

JOHN FLAMSTEED COMMUNITY SCHOOL
WHOLE SCHOOL IMPROVEMENT PLAN 2017/18
STRATEGIC VIEW



SCHOOL IMPROVEMENT PRIORITY AND SEF	OFSTED AFI – January 2016 WSIP	NAMED GOV/SLT	PROGRESS STEPS /TIMESCALE	IMPACT MEASURE																																																						
1. OVERALL EFFECTIVENESS (LW) SEF RATING: 2 1a. Move from Good (Jan 2016) to Outstanding (Jan 2018) and 2. OUTCOMES (PM) SEF RATING: 2	1. 'Continue to secure better outcomes for pupils...' (OfSTED AFI Jan 2016)	SLT: PM/HR Named Outcomes /curriculum Governor: TS	Progress for all students tracked and monitored via SISRA. (PM/LHI) Review of school's target setting flightpath to move MA (HPA) students from FFT50 +1 to FFT20. (LHI/PM) Boys' progress - Boys' progress analyses at each tracking point. (IH) DP progress – progress analyses at each tracking point (PM) HPA progress – progress analyses at each tracking point (TA)	Whole school targets 2018 based on internal progress flightpaths: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #92d050;"> <th></th> <th>ALL</th> <th>M</th> <th>F</th> <th>PP</th> <th>NON-PP</th> <th>SEND</th> <th>NON-SEND</th> <th>HPA</th> </tr> </thead> <tbody> <tr> <td style="background-color: #92d050;">L2 Eng /Maths Basics</td> <td style="background-color: #ffff00;">84%</td> <td>80%</td> <td>88%</td> <td style="background-color: #ffff00;">71%</td> <td>88%</td> <td>33%</td> <td>88%</td> <td style="background-color: #ffff00;">100%</td> </tr> <tr> <td style="background-color: #92d050;">Average Total A8</td> <td>59.2</td> <td>57.5</td> <td>60.7</td> <td>53.7</td> <td>60.6</td> <td>45.3</td> <td>60.3</td> <td>72.8</td> </tr> <tr> <td style="background-color: #92d050;">Average Total P8</td> <td style="background-color: #ffff00;">1.05</td> <td>0.89</td> <td>1.19</td> <td style="background-color: #ffff00;">1.05</td> <td>1.05</td> <td style="background-color: #ffff00;">1.08</td> <td>1.05</td> <td>0.73</td> </tr> <tr> <td style="background-color: #92d050;">EBACC Entries</td> <td>33%</td> <td>27%</td> <td>39%</td> <td>29%</td> <td>34%</td> <td>22%</td> <td>34%</td> <td>49%</td> </tr> <tr> <td style="background-color: #92d050;">EBACC achieved</td> <td>31%</td> <td>23%</td> <td>38%</td> <td>21%</td> <td>33%</td> <td>11%</td> <td>33%</td> <td>49%</td> </tr> </tbody> </table>		ALL	M	F	PP	NON-PP	SEND	NON-SEND	HPA	L2 Eng /Maths Basics	84%	80%	88%	71%	88%	33%	88%	100%	Average Total A8	59.2	57.5	60.7	53.7	60.6	45.3	60.3	72.8	Average Total P8	1.05	0.89	1.19	1.05	1.05	1.08	1.05	0.73	EBACC Entries	33%	27%	39%	29%	34%	22%	34%	49%	EBACC achieved	31%	23%	38%	21%	33%	11%	33%	49%
			ALL	M	F	PP	NON-PP	SEND	NON-SEND	HPA																																																
L2 Eng /Maths Basics	84%	80%	88%	71%	88%	33%	88%	100%																																																		
Average Total A8	59.2	57.5	60.7	53.7	60.6	45.3	60.3	72.8																																																		
Average Total P8	1.05	0.89	1.19	1.05	1.05	1.08	1.05	0.73																																																		
EBACC Entries	33%	27%	39%	29%	34%	22%	34%	49%																																																		
EBACC achieved	31%	23%	38%	21%	33%	11%	33%	49%																																																		
Named DP Governor: LE	Programme of raising boys' aspirations leads to gap closing between boys' and girls' achievement (IH) HOY Progress to track MA/SEN/DP in-year gaps using SISRA. (LHI) Head of English leads a renewed literacy strategy across the school. SPAG improves in all curriculum areas as evidenced by moderation across the MAT. Subjects with sig – or -RPI: RAISE 2016 (Attainment): Art, Drama, ICT, PE, French. Each of these subject leaders to report to named Governor. Targets set for each subject and progress tracked by PM. These targets to form HOD Appraisal 1 target. EOY targets to be published early Autumn term for Y8-11; October for Y7. DP External review (July 2017) – action points form separate DP strategic plan with clear milestones (PM) QA HODs – use of SISRA	SLT: PM																																																								

Our mission: Excellence, Ambition and Resilience
Our values: Peace, Tolerance and Respect

JOHN FLAMSTEED COMMUNITY SCHOOL
WHOLE SCHOOL IMPROVEMENT PLAN 2017/18
STRATEGIC VIEW



<p>4. SAFEGUARDING</p>	<p>4. Safeguarding is effective (HR)</p>	<p>SLT: HR Named Safeguarding Governor**:AB</p>	<p>KSCIE document – staff handbook Prevent Strategy delivered as part of SMSC FGM - CPD priority External review of SRE Attendance strategy for LAC</p>	<p>Termly safeguarding audit confirms that safeguarding is effective. External review of SRE confirms that a quality provision is in place.</p>
<p>LEADERSHIP AND MANAGEMENT (LW)</p> <p>SEF RATING: 2</p>	<p><i>1.Ensure 'that middle leaders take full responsibility for evaluating the effectiveness of their subject area and improving the quality of teaching, learning and assessment within it'. (OfSTED AFI Jan 2016)</i></p>	<p>SLT: LHI Named Leadership and Management Governor*:SB</p>	<p>HOD Humanities leads QA T and L cycle 2017/18</p> <p>Election of Chair of senior staff – HOD</p> <p>Associate SLT – HOD</p> <p>UPS 3 teachers to begin QA development project from the following list to appear as target 3 for Appraisal:</p> <ol style="list-style-type: none"> 1. Support HOYs with work scrutiny across year groups 2. Support HODs with the implementation of the school's Teaching and learning policy through the development of an aspect within it; this to be disseminated across all curriculum areas 3. Development of a SPAG strategy across the school to best prepare all students for new GCSEs 4. Development of reading initiatives at KS4 and supporting the work of the librarian 5. Support the school's MA strategy through the development 	<p>Students make greater progress because leadership comes from all members of staff.</p> <p>UPS 3 teachers have a clear whole school improvement role, for which they are accountable. This leads to an improvement in teaching and learning reflecting the increased responsibility for all school leaders.</p>

Our mission: Excellence, Ambition and Resilience
Our values: Peace, Tolerance and Respect

JOHN FLAMSTEED COMMUNITY SCHOOL
WHOLE SCHOOL IMPROVEMENT PLAN 2017/18
STRATEGIC VIEW



			<p>of supporting initiatives such as the promotion of public speaking, debating, Vinspired and other such extra- curricular events (SLT: TA)</p> <p>6. Support the school's DP strategy through the promotion of cultural events such as visiting art galleries, the theatre, museums, dance and opera. (SLT: IH)</p> <p>Department SEFs to feed into QA process (SLT: PM)</p>	<p>Department SEFs ensure that all leaders have an accurate account of the strengths and weaknesses of the school.</p>																														
<p>GOVERNANCE SEF RATING: 2</p>	<p>New LGB for JFCS and TRA moves to named Governor model for enhanced accountability.</p>	<p>SLT: LW</p>	<p>Named Governors:</p> <table border="1" data-bbox="734 608 1294 1225"> <thead> <tr> <th>STANDARD</th> <th>SLT (JFCS/TRA)</th> <th>NAMED GOV</th> </tr> </thead> <tbody> <tr> <td>Outcomes Focus: MA (HPA) and boys' progress and Curriculum</td> <td><u>Paul Moore</u> <u>Jan De Rijk</u> Ian Hampton</td> <td>Tony Stephens</td> </tr> <tr> <td>Leadership and Management/ Teaching and Learning</td> <td><u>Louise Hilton</u> Jan De Rijk Tracey Antcliff</td> <td>Steve Bradder</td> </tr> <tr> <td>Finance</td> <td>Lisa Walton</td> <td>Peter Roberts</td> </tr> <tr> <td>DP Strategy</td> <td>Paul Moore</td> <td>Lisa Edwards</td> </tr> <tr> <td>Safeguarding/PD and Welfare</td> <td><u>Helen Redhead</u> <u>Jayne Scattergood</u></td> <td>Anthony Blockley</td> </tr> <tr> <td>Admissions</td> <td>Lisa Walton</td> <td>Phil Harding</td> </tr> <tr> <td>Personnel</td> <td><u>Lisa Walton</u> <u>Jan De Rijk</u></td> <td>Phil Harding</td> </tr> <tr> <td>Behaviour</td> <td><u>Dawn Musson</u> <u>Jayne Scattergood</u> Ian Hampton</td> <td>Julie Soar</td> </tr> <tr> <td>Complaints</td> <td>Lisa Walton</td> <td>Phil Harding Maggie Powis</td> </tr> </tbody> </table> <p>Named Governor meets with LW and named SLT member at planned intervals during the term (evenings). Report from each named Governor becomes part of LGB meeting schedule. SLT provide monthly report on progress against WSIP for each named Governor.</p>	STANDARD	SLT (JFCS/TRA)	NAMED GOV	Outcomes Focus: MA (HPA) and boys' progress and Curriculum	<u>Paul Moore</u> <u>Jan De Rijk</u> Ian Hampton	Tony Stephens	Leadership and Management/ Teaching and Learning	<u>Louise Hilton</u> Jan De Rijk Tracey Antcliff	Steve Bradder	Finance	Lisa Walton	Peter Roberts	DP Strategy	Paul Moore	Lisa Edwards	Safeguarding/PD and Welfare	<u>Helen Redhead</u> <u>Jayne Scattergood</u>	Anthony Blockley	Admissions	Lisa Walton	Phil Harding	Personnel	<u>Lisa Walton</u> <u>Jan De Rijk</u>	Phil Harding	Behaviour	<u>Dawn Musson</u> <u>Jayne Scattergood</u> Ian Hampton	Julie Soar	Complaints	Lisa Walton	Phil Harding Maggie Powis	<p>Governors have a sharp understanding of the school's strengths and weaknesses and therefore can hold leaders to account. This leads to a rise in standards.</p>
STANDARD	SLT (JFCS/TRA)	NAMED GOV																																
Outcomes Focus: MA (HPA) and boys' progress and Curriculum	<u>Paul Moore</u> <u>Jan De Rijk</u> Ian Hampton	Tony Stephens																																
Leadership and Management/ Teaching and Learning	<u>Louise Hilton</u> Jan De Rijk Tracey Antcliff	Steve Bradder																																
Finance	Lisa Walton	Peter Roberts																																
DP Strategy	Paul Moore	Lisa Edwards																																
Safeguarding/PD and Welfare	<u>Helen Redhead</u> <u>Jayne Scattergood</u>	Anthony Blockley																																
Admissions	Lisa Walton	Phil Harding																																
Personnel	<u>Lisa Walton</u> <u>Jan De Rijk</u>	Phil Harding																																
Behaviour	<u>Dawn Musson</u> <u>Jayne Scattergood</u> Ian Hampton	Julie Soar																																
Complaints	Lisa Walton	Phil Harding Maggie Powis																																

Our mission: Excellence, Ambition and Resilience
Our values: Peace, Tolerance and Respect

JOHN FLAMSTEED COMMUNITY SCHOOL
WHOLE SCHOOL IMPROVEMENT PLAN 2017/18
STRATEGIC VIEW



	<p>6. Meaningful homework becomes a consistent feature of the academic diet and school experience.</p>	<p>SLT: TA</p>	<p>Co-construction of teaching and learning leads to a greater understanding of the learning process by students. Growth Mindsets theory permeates the ALPS strategy. Learning ambassadors lead elements of learning across the school. Students foster exemplary attitudes to learning as demonstrated by:</p> <ul style="list-style-type: none"> - Written work - Quality of homework - Attendance at academic support clinics - Engagement in lessons - Curiosity - Increased competition - Attendance at non-sport related extra-curricular events <p>Development of the school's 'Homework Hub' Homework to be integrated as part of ALPS Homework to be used as a prior learning opportunity in addition to consolidation.</p>	<p>Leads to students meeting FFT20 target as engagement in homework becomes part of the learning process rather than an add on.</p>
<p>PERSONAL DEVELOPMENT, BEHAVIOUR AND WELFARE (HR)</p> <p>SEF RATING: 2</p>	<p><i>1.Older boys' books are sometimes untidy. (OfSTED AFI Jan 2016)</i></p> <p>2. Students' attitudes to learning are evidenced by a further improvement in attendance and punctuality rates. A reduction in PA demonstrates that parents and carers value highly the work</p>	<p>SLT: TA</p> <p>SLT: DMU</p>	<p>The school's policy on the presentation of written work is monitored through the work scrutiny QA process.</p> <p>Attendance and PA continue to improve along with monitoring systems Expectations for punctuality to school are clear. Students are encouraged to be at school for 8.30am. Arriving at tutor time after 8.40am will be considered as late.</p> <p>Punctuality to tutor time and lessons is monitored. 2 minute grace is permitted for travel between lessons.</p> <p>New school day reflects purposeful climate in school.</p>	<p>All exercise books and planners meet the school's expectations for the presentation of written work.</p> <p>Attendance target 2017/18: 96% PA target 2017/18: 3% Punctuality target 2017/18: 96%</p>

JOHN FLAMSTEED COMMUNITY SCHOOL
WHOLE SCHOOL IMPROVEMENT PLAN 2017/18
STRATEGIC VIEW



	<p>more engaged with their learning experience in all aspects of school life.</p> <p>4. Boys behaviour and boys' attitudes to learning improve.</p>	<p>SLT: IH/HR</p> <p>Named 'boys' progress Governor: Tony Stephens</p>	<p>Behaviour monitoring has systematic QA process Preparation for school support services post REHO/MAT.</p> <p>Rewards – integral part of behaviour management; rewards system enhanced and embedded as part of the culture of the school (AC)</p> <p>Identification of core group of boys for a separate strategic plan as follows:</p> <ol style="list-style-type: none"> 1. Any boy that has had more than one FTE 2. Any boy that has been withdrawn from a lesson more than once 3. Any boy who has a HT detention more than once. <p>Identification of Year 9, 10 and 11 boys who can be positive role models for younger boys for peer mentoring. Investment in alternative</p> <p>CPD – engaging boys (November 2017)</p>	<p>Lesson withdrawal is an emergency protocol and numbers reduce to single figures per term. Bullying rates continue to fall</p> <p>HPA (MA) boys reach FFT50 +1 and then FFT20 targets.</p>
--	-----------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

AUTHOR: LW
DRAFT : JUNE 2017

Our mission: Excellence, Ambition and Resilience
Our values: Peace, Tolerance and Respect