

Pupil Premium Grant Report 2016-17

The government believes that the pupil premium, which is additional to main school funding, is the best way to address the current underlying inequalities between children eligible for free school meals (FSM) and their peers by ensuring that funding to tackle disadvantage reaches the pupils who need it most. The pupil premium was introduced in April 2011 and is allocated to schools to work with pupils who have been registered for free school meals at any point in the last six years (known as 'Ever 6 FSM'). Schools also receive funding for children who have been looked after continuously for more than six months, and children of service personnel. The school has chosen to support qualifying pupils in a number of ways to ensure that academic and pastoral needs are addressed.

The school is committed to "closing the gap" for every pupil. The school has identified the following barriers to pupils learning which the school's provision strives to address through use of the grant:

- Emotional issues
- Specific Learning Delay
- Social Issues
- Medical Issues

It is important to recognise that the school regards all pupils irrespective of backgrounds as individuals and targets and reviews the progress of all pupils half termly. In some year groups the number of pupil premium pupils is so small that we need to be cautious about drawing inferences from any findings, i.e. one or two pupils' achievement has a disproportionate impact on the data.

Number of pupils and specific grant (PPG) received	
Total number of pupils on role – January 2016	426
Amount received for PP+ PP and Service Families in 2016-17	£93120
Total number of pupils eligible for PP (PP+) (not Foundation)	35 (6)
Total number of pupils eligible for Service Families Grant (not Foundation)	33

PP+ = Formally Looked after children.

PP = pupils whose families are in receipt of certain income support benefits

Service Families = pupils who have one or more parents serving in the armed forces.

These grants are paid to the school if the families have qualified at any time in the previous six years.

In 2016-17 the school anticipates a Pupil Premium Grant of £93120. This will be used to continue the following:

- The Intervention Team addressing the individual learning needs for pupils
- The Family and Pupil Mentor to support pastoral needs for pupils
- Specialist Support ie Psychology Associates
- Additional Intervention teachers to support groups, individuals and after school tuition
- 1:1 support where necessary from additional TAs to support educational and social issues
- TA support in the classroom
- Support to ensure all families can access the resources available to all pupils at the school

Allocation of 2016-17 Pupil Premium Grant

Intervention	Budget	Intention	Outcome	Impact
Percentage of cost of 0.8 Intervention Teacher	£14500	To deliver more rigour in tracking and intervening on students, including pupil premium pupils, who are not making expected progress. Pupils are identified for support with the intervention team through the Pupil Progress system and their progress is reviewed 6 weekly	100% of pupils in receipt of PP+ grant received support from the Intervention Team 65% of pupils in receipt of PP grant received support from the Intervention Team 27% of pupils in receipt of Service Families grant received support from the Intervention Team	
Percentage of cost of 2 Intervention Team Teaching Assistants () /ELSA (Emotional Literacy Support Assistants)	£12600			
Percentage of cost of Family Support Worker	£10400	To ensure that family and social factors impacting on the lives of pupils are alleviated so lessening barriers to learning. This makes a wide and deep impact of students and deep involvement with families and ensuring any disadvantaged for FSM students is reduced.	83% of pupils in receipt of PP+ grant received support from the Intervention Team 61% of pupils in receipt of PP grant received support from the Intervention Team 24% of pupils in receipt of Service Families grant received support from the Intervention Team	
Percentage of part time teacher focusing on literacy underachievement in Key Stage 2	£11500	To narrow the gap between children and the rest of the school in writing especially focusing on pupil premium pupils. In year 2 also working with higher achieving writers	Year 2 small group support for raising higher achievement in writing (2/4 service pupils supported) and supporting underachievement in literacy (2/4 Pupil premium pupils supported)and maths (1/4 pupil premium pupils supported) Year 3 small group support for underachievement in literacy.(5/7 Pupil Premium and 2/4 Service pupils supported) Year 5 after school support for literacy (5/7 pupil premium and	

			1/6 service pupils supported) Year 6 after school support for literacy (5/11 pupil premium pupils supported)	
Percentage of part time teacher focusing on numeracy underachievement in Key Stage 2	£8948	To narrow the gap between children and the rest of the school in numeracy especially focusing on pupil premium pupils.	Year 4 in class small group support for 2/ 5 pupil premium pupils Year 5 small group support in class and some after school work for 2/5 service pupils and 6/8 pupil premium pupils. Year 5 small group support in class and some after school work for 1/2 service pupils and 6/11 pupil premium pupils.	
Percentage of part time teacher focusing on underachievement in Key Stage 1 with a particular focus on phonics	£9500	To narrow the gap between pupil premium pupils children and the rest of the school in all areas especially focusing on phonics.	95% of pupils passed year 1 phonics test and 60% of pupil premium supported and 50% of Service pupils	
1:1 TA Support for year 4 PP child	£3500	To support underachieving pupil to extend her experiences and language and develop her social skills	Support of pupil in 1:1 situations and encouraging her to relate to others in groups. Extend experience through a range of practical activities ie cooking, posting letters, visiting beach, etc. Through this extend vocabulary.	
Support for 7 Pupil Premium children and families	£2950	Consultation and therapy with Clinical Psychologists	In addition to access to the school's facilities the school has contracted Psychology Associates to work with these families. This	

			M				M				M	
Disadvantaged pupils	49	100	92	8	49	100	90	10	49	82	84	-2
Other Pupils	11	98	92	6	11	92	90	2	11	84	84	0
Within school gap		2				8				-2		

Appendix 1 - Analysis of Outcomes for Groups 2016

Formal Data 2016

Foundation

Good Level of Development							
Group	No	GLD		Not GLD		Average Score	Average Total
		No	%	No	%	No	%
All	62	46	74	16	26	2.15	36.63
Girls	26	25	96	1	4	2.37	40.35
Boys	36	21	58	15	42	2.00	33.94
CLA							
PP+							
PP	6	4	67	2	33	1.99	33.83
Service	6	5	83	1	17	2.27	38.67
Statement							
K SEND							

Reading							
Group	No	Emerging		Expected		Exceeding	
		No	%	No	%	No	%
All	62	9	15	36	58	17	27
Girls	26			15	58	11	42
Boys	36	9	25	21	58	6	16
CLA							
PP+							
PP	6			4	67	2	33
Service	6			3	50	3	50
Statement							
K SEND	2			3	100		

Writing							
Group	No	Emerging		Expected		Exceeding	
		No	%	No	%	No	%
All		13	21	42	68	7	11
Girls		1	4	20	77	5	19
Boys		12	33	22	61	2	6
CLA							
PP+							
PP	6	1	17	4	67	1	17
Service		1	17	4	67	1	17
Statement							
K SEND	2	1	50	1	50		

Maths							
Group	No	Emerging		Expected		Exceeding	
		No	%	No	%	No	%
All		8	13	44	71	10	16
Girls		1	4	17	65	8	31
Boys		7	19	27	75	2	6
CLA							
PP+							
PP				5	83	1	17

Service				6	100		
Statement							
K SEND	2			2	100		

Year 1 Phonics

Group	No	Less than 32		More than 32	
		No	%	No	%
All	62	3	5	59	95
Girls	30	0	0	30	100
Boys	32	3	9	29	91
CLA					
PP+	3	1	33	2	66
PP	3			3	100
Service	4			4	100
Statement					
K SEND	8	1	12	7	88
EJ Phonics	25	3	12	22	88

Year 1

Reading							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	62	9	15	53	85	54	87
Girls	30	0		30	100	28	93
Boys	32	9	28	23	72	26	81
CLA							
PP+	3	1	33	2	67	3	100
PP	3	1	33	2	67	2	67
Service	4			4	100	4	100
Statement							
K SEND	8	4	50	4	50	6	75
FSWork	5	1	20	4	80	5	100
Inter Team	26	8	31	18	69	20	77

Writing							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	62	14	23	48	77	50	81
Girls	30	2	7	28	93	29	97
Boys	32	12	38	20	62	21	66
CLA							
PP+	3	1	33	2	67	2	67
PP	3	2	67	1	33	2	67
Service	4			4	100	4	100
Statement							
K SEND	8	6	75	2	25	3	38
FSWork	5	2	40	3	60	4	80
Inter Team	26	13	50	13	50	15	58

Mathematics							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	62	14	23	48	77	51	82

Girls	30	3	10	27	90	27	90
Boys	32	11	34	21	66	24	75
CLA							
PP+	3	2	67	1	33	1	33
PP	3	1	33	2	67	2	67
Service	4	1	25	3	75	3	75
Statement							
K SEND	8	5	63	3	37	4	50
FSWork	5	3	60	2	40	2	40
Inter Team	26	12	46	14	54	16	62

Year 2 Phonics

Group	No	Less than 32		More than 32	
		No	%	No	%
All	2	1	50	1	50
Girls					
Boys	2	1	50	1	50
CLA					
PP+					
PP					
Service					
Statement					
K SEND	1	1	100		

Year 2 Assessments

Group	No	Reading							
		HNM		WTS		EXS		GDS	
		No	%	No	%	No	%	No	%
All	64			3	5	40	63	21	33
Girls	28			1	4	14	50	13	46
Boys	36			4	11	23	64	9	25
CLA									
PP+									
PP	4					4	100		
Service	3							3	100
Statement									
K SEND	3					3	100		
FSWork	3					3	100		
LS	13			3	23	10	77		

Group	No	Writing							
		HNM		WTS		EXS		GDS	
		No	%	No	%	No	%	No	%
All	64			7	11	43	67	14	22
Girls	28					17	61	11	39
Boys	36			7	19	26	72	3	8
CLA									
PP+									
PP	4			1	25	3	75		
Service	3			1	33			2	67
Statement									
K SEND	3			1	33	2	67		
FSWork	3					3	100		
LS - High	15					15	100		

Mathematics									
Group	No	HNM		WTS		EXS		GDS	
		No	%	No	%	No	%	No	%
All	64	1	2	7	11	35	55	21	33
Girls	28			2	7	17	61	9	32
Boys	36	1	3	5	14	18	50	12	33
CLA									
PP+									
PP	4			1	25	3	75		
Service	3							3	100
Statement									
K SEND	3			1	33	1	33	1	33
FSWork	3					3	100		

Science									
Group	No	HNM		WTS		EXS		GDS	
		No	%	No	%	No	%	No	%
All	64					49	76	15	23
Girls	28					20	71	8	29
Boys	36					29	81	7	19
CLA									
PP+									
PP	4					4	100		
Service	3					1	33	2	67
Statement									
K SEND	3					3	100		

Year 3

Reading							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	60	11	18	49	82	54	90
Girls	26	5	19	21	81	22	85
Boys	34	6	18	28	82	32	94
CLA	1			1	100	1	100
PP+	1			1	100	1	100
PP	7	3	43	4	57	4	57
Service	4	1	25	3	75	4	100
Statement							
K SEND	5	2	40	3	60	4	80
FSWork	11	3	27	8	73	8	73
Inter Team	11	6	55	5	45	7	63
LS	14	9		5		8	

Writing							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	60	16	27	44	73	59	98
Girls	26	8	31	18	69	26	100

Boys	34	8	24	26	76	33	97
CLA	1	1	100			1	100
PP+	1			1	100	1	100
PP	7	3	43	4	57	6	86
Service	4	1	25	3	75	4	100
Statement							
K SEND	5	3	60	2	40	5	100
FSWork	11	3	27	8	73	8	73
Inter Team	11	6	55	5	45	7	63
LS	14	9	84	5	16	8	57

Mathematics							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	60	15	25	45	75	53	88
Girls	26	7	27	19	73	23	88
Boys	34	8	24	26	76	30	88
CLA	1	1	100			1	100
PP+	1			1	100		
PP	7	1	14	6	86	7	100
Service	4			4	100	4	100
Statement							
K SEND	5	2	40	3	60	4	80
FSWork	11	3	27	8	73	9	82
Inter Team	11	7	63	4	36	7	63
LS	14	4	29	10	71	13	93

Year 4

Reading							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	60	10	17	50	83	54	90
Girls	24	4	17	20	83	22	92
Boys	36	6	17	30	83	32	89
CLA							
PP+							
PP	5	1	20	4	80	4	80
Service	7	1	14	6	86	7	100
Statement	2	1	50	1	50	1	50
K SEND	7	4	57	3	43	6	86
FSWork	17	2	12	15	88	15	88
Inter Team	9	7	78	2	22	6	67
LB	11	7	64	4	36	7	64

Writing							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	60	7	12	53	88	56	93
Girls	24	3	12	21	88	24	100
Boys	36	4	11	32	89	32	89

CLA							
PP+							
PP	5	1	20	4	80	5	100
Service	7	1	14	6	86	7	100
Statement	2	1	50	1	50	1	50
K SEND	7	4	57	3	43	7	100
FSWork	17	1	6	16	94	17	100
Inter Team	9	5	56	4	44	9	100
LB	11	6	55	5	45	11	100

Mathematics							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	60	4	7	56	93	58	97
Girls	24	2	8	22	92	24	100
Boys	36	2	6	34	94	34	94
CLA							
PP+							
PP	5			5	100	5	100
Service	7			7	100	7	100
Statement	2	1	50	1	50	1	50
K SEND	7	2	28	5	72	6	86
FSWork	17			17	100	17	100
Inter Team	9	3	33	6	67	8	73
LB	11	3	27	8	73	10	91

Year 5

Reading							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	61	15	25	46	75	61	100
Girls	29	7	24	22	76	29	100
Boys	33	8	24	25	76	32	97
CLA							
PP+	2			2	100	2	100
PP	7	1	14	6	86	7	100
Service	6			6	100	6	100
Statement							
K SEND	8	7	88	1	12	8	100
FSWork	18	7	39	11	61	17	94
Inter Team	10	7	70	3	30	10	100
LS Lit	12	10	83	2	17	10	83

Writing							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	61	16	26	45	74	61	100
Girls	29	8		21		29	100
Boys	33	8	24	25	76	33	100
CLA							

PP+	2			2	100	2	100
PP	7	6	86	1	14	7	100
Service	6			6	100	6	100
Statement							
K SEND	8	7	88	1	12	8	100
FSWork	18	6	33	12	67	18	100
Inter Team	10	6	60	4	40	10	100
LS Lit	12	10	83	2	17	12	100

Mathematics							
Group	No	HNM		EXS		Progress 3+	
		No	%	No	%	No	%
All	61	16	26	45	74	61	100
Girls	29	7	24	22	76	29	100
Boys	33	9	27	24	73	33	100
CLA							
PP+	2	1	50	1	50	2	100
PP	7	5	72	2	28	7	100
Service	6			6	100	6	100
Statement							
K SEND	8	7	88	1	12	8	100
FSWork	18	5	28	13	72	18	100
Inter Team	10	7	70	3	30	10	100
LB Maths	19	11	58	8	42	19	100

Year 6 Teacher Assessments

Reading					
Group	No	HNM /WTS		EXS	
		No	%	No	%
All	58	8	14	50	86
Girls	29	3	10	26	90
Boys	29	5	17	24	83
CLA					
PP+					
PP	11	2	18	9	82
Service	2			2	100
Statement	2	1	50	1	50
K SEND	5	4	80	1	20

Writing							
Group	No	WTS		EXS		GDS	
		No	%	No	%	No	%
All	58	6	10	33	57	19	33
Girls	29	1	3	16	55	12	41
Boys	29	5	17	17	59	7	24
CLA							
PP+							
PP	11	2	18	6	55	3	27
Service	2			2	100		
Statement	2	1	50	1	50		

K SEND	5	2	40	3	60		
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Mathematics					
Group	No	HNM /WTS		EXS	
		No	%	No	%
All	58	10	17	48	83
Girls	29	4	14	25	86
Boys	29	6	21	23	79
CLA					
PP+					
PP	11	4	36	7	64
Service	2			2	100
Statement	2	2	100		
K SEND	5	3	60	2	40

Science					
Group	No	HNM /WTS		EXS	
		No	%	No	%
All	58	9	16	49	84
Girls	29	4	14	25	86
Boys	29	5	17	24	83
CLA					
PP+					
PP	11	4	36	7	64
Service	2			2	100
Statement	2	2	100		
K SEND	5	3	60	2	40

Year 6 SATS

		Reading ARE		SPAG ARE		Maths ARE	
		No	%	No	%	No	%
All	58	45	78	52	90	49	84
Girls	29	25	86	28	97	25	86
Boys	29	20	69	24	83	24	83
PP	11	9	82	10	91	8	73
Service	2	2	100	2	100	2	100
Statement	2	0	0	0	0	0	0
K SEND	5	1	20	3	60	2	40
LS - literacy	12	10	83	10	83		
LB - maths	15					9	60

Appendix 2 - Analysis of Impact of use Pupil Premium Grant on specific interventions 2015

Year 6							
		Reading		Writing		Maths	
Category	Number Of Pupils	Attainment	Progress	Attainment	Progress	Attainment	Progress
All PP+	3	100% level 4+ 66% level 5	66% 2 level progress 33% 3 level progress	33% level 3 66% level 4+ 33% level 5	33% 1 level progress 33% 2 level progress 33% 3 level progress	100% level 4+ 33% level 5	66% 2 level progress 33% 3 level progress
All PP	7	100% level 4+ 57% level 5	72% 2 level progress 28% 3 level progress	100% level 4+ 57% level 5	86% 2 level progress 14% 3 level progress	100% level 4+ 100% level 5	57% 2 level progress 43% 3 level progress
All Service	4	100% level 4+ 75% level 5	100% 2 level progress	33% level 3 66% level 4+ 33% level 5	33% 1 level progress 33% 2 level progress 33% 3 level progress	100% level 4+ 50% level 5	75% 2 level progress 25% 3 level progress
In/Team PP+	3 – 100%	100% level 4+ 66% level 5	66% 2 level progress 33% 3 level progress	100% level 4+ 66% level 5	66% 2 level progress 33% 3 level progress	100% level 4+ 33% level 5	66% 2 level progress 33% 3 level progress
In/Team PP	0						
In/Team Service	0					100% level 4+	100% 2 level progress
FSW PP+	1 – 33%	100% level 4+	100% 2 level progress	100% level 3	100% 1 level progress	100% level 4+ 50% level 5	50% 2 level progress 50% 3 level progress
FSW PP	2 – 28%	100% level 4+ 100% level 5	50% 2 level progress 50% 3 level progress	100% level 4+ 100% level 5	50% 2 level progress 50% 3 level progress	100% level 4+ 50% level 5	100% 2 level progress
FSW Service	2 - 50%	100% level 4+ 50% level 5	100% 2 level progress	100% level 4+ 50% level 5	50% 2 level progress 50% 3 level progress	100% level 4+ 33% level 5	66% 2 level progress 33% 3 level progress

Year 3-5				
Category	Number of Pupils	Reading	Writing	Maths
All PP+	2	ARE – ARE 100% ARE+	ARE – ARE 100% ARE+	ARE – ARE 100% ARE+
All PP	19	ARE – 37% ARE 47% ARE+16%	ARE – 47% ARE 47% ARE+ 5%	ARE – 37% ARE 53% ARE+ 10%
All Service	18	ARE – 7% ARE 50%	ARE – 6% ARE 72%	ARE – 6% ARE 77%

		ARE+ 33%	ARE+ 22%	ARE+ 17%
In/Team PP+	2 – 100%	ARE – ARE 100% ARE+	ARE – ARE 100% ARE+	ARE – ARE 100% ARE+
In/Team PP	6 – 32%	ARE – 66% ARE 33% ARE+	ARE – 100% ARE ARE+	ARE – 83% ARE 7% ARE+
In/Team Service	1 – 6%	ARE – 100% ARE ARE+	ARE – ARE 100% ARE+	ARE – ARE 100% ARE+
FSW PP+	1 – 50%	ARE – 36% ARE ARE+ 9%	ARE – ARE 100% ARE+	ARE – ARE 100% ARE+
FSW PP	10 – 53%	ARE – 40% ARE 60% ARE+	ARE – 60% ARE 30% ARE+ 10%	ARE – 60% ARE 30% ARE+ 10%
FSW Service	9 – 50%	ARE – ARE 66% ARE+ 33%	ARE – ARE 78% ARE+22%	ARE – ARE 78% ARE+22%

Year 2				
Category	Number of Pupils	Reading	Writing	Maths
All PP+	2	Level 1 Level 2 50% Level 3 50%	Level 1 Level 2 50% Level 3 50%	Level 1 Level 2 100% Level 3
All PP	6	Level 1 Level 2 83% Level 3 17%	Level 1 Level 2 83% Level 3 17%	Level 1 Level 2 83% Level 3 17%
All Service	3	Level 1 Level 2 66% Level 3 33%	Level 1 Level 2 100% Level 3	Level 1 Level 2 100% Level 3
In/Team PP+	2 – 100%	Level 1 Level 2 50% Level 3 50%	Level 1 Level 2 – 50% Level 3 – 50%	Level 1 Level 2 100% Level 3
In/Team PP	3 – 50%	Level 1 Level 2 100% Level 3	Level 1 Level 2 100% Level 3	Level 1 Level 2 100% Level 3
In/Team Service	1 – 33%	Level 1 Level 2 100% Level 3	Level 1 Level 2 100% Level 3	Level 1 Level 2 100% Level 3
FSW PP+	2– 100%	Level 1 Level 2 50% Level 3 50%	Level 1 Level 2 50% Level 3 50%	Level 1 Level 2 50% Level 3 50%
FSW PP	4– 66%	Level 1 Level 2 100% Level 3	Level 1 25% Level 2 5% Level 3	Level 1 25% Level 2 75% Level 3
FSW Service	0	Level 1 Level 2 Level 3	Level 1 Level 2 Level 3	Level 1 Level 2 Level 3

Year 1					
Category	Number of Pupils	Reading	Writin	Maths	Phonics
All PP+	0	ARE – ARE ARE+	ARE – ARE ARE+	ARE – ARE ARE+	Achieved
All PP	3	ARE – ARE 100% ARE+	ARE – 33% ARE 66% ARE+	ARE – 33% ARE 66% ARE+	Achieved 100%
All Service	3	ARE – ARE 33% ARE+ 66%	ARE – ARE 66% ARE+ 33%	ARE – ARE 100% ARE+	Achieved 100%
In/Team PP+	0	ARE – ARE ARE+	ARE – ARE ARE+	ARE – ARE ARE+	Achieved
In/Team PP	0	ARE – ARE ARE+	ARE – ARE ARE+	ARE – ARE ARE+	Achieved
In/Team Service	1 - 33%	ARE – ARE ARE+ 100%	ARE – ARE 100% ARE+	ARE – ARE 100% ARE+	Achieved 100%
FSW PP+	0	ARE – ARE ARE+	ARE – ARE ARE+	ARE – ARE ARE+	Achieved
FSW PP	2 - 66%	ARE – ARE 100% ARE+	ARE – ARE 100% ARE+	ARE – 50% ARE 50% ARE+	Achieved 100%
FSW Service	0	ARE – ARE ARE+	ARE – ARE ARE+	ARE – ARE ARE+	Achieved

Foundation				
Category	Number of Pupils	Reading	Writing	Number
All PP+	3	Exceeding 33% Met 33% Below 33%	Exceeding 33% Met 33% Below 33%	Exceeding 33% Met 33% Below 33%
All PP	3	Exceeding 33% Met 33% Below 33%	Exceeding 33% Met 66% Below	Exceeding 33% Met 33% Below 33%
All Service	5	Exceeding Met 100% Below	Exceeding Met 100% Below	Exceeding Met 100% Below
In/Team PP+	3 - 100%	Exceeding 33% Met 33% Below 33%	Exceeding 33% Met 33% Below 33%	Exceeding 33% Met 33% Below 33%
In/Team PP	1 - 33%	Exceeding Met 100% Below	Exceeding 100% Met Below	Exceeding Met 100% Below
In/Team Service	0	Exceeding Met	Exceeding Met	Exceeding Met

		Below	Below	Below
FSW PP+	1-33%	Exceeding Met Below 100%	Exceeding Met Below 100%	Exceeding Met Below 100%
FSW PP	3-100%	Exceeding 33% Met 66% Below	Exceeding Met 66% Below 33%	Exceeding 33% Met 33% Below 33%
FSW Service	2- 40%	Exceeding Met 100% Below	Exceeding Met 100% Below	Exceeding Met 100% Below