



MSJ's Approach to Developing Our School in the Year 2017

This development plan has been written in consultation with the Headteacher (HT), the Senior Leadership Team (SLT) and the Middle Leadership Team (MLT). It has also been consulted with all staff in a staff meeting in November 2016, as well as incorporating Developments required after analysing our school data. As a staff we have developed main objectives which reflect key Development areas in the school. These are visionary strategic objectives which have specific actions towards the bigger objective. These actions will be carried out throughout the year 2017 by a range of staff which includes the HT, the SLT and the MLT. We organise our Development Plan so that a range of staff have the opportunity to be part of the overall School Development. In some circumstances, there will be one member of staff taking a lead, however they will often be working in a collaboration with other members of the staff team. This not only fosters an ethos of working as a team; it also enables staff to take responsibility for the Development of MSJ.

Our Development Plan, operates throughout a calendar year because we find that this enables staff to develop projects in a continuous manner, as well as facilitating staff handover, if some personnel move to other roles. In addition, it supports us with being able to fully address any data issues which may arise, but cannot be fully analysed until the middle of the autumn term, due to the timings of government publications of data. Further, although we meet collaboratively to identify and discuss whole school aims and actions, as detailed below – this is reviewed on a termly basis and we write shorter more focussed termly plans, so that we can stay abreast of current issues in education, or new developments which may need to be actioned during the academic year.

Moordown St John's Termly School Development Plan - Autumn 2017

Development Area	Objective	These are the actions the Leadership Team will be taking towards these objectives this term ...
Effectiveness of Leadership & Management	How can we broaden and deepen the understanding of our school's Christian ethos for all learners in our community?	Improve behaviour by eliminating low level disruption particularly in KS2. Develop the role of the cover supervisor to ensure more effective cover of classes. Target the use of TAs towards specific cohort needs.
Quality of Teaching, Learning and Assessment	How can we facilitate a quality first learning experience for every member of the school community?	Review the effectiveness of the Geography curriculum Audit the Art resources to maximise curriculum coverage. Develop an opportunity to show greater depth in the application of Art skills. Develop an updated RE assessment system to be in-line with whole school approach. Facilitate School Talk training for all staff to enable every child to have the maximum potential to make progress. Audit the DT resources and the quality of DT provision to ensure that there is effective curriculum coverage.
Personal Development Behaviour & Welfare	How can we ensure that all learners have the opportunity to work at Greater Depth?	Embed new Sports Ambassadors into MSJ culture. Develop the role of Peer Mediators to support positive lunchtimes. Establish a link with a partner school Bangalore to promote global awareness and to facilitate RRS opportunities. Develop a more effective way of communicating with parents electronically that is easily accessible for parents to use.

Outcomes for pupils	How can we enable all members of the school community to have a Growth Mid-set?	<p>Seek external funding to update library books.</p> <p>Monitor the provision for all EHCP children and those requiring individual support to ensure every child has the opportunity to make maximum progress.</p> <p>Further develop and refine current spelling provision to enable all children to be fluent spellers.</p> <p>Develop an opportunity to develop children's rapid recall of times tables.</p> <p>Facilitate opportunities to embed our Concrete Pictorial Abstract (CPA) approach to mathematics.</p> <p>Develop an approach to promote Greater Depth throughout the curriculum.</p>
Effectiveness of the Early Years Provision	How can we enable all children in the EYFS to become independent, engaged and highly motivated learners who can articulate their learning?	Develop EYFS curriculum to ensure that there is an effective balance of adult supported and child lead activities.