

# West Grove Primary School

## School Development Plan 2023 -2024

### Leadership

- Develop middle leaders and establish a mentoring partnership with AHTs
- Continue embedding the vision and values within whole school community
- Refine behaviour approach with focus on transitions
- Focus on West Grove T&L overview for consistency

#### Outcomes

1. Middle leaders successfully monitor the implementation of their subject area and evaluate the impact of their work
2. Stakeholders can articulate the vision for the school and use the language values to describe and model exemplary attitudes
3. Children and staff are clear on detail of transitions and high standards are demanded
4. Teachers know the expectations, these are regularly referred to and seen consistently in class

### Inclusion

- Develop adaptive teaching to meet the needs of SEND and ensure adequate training
- Improve consistency of approach across the school
- Provide support with scaffolding learning for children with learning needs
- Embed approach for children in early language acquisition

#### Outcomes

1. Teachers are clear on how to effectively adapt their teaching for SEND with high expectations
2. Coaching cycle to view learning from a SEND perspective and SLT to evaluate for consistency
3. Inclusion of the scaffolding Walkthru into the coaching cycle and support from Inclusion Lead to model and reinforce – share best practice across the school
4. Consolidate use of Flash Academy and the conversational English intervention to support EAL

### Teacher Development

- Continue to develop and embed Instructional Coaching
- Introduce video recording for enhanced self reflection
- Planning support by middle and senior leaders to embed Walkthrus pedagogy
- Consistent support through professional development and develop teacher initiative

#### Outcomes

1. Further training for coaches and common framework of reference used in regular SLT discussion
2. Teachers see value of video recording to evaluate their own practice and prompt coaching diagnostics based on their observations and critique
3. Focus of subject spotlights on the consistent use of pedagogy and the impact on each subject area
4. Careful mapping of professional development to sequentially build improvement

### Curriculum

- Regular subject spotlight monitoring of curriculum areas by middle / senior LT
- Deliver new approach for writing across the school
- Focus on fluency in reading, both in early reading and whole class / guided sessions
- Revisit use of concrete and challenge in maths planning

#### Outcomes

1. High expectations are monitored and clear next steps are shared to ensure standards are raised
2. All staff are confident with planning and delivering a unit, support is given where needed
3. Reading for fluency is prioritised in EYFS and KS1 with sufficient time given to children requiring additional adult guided sessions
4. Concrete is a regular feature of maths lessons and supports deeper thinking. Challenge is part of daily maths teaching

### Community

- Develop school events to increase school reputation
- Promote vision and values within parent community
- Advertise and market early years to sustain pupil roll
- Continue to review and improve comms strategy
- Ensure a stable governance with succession planning

#### Outcomes

1. School events are designed and marketed to appeal to families beyond those already at WG
2. Families understand the vision for the school and can describe the importance of our values
3. Relationships with local nurseries, tours and open days raises first preference choice
4. Parents feel communication is manageable and effective whilst feeling their voice is heard
5. Governance is developed to grow confidence and stability