Whickham School 2018-19 Improvement Plan

Aim: Whickham School; a school that ensures all pupils are the very best they can be.

Key 1: Everyone is a leader who demonstrates the school values.

What?	Leading	Monitoring	How?	Evidence	Milestone - impact
Leaders and governors share a clear vision and set the expectations for everyone. Leaders throughout the school are empowered and trusted with appropriate decision making and hold each other to account.	SHG	SBN	1. Governor meetings both set appropriate expectations and accurately challenge and support leaders (both committee and link meetings). (SBN) 2. All staff to have common appraisal objective focused upon demonstrating leadership values. (FT) 3. CPD with all staff to provide clarity upon our values and how as leaders we demonstrate them. (DC) 4. Staff growth mindset programme. Demonstration of growth mindset to be an appraisal objective for all staff. (LWO/FT) 5. Continuous re-inforcement of expectations to all staff through effective communication. This will take place through: - Staff briefings and meetings (LT/FL) - Monitoring feedback to staff that is honest and open e.g. work review, lesson observation, pupil voice etc (FL) - Concise minutes of faculty and pastoral meetings and emails that are focused in message and aimed at intended recipient (FL/HOY) - Line managers providing regular feedback on whether staff are meeting professional standards (Appraisers) - FIPs and PIPs that provide focus and clarity on expectations of staff (LT)	1. Governor minutes 2. Appraisal analysis and interim review 3. Appraisal analysis and interim review 4. Appraisal analysis and monitoring evidence to include pupil voice 5. Minutes of meetings, SchooliP documentation, observation of leader interaction, FIP and PIP milestone reviews.	
Leaders demonstrate that it is their duty to challenge or be challenged when expectations are not being met. Everyone evaluates their contribution and uses this to drive continuous improvement.	FT	SHG			
All leaders ensure decisions made put teaching and learning first.	FT	SHG	1. Leaders focus upon initiatives and practice that have the most impact. (LT) 2. Meetings must have a teaching and learning focus. (LT, FL, BL) 3. Resources are used efficiently to support teaching and learning. (LT, FL and BL) 4. Leaders' decisions always prioritises ensuring teachers are delivering learning to their normal classes. (LT, FL and BL)	1. Minutes of meetings and impact evidence from FIP/PIP. 2. Minutes of meetings reflect teaching and learning focus. 3. School spending is within budget as is faculty and pastoral spending. Impact of spending evaluated. 4. Fewer than 0.7% of lessons are not taught by the regular classroom teacher.	