



Ox Close Federation Improvement Plan

2021 - 2022

	<p>they identify training needs with WSPPL.</p> <ul style="list-style-type: none"> - Ensure that there are consistent, fair and equal opportunities for Professional Development across the Federation. WSPPL to create a Staff Learning and Development Plan. - Research and evidence based school improvement implemented in school through TDT and NEPRC. WSPPL to liaise with JP and to lead on the use of evidence and research from the EEF in Nursery. - Triads to be based upon Lesson Study model in School and Nursery. Inter school triads within EYFS. - Alignment of systems and procedures, including administration 		<p>JP, DH, AB, HS, LW,SH,JT</p> <p>MB, JT, JP,SH</p> <p>DH,JT,AB, PS</p>	<p>Autumn Term 2021 and throughout the academic year</p> <p>Autumn Term 2021 and throughout the academic year</p>	
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COVID SECURE MEASURES

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To ensure that safe COVID secure procedures and policies and fluid risk assessments are in place in line with DCC advice and the emerging needs of the organisation OFSTED 4</p>	<ul style="list-style-type: none"> - School and Nursery to review and produce updated COVID risk assessments for the site in light of the national and local situation, which is likely to fluctuate throughout the year - Risk assessments to be shared with all staff - Risk assessments and practice to be reviewed continuously - Individual risk assessments to be put in place for staff where appropriate - Executive Headteacher to liaise with DCC Health and Safety team to ensure that all measures are in line with the advice which is current at that time - Sensible precautions from 2020-2021 to remain in place, subject to review - Arrangements and procedures for pick up and drop off to be communicated to parents. Review and update arrangements when appropriate. 		<p>DH, AB, JT, JC, GB, NG, HO,JS</p>	<p>September 2021 Ongoing</p>	

PROGRESSION IN LEARNING AND TRANSITION

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To further establish and improve the transition process between the Nursery and the Primary School. OFSTED 1, 2, 5</p>	<ul style="list-style-type: none"> - Monthly meetings between Head of Nursery and the school's EYFS leader, virtual if necessary. - SENDCO to continue in as Federation SENDCO. - School office to continue to support NG 		<p>JT,MB, AB</p> <p>JS,HO, NG</p>	<p>Autumn and ongoing</p>	
<p>To improve outcomes for pupils by ensuring clear progression in learning from Nursery entry to the end of Reception. OFSTED 1, 2, 5</p>	<ul style="list-style-type: none"> - Joint staff training for Nursery and Reception staff where appropriate- eg Launchpad for Literacy, EYFS reforms - Ensure consistency in assessment: EDA to assist with assessment and provision, especially for most able alongside leaders in both settings. To confirm and support Baseline judgements in the autumn term alongside leaders in both settings either virtually or in person. ·EDA to assist staff in ensuring that provision meets the needs of all learners, including the most able, from the start of the academic year · EDA to provide further support as above in January. Further contract to follow in the summer term from new SLA allocation. 	<p>SLA HOURS to be arranged</p>	<p>JT, MB and all Nursery and Reception staff</p> <p>Monitored by DH</p>	<p>Ongoing</p>	

LEADERSHIP, PROFESSIONAL DEVELOPMENT AND STAFF WELLBEING

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To further develop leadership capacity.</p> <p>OFSTED 1, 5</p>	<ul style="list-style-type: none"> - Executive Headteacher to develop personal capacity by supporting other schools if the opportunity arises and to allow further development opportunities for the Head of School and Head of Nursery. Executive Headteacher to lead the North East Primary Research Collaboration (11 Primary Schools) in conjunction with ALP. - Executive Headteacher to work closely with the Head of School and Head of Nursery as part of the Federation leadership structures- hands on approach post restrictions. Staffing and organisation alignment, - School's EYFS lead to work closely with Nursery, reciprocal arrangement in place with Head of Nursery. - Expertise to be shared across the Federation- e.g. SEND, triads, CLL, BLAST, Maths, Data Protection, Safeguarding, Website, parental engagement. - Alignment of systems and administration procedures to be in place by end of academic year (NB New structures pre amalgamation) - WSPPL to implement a Federation Learning Development Plan. To work with Nursery staff on values, professional development requirements and the use of education research through the Education Endowment Foundation - Consistent staff wellbeing opportunities and events across the Federation. Joint training with SAS, plus access to SAS services for all staff. 		<p>DH</p> <p>DH, AB, JT</p> <p>MB, JT</p> <p>DH, AB, JT, LS, MB, JP, SH, JS, NG, RB</p> <p>SH</p> <p>AB,JT</p>	<p>Ongoing</p>	

	- Head of Nursery to ensure that effective marketing is in place in order to attract January starters		JT,DH, MS		
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PARENTAL ENGAGEMENT

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To improve attendance across the Federation. OFSTED 1, 3</p>	<ul style="list-style-type: none"> - PSA/Attendance Manager to identify families who present attendance concern. - PSA/Attendance Manager to work closely with the above families to support them and improve engagement. - PSA/Attendance Manager to organise parent events across the Federation, virtual if necessary. 		RB	Ongoing	
<p>To increase parental engagement across the Federation. OFSTED 1, 2, 3, 4, 5</p>	<ul style="list-style-type: none"> - Calendar of events to be advertised and offered- RB to carry out survey - PSA/Attendance Manager to hold regular virtual 'surgeries' in Nursery, focussing upon needs identified by parents. - Offer of support with Mental Health initial focus 	Questionnaire	RB	Autumn and then ongoing	
<p>To continue to provide flexible, high quality wraparound care to parents from across the Federation OFSTED 2,3,4,5</p>	<ul style="list-style-type: none"> - Staff to complete questionnaires on provision, resources and training needs - Pupils to complete questionnaires on provision - Local Authority to carry out virtual review of provision (EDA contract) - Training to be arranged and resources to be purchased in line with outcomes of questionnaires and review - School to support Wraparound Care 	SLA Hours- Staff Questionnaires Parent Questionnaires Pupil Questionnaires	JT, DH, SD, AL, MW	Autumn and then ongoing	

