

Summary Evaluation of Achievements and Developments 2014-2015



The school continues to work hard to ensure that standards and achievement remain in the top 20% and that pupil progress is high on the agenda of all members of staff. Pupil progress meetings are rigorous and happen at class teacher/ head teacher level every half term. Teaching continues to be of at least good quality throughout the school, with much teaching and learning being graded as outstanding. Premises remains a challenge for us and is an on-going development project throughout the year. Parents and the community still remain high on our agenda and we continue to work hard to improve communication with parents and promote our school positively to the wider community.

Strengths	
Leadership and Management	<p>Governors have continued to focus on key school development priorities through:</p> <ul style="list-style-type: none"> • monitoring visits specific to the action plan • training • attendance at Data Monitoring Groups to analyse progress and attainment • holding meetings to focus on pupil premium and SEND provision, tracking progress and impact on intervention • monitoring & evaluation schedule has been implemented and evaluated in meetings. ‘Link’ Governors carried out monitoring activities linked to objectives in the SIP. This will continue next year. • joint meetings with heads and chairs of feeder junior school
	<p>Communication with parents about roles of governors has improved through:</p> <ul style="list-style-type: none"> • Information evening on role of governor • Recruitment of parent and co-opted governors • information on governor page of school website to be created during Autumn 2015
	<p>Investors in People Following an assessment in June 2015 Banks Road Infant and Nursery School met the requirements for Core plus Silver accreditation. <i>“The school embodies the good practice specified in the Core Standard and much of the extended Framework having a strong people-centred culture”.</i> Achieving Silver accreditation at first assessment is a praiseworthy achievement.</p>
	<p>Shared leadership throughout the school we ensure all staff have ownership of school improvement and are ambitious towards achieving outstanding practice across the board. This is done through</p> <ul style="list-style-type: none"> • collaborative decision making • writing action plans towards whole school improvements • timetabled monitoring and evaluation exercises for all subject leaders (+time to feedback findings to staff and implement strategies for improvements) • mid-point monitoring exercises towards success of actions set • impact statements to evaluate success of action plans and how this has driven forward school improvement

	<p>Continued focus on pupil leadership opportunities and pupil led learning through:</p> <ul style="list-style-type: none"> • learning walks by SLT • pupil fundraising • pupil self-assessment • pupil questionnaires • pupil interviews • after school Clubs • playground 'pals' • involvement in 'Refocusing the Lens on Guided Reading' (pupil led literacy learning during morning activities) <p>(This will continue next year with a focus on 'Philosophy for Children' and 'Higher Order Questioning')</p>
Premises	New security fencing and gates around school have been installed ensuring added safety of our children.
Strengths / planned developments	Playground has been developed to incorporate new fixed apparatus to improve playground experiences for children using funding from our National Lottery and Sports England.
	Using our DFC [Devolved Formula Capital] to fund improvements in school. This will create a much needed new entrance to school and larger office.
	We have introduced an after school club. Projected revenue to enhance the learning of our children and the school environment.
	The Forest School area has been created and staff have been trained in house by Nicki Pursglove. This is now being used and timetabled by all classes
	New security fencing and gates around school have been installed ensuring added safety of our children.
Friends PTA	Friends have generated funding which has supported the computing curriculum and we are grateful for their generous contributions towards this and providing resources and equipment to create our Forest School Area.
Areas for continuing whole school development (long term aims)	Establish high quality staffing levels which are sustainable.
	Ensure all infant children have access to the new Universal free school meal offer.
	Further develop the playground and to create an outdoor learning area to enhance and support learning in our new curriculum and create a 'sensory' outdoor area.
	Further develop reflective planning and teaching through the use of Lesson study and opportunities observe Teaching and learning (focus for 2015–2016: more able children)
	Ensure Teaching and Learning continues to be outstanding.
	Further develop the opportunities for child-led learning through an engaging and exciting new curriculum.
	Further develop links with other schools and groups.
	Further improve communication with parents.
	Continued implementation of performance related pay for teachers.
Continue to improve communication across all levels of leadership within the school.	
Outcomes for	Pupil progress meetings have continued with rigour, and also shared with governors. Attainment

pupils	and progress continues to be outstanding. A 'Data Monitoring Group' has been established for governors to have an in depth understanding of attainment and progress and interventions which are put in place to impact these
	School continues to seek parental involvement in all aspects of their child's education.
	Personalised learning has remained high on our agenda this year. All staff have participated in lesson study to plan and teach together, observing each other and using the experience to learn and improve their own teaching – this needs to be further developed this year.
	Sufficient TAs are put in place to cover pupils with SEND needs across the school. This is being reviewed to meet the needs of our new Reception intake for 2015. TA provision mapping is reviewed half termly to meet the needs of the children.
	Close monitoring of FSM/Pupil Premium and SEND pupils has continued through the pupil progress meetings. Rachael Morris (SENCo) continues to work closely with teachers and TAs and our PP governor on tracking progress and reviewing impact of interventions in place.
Communication with parents	<p>Communication with parents has continued to improve through:</p> <ul style="list-style-type: none"> • school website • newsletters • letters keeping parents informed • HT on playground every morning and end of school day • induction meetings in September • parent workshops • parent questionnaires • parents evening
	Launch of the new school website in 2014 updated regularly. School continues to work hard at providing information for parents in easily accessible ways and to seek their views on various aspects of school life – creating open lines of communication.
Staff performance	Support staff appraisal was formally introduced in January 2015
	The head teacher sets PM objectives for teachers closely aligned with the new Teacher Standards and the SIP.
	The appraisal cycle is completed in November and staff received feedback on the effectiveness of their performance during the year. Recommendations for pay and progression will be made. These will go to Governors for approval.
	New PM objectives will be set before the end of November 2015.
	Governors appointed an adviser for the HT's performance management and set appropriate objectives in October 2014.
	Interim reviews and meetings have been carried out throughout the year and the final review is scheduled for October 2015.