



# New Haw Community School School Development Plan 2021-2023



Desired outcome	Action	Led by	Timescale	Resources/Finance (in addition to normal staff time)	Evaluation
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## Quality of Education

<p><b>Curriculum</b> Robust systems for monitoring the quality of education across the school are fully embedded.</p>	<p>Continual refining of systems and processes for monitoring the New Haw curriculum, to include:</p> <ul style="list-style-type: none"> <li>Retaining a curriculum focus for staff meetings, to include sharing research, sharing successes across the school, reviewing teaching strategies, resourcing etc.</li> <li>Coordinators to lead staff in planning high-quality new units of work, where necessary.</li> <li>Subject co-ordinators to ensure that pupil voice is an integral part of their subject monitoring.</li> <li>Whole school work sampling for every subject to take place in October, February and May.</li> <li>½ termly meetings with Curriculum Ambassadors to ensure pupil voice is used to help develop the curriculum.</li> <li>Termly learning walks carried out by all curriculum co-ordinators.</li> </ul>	<p>SLT, curriculum co-ordinators and subject ambassadors</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>Subject-specific national association membership fees</li> <li>Curriculum networks for coordinators</li> <li>CPD costs</li> </ul>	
<p><b>Training and development</b> For all teachers to be highly skilled in planning, delivering and assessing an outstanding New Haw curriculum.</p>	<ul style="list-style-type: none"> <li>To use Teach First ECF resources for whole staff CPD to ensure first class pedagogy is evident in all lessons.</li> <li>To further develop the school's assessment system for the foundation subjects.</li> <li>To review planning to ensure that research led pedagogical devices e.g. hinge questions, visual representations, examples and non-examples are evident in all lessons.</li> </ul>	<p>ECM, LL, HC</p>	<p>Integrated into staff meeting programme</p>	<ul style="list-style-type: none"> <li>Possible CPD costs</li> </ul>	
<p><b>Enrichment</b> For all pupils to have</p>	<ul style="list-style-type: none"> <li>To continue to consult and survey pupils in order to ascertain the</li> </ul>	<p>MC, ECM, LL,</p>	<p>2022-24</p>	<p>TBA, dependent on survey findings</p>	

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access to an extended curriculum offering a wide range of enrichment opportunities.	breadth of their cultural experiences. <ul style="list-style-type: none"> <li>To review our enrichment offer in order to expand the range of cultural opportunities available to pupils, especially those who are disadvantaged both within and outside of the school day.</li> <li>To ensure our extra-curricular offer is sufficiently broad in scope.</li> <li>To ensure that disadvantaged pupils have priority booking opportunities.</li> </ul>	HC			
<b>Targeted intervention</b> For identified pupils to make accelerated progress so that they achieve in line with their peers, where cognitively able to do so.	<ul style="list-style-type: none"> <li>To ensure the school's assessment systems robustly identify children who have fallen behind.</li> <li>To provide targeted tuition through 1:1 reading, focus groups, adult support in class, booster groups etc,</li> <li>To ensure that all intervention is monitored for impact.</li> </ul>	MC, ECM, LL, HC, RD	Ongoing (reviewed regularly through the school's data cycle)	<ul style="list-style-type: none"> <li>Possibility of additional costs, including for staffing, dependent on identified programme(s)</li> </ul>	
<b>Vocabulary</b> For all children to develop and increase their vocabulary to: <ul style="list-style-type: none"> <li>recognize the fact that vocabulary size is a proxy for a whole range of achievements</li> <li>secure understanding of concepts and their ability to apply it to their own subject specific learning.</li> </ul>	<ul style="list-style-type: none"> <li>All teachers to receive and regularly revisit Word Aware training.</li> <li>Text Detective sessions with a focus on vocabulary development taking place weekly.</li> </ul>	SC, ECM, RD	Ongoing	<ul style="list-style-type: none"> <li>Word pots</li> <li>Resources to support TD sessions e.g. additional reading materials</li> </ul>	

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<p><b>Reading</b> For all children to become fluent and confident readers.</p> <p>For all teachers to be experts in the teaching of reading (including phonics).</p>	<ul style="list-style-type: none"> <li>• To revise school wide-systems to ensure that reading remains a high priority across the school.</li> <li>• To provide CPD so that all members of the teaching team securely understand how to teach children to get better at reading.</li> <li>• To embed and enhance impact of Text Detective sessions focusing on the explicit teaching of comprehension skills.</li> <li>• All children to have access to SORA (online reading platform) designed to encourage reading for pleasure.</li> <li>• To develop New Haw Reading Spine to promote thinking and discussion around topical issues e.g. racism, bullying etc.</li> <li>• To explore Reading Theatre techniques to help develop reading fluency.</li> </ul>	ECM, LL, RD	2022-23	<ul style="list-style-type: none"> <li>• Possible costs for purchase of additional texts – to be determined</li> </ul>	

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## Behaviour and Attitudes

For all children to have the necessary skills to keep safe online.	<ul style="list-style-type: none"> <li>To appoint, and develop a programme for pupil digital leaders, so that the children can better support one another in keeping safe online.</li> <li>To keep abreast of negative influences on children and ensure all staff are skilled in responding effectively to them.</li> <li>To review online safety curriculum to ensure it is relevant for our children.</li> </ul>	LL,KV  ECM, MC, LL, KV  KV, LL	2022-23  Ongoing	<ul style="list-style-type: none"> <li>Possible additional resources</li> </ul>	
For behaviour to be exemplary at all times and in all places around the school.	<ul style="list-style-type: none"> <li>For all staff to:               <ul style="list-style-type: none"> <li>receive high quality training</li> <li>be confident at using school systems to record behaviour incidents</li> <li>respond effectively to intelligence regarding behavior from across the school</li> </ul> </li> <li>To utilise local authority resources to support with this process e.g. the Anti-bullying Charter Mark</li> </ul>	MC, ECM, HC, EM, KS  ECM, LL, MC	2022-23		

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## Personal Development

<b>RSE and PSHE</b> For the RSE and PSHE to be entirely relevant for all children within the school.	<ul style="list-style-type: none"> <li>To continue to monitor the PSHE curriculum to ensure it responds quickly to current intelligence relating to behaviour patterns in school and beyond.</li> </ul>	SR, MC, ECM, LL, HC,	Ongoing		
<b>Physical fitness</b> For New Haw pupils to have greater opportunities to develop their physical fitness.	<ul style="list-style-type: none"> <li>To introduce the challenge of 'personal bests' within the Daily Mile</li> <li>To establish a lunchtime programme focused on fitness.</li> <li>To ensure extra curriculum provision offers a wider range of sporting opportunities.</li> </ul>	NC, LL  NC	July 2023  2022-23	Cost for pedometers	
<b>Careers</b> For our year 6 pupils to have exposure to a wide range of possible careers in order to raise their aspirations.	<ul style="list-style-type: none"> <li>To further develop the <i>Golden Futures</i> programme for our year 6 pupils – a wide variety of professionals to come into school to share their successful career paths.</li> </ul>	HC, HL	2021-23		

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## Leadership and Management

<p><b>Developing leaders</b> For all leaders across the school to have the opportunity to develop their leadership capacity through both coaching and mentoring from senior staff and external opportunities.</p>	<ul style="list-style-type: none"> <li>Regular coaching for team leaders to develop their understanding of their role in maintaining the quality of education across their year group.</li> <li>Support to access all leadership network opportunities.</li> <li>Regular CPD for curriculum co-ordinators on leading their subject area.</li> </ul>	MC, ECM, LL	2022-23	External network costs	
<p><b>Staff development</b> For all staff to benefit from consistent and cohesive opportunities to develop their leadership.</p>	<ul style="list-style-type: none"> <li>To utilize the revised NPQs for identified staff in order to provide high quality CPD opportunities.</li> <li>To use school's role as facilitator for The Teach First ECT programme to provide high quality CPD for all staff.</li> </ul>	MC, ECM, LL HC	2021-23		
<p><b>Online safety</b> For children, parents, staff and governors to have a deep awareness of current online dangers and know how to keep safe.</p>	<ul style="list-style-type: none"> <li>To provide regular training and updates for parents, staff and governors.</li> <li>To appoint pupil digital leaders to develop pupil voice around online habits and ways to stay safe.</li> <li>To review the school's e-safety curriculum.</li> </ul>	EM  KV  KV, LL	2021-23	EM to advise on costs	
<p><b>Governance</b> For governors to fully understand their strategic role and have the requisite knowledge and skills to enable them to</p>	<ul style="list-style-type: none"> <li>To consider the future role of New Haw in the planned academy expansion programme.</li> <li>To review governor training.</li> <li>To establish staff/governor working party to address staff and pupil wellbeing.</li> </ul>	MC, ECM, EM	2021-23		

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meet their statutory duties and hold the school to account.	<ul style="list-style-type: none"> <li>To ensure all governors are fully appraised in the changes to KCSIE 22</li> </ul>				
<b>Parental engagement</b> For school to use new and imaginative ways to engage parents in working with us to maximize pupils' learning and well-being.	<ul style="list-style-type: none"> <li>To maximize the use of technology as a means of engaging with parents, eg parents' evenings, SEND meetings, School Talk.</li> </ul>	MC, ECM, HC	Ongoing		
<b>Well-being and workload</b> For all staff to feel valued and supported by the school in relation to their well-being and workload.	<ul style="list-style-type: none"> <li>To continue to review working practices and the impact of new initiatives on staff workload and well-being.</li> <li>To ascertain staff views on workload and well-being through the staff questionnaire and, where relevant, exit interviews.</li> <li>To secure the Well Being Award</li> </ul>	MC, ECM, HC, LL, EM, SR	Ongoing	Cost of application for Well-being Award	
<b>Collaborative working</b> To work collaboratively to make an effective contribution to the wider school community.	<ul style="list-style-type: none"> <li>Work as an ECF Strategic Lead school in partnership with the Xavier Trust teaching school.</li> <li>Continue with school-to-school support, including leadership coaching.</li> <li>To continue to lead on local arts group, 'Cultural Collaborative' as part of the strategic programme for the Arts in Surrey.</li> </ul>	MC, ECM, HC, LL	Ongoing	(Income stream)	

