



**School Improvement Plan
2018-2019**

Community of Reflective Learners

Key lines of enquiry

Parental Engagement

Feedback – Maths

Outstanding teaching

Overall aims:

- Develop a robust performance appraisal cycle that is embedded within teacher growth and development
- To embed the language of mindset in practice across the school
- To embed the principles and practice of solution circles
- To establish a cycle of coaching and mentoring to support the development of middle and senior leaders
- To develop children's capacity to use metacognition (understand how they learn) – [see metacognition SDP](#)

Strategic Aim	Key tasks	Accountabilities and timescales						Desired impact
		1	2	3	4	5	6	
Develop a robust performance appraisal cycle that is embedded within teacher growth and development	• Trial learner profiles	HR/ZC						Teachers are more reflective in their practice, actively researching in own area and sharing this practice with others. As a result of increased engagement and focus on own development, children make greater progress.
	• To develop a PA system pre and post cycle	ZC						
	• Explore the purpose of PA and the teaching standards with staff	ZC						
	• Established a shared vision for PA and priorities according to both school and self	HR/ZC						
	• Joint appraisal and regular reflections half	HR/ZC						
		HR/ZC	HR/ZC	HR/ZC	HR/ZC	HR/ZC	HR/ZC	

	<ul style="list-style-type: none"> termly To develop a purposeful PA cycle Create cycle of lets think triad observations Establish a purpose, practice and impact evaluation for peer observations A robust monitoring and observations cycle created Cycle of Twilight subject leader PDMs to establish research driven teamwork Creation of subject leader teams and joint action planning to facilitate professional dialogue 	HR/ZC							
		SLT	SLT	SLT	SLT	SLT	SLT		
		HR/ZC		HR/ZC		HR/ZC			
		SL	SL	SL	SL	SL	SL		
		HR/ZC							
To embed the language of mindset in practice across the school	<ul style="list-style-type: none"> Share key research with all staff PDM revisiting growth and fixed mindset Inset- focus on pygmalian effect Embed mindset practice within research teams and cognitive acceleration Cycle of regular workshops focused on mindset 	SLT		SLT		SLT			Staff and children consistently use the language of 'growth mindset'. Children make greater progress with high expectations and aspirations supported by this.
		HR							
		HR/ZC							
		CT/SL	CT/SL	CT/SL	CT/SL	CT/SL	CT/SL		
			RG		RG		RG		
To establish a cycle of coaching and mentoring to support the development of middle and senior leaders	<ul style="list-style-type: none"> Identify leaders for compass pathways Set up cycle of fortnightly coaching sessions with SLT Identify leaders for 	HR/ZC							Leadership capacity is increased. Leaders inspire and drive forwards school improvement, maintaining effective relationships with al stakeholders
		HR/ZC							
		HR/ZC							
		HR/ZC							

	continued coaching to develop leader capacity	HR/ZC						A collaborative and reflective community leads to increased cohesion
	<ul style="list-style-type: none"> • Creation of subject teams led by leader • Half termly subject leader reviews • Paired leadership reading and reflection cycle • Create cycle of weekly solution circle session with SLT • Embed solution circles into PDM cycle • Embed solution circles into Phase meetings 	SL	SL	SL	SL	SL	SL	
		SLT	SLT	SLT	SLT	SLT	SLT	
			RG					
				RG				
					PL			