholders.	PT to work with subject leaders to create visual pathways for curriculum subjects which can be shared on the website.		PT	AB		
Total Cost: £						

Learning and Teaching – Summer 2024

	Action	Target Date	Person/Resources/Cost	Monitoring	Completed Date	Success Criteria
1.Embed Science	Actions TBC following Autumn term work	End summer 2024				
2.Working memory	Utilise staff training from this term to make appropriate amendments to teaching style to support the development of pupils ability to remember factual information in the long term .	End Summer 2024	£2000 ???	PT		Pupils who find concentration and recall difficult are supported more appropriately throughout their learning.
4.Review impact of foundation inclusive practice documents	Subject leaders to review the impact of the 'Inclusive Practice in …' documents and update as required. Add any amendments based on work with Palatine school this year.	June 2024	Subject Leaders	CL		Subject leaders are able to identify how teachers adapt lessons to ensure inclusisvity in their subject and
Total Cost: £2000						

Pastoral – Summer 2024

	Action	Target Date	Person/Resources/ Cost	Monitoring	Completed Date	Success Criteria
1.Attendance						
2.Children's stamina	Review how this is across the school as it has been a concern since Covid.					
	SLT to research ideas about how this can be further improved based on research evidence available eg EEF					
	Actions from research to be added to this plan.					
Total Cost: £						

Staff Development – Summer 2024

	Action	Target Date	Person/Resources/ Cost	Monitoring	Completed Date	Success Criteria
1.STEAM	Working group to develop a programme of how this will be fully set up and implemented in the school. Following developments in Science/ DT/ Maths that have taken place over the past two years.	End of Summer term – plan completed for next two years.	AB and STEAM team (EH, CA, RD, HC, HB, BA)	PT		
	Visit other STEAM schools to see how they are successfully operating.					
2.Working memory training	Staff to have access to training which will support in their understanding of the development of working memory	INSET 3rd June 2024	???? TBC			
Total Cost:						

Communication– Summer 2024						
	Action	**Target Date**	**Person/Resources/ Cost**	**Monitoring**	**Completed Date**	**Success Criteria**
1.Place in the community	Parent survey to obtain their views of the school	June 2023	AB	PT		
	Actions to be agreed as a result of the parent survey					
Total Cost:						