

# Thomas Jones School

## Improvement Plan

2022-23

HEADLINE OBJECTIVES	
1	Pupils' education is outstanding (2022-on-going).
2	Nursery provision is sustainable and continues to afford quality (2022-on-going).
3	Further reinvent, in order to keep Thomas Jones as a leader in the field of providing exceptional 'in-reach' provision (2023).
4	Increase percentage of pupils achieving greater depth across all subjects at the end of KS2 through effective differentiation, returning to 'winning ways' pre-pandemic (July 2023).
5	Identify and work with individual families to improve punctuality, particularly within the EYFS and KS2 children (alongside support from agencies such as Early Help) (on-going).
6	To further develop resilience and emotional wellbeing for all children, whilst considering capacity and resources and the needs of the wider community (on-going).
7	Ensure the Governing Board remains strong through utilising a robust programme of governance tasks and training (on-going).
8	Develop outdoor resourcing and provision in the EYFS, with particular reference to literacy and mathematics (July 2023).
9	Increase percentage of pupils achieving a Good Level of Development across core areas in the EYFS (July 2023).
10	Extend use of the premises to ensure there is adequate space for learning, especially supporting the development of pupils with SEN (By Summer 2023).

<b>QUALITY OF EDUCATION</b>					
<b>OBJECTIVE/S</b>	<b>ACTION/S</b>	<b>EVALUATION</b>	<b>LED BY</b>	<b>ACHIEVED</b>	<b>COST</b>
Pupils' education continues to be outstanding	<ul style="list-style-type: none"> <li>• The quality of leadership is such that pupils acquire the composite knowledge and skills to learn</li> <li>• Pupils' attitudes demonstrate that they overtly active participants</li> <li>• The curriculum is designed to address gaps in pupils' knowledge</li> <li>• Continue to ensure diversity and inclusion remains a priority within the entire curriculum (for more detail please refer to the Evaluation Document)</li> <li>• Implement and monitor updated reading and spelling schemes</li> <li>• Continue to resource the curriculum</li> <li>• Continuing CPD for teachers</li> </ul>	Leadership Team in consultation with the Curriculum, Learning and Standards sub-committee	The Leadership Team	Ongoing – review Autumn 2023	N/A
Increase percentage of pupils achieving greater depth across all subjects at the end of KS2 through effective differentiation, returning to 'winning ways' pre-pandemic (July 2023).	<ul style="list-style-type: none"> <li>• High quality differentiation in planning and lessons</li> <li>• Book looks and planning monitoring exercises by SLT</li> <li>• Head continues to teach in Year 6 daily</li> <li>• CPD for Year 6 teacher</li> <li>• Rigorous appraisal system</li> </ul>	Leadership Team in consultation with the Curriculum, Learning and Standards sub-committee and Full Governing Board	The Leadership Team	To be reviewed July 2023	N/A

<b>BEHAVIOUR AND ATTITUDES</b>					
<b>OBJECTIVE/S</b>	<b>ACTION/S</b>	<b>EVALUATION</b>	<b>WHO IS RESPONSIBLE?</b>	<b>ACHIEVED</b>	<b>COST</b>
Identify and work with individual families to improve punctuality, particularly within the EYFS and KS2 children (alongside support from agencies such as Early Help) (on-going).	<ul style="list-style-type: none"> <li>• Head's assemblies and work in class</li> <li>• Communications with families</li> <li>• Liaison with outside agencies such as Early Help</li> <li>• 1:1 meetings with families</li> <li>• Teacher and Leadership presence in playground</li> <li>• Robust safeguarding procedures</li> </ul>	<p>Through observations of staff, pupils and visitors</p> <p>Children arrive at school in a punctual manner every day</p>	Led by the two senior leaders but ultimately all staff, in varying degrees	Ongoing – review Autumn 2023	Nil

<b>PERSONAL DEVELOPMENT</b>					
<b>OBJECTIVE/S</b>	<b>ACTION/S</b>	<b>EVALUATION</b>	<b>WHO IS RESPONSIBLE?</b>	<b>ACHIEVED</b>	<b>COST</b>
To further develop resilience and emotional wellbeing for all children, whilst considering capacity and resources and the needs of the wider community	<ul style="list-style-type: none"> <li>• Re-launch of filial therapy</li> <li>• Continued use of class calm corners</li> <li>• Continued strong links and relationships with school wider community</li> <li>• Strong PD leadership</li> </ul>	<p>Through observations of staff, pupils and visitors</p> <p>Whole school evaluation (summer 2023)</p>	Leadership Team Class Teachers PD Leader	Ongoing – review Autumn 2023	Filial Therapy costs

<b>LEADERSHIP AND MANAGEMENT</b>					
<b>OBJECTIVE/S</b>	<b>ACTION/S</b>	<b>EVALUATION</b>	<b>WHO IS RESPONSIBLE?</b>	<b>ACHIEVED</b>	<b>COST</b>
Review Nursery provision to ensure that a high-quality model is sustainable	<ul style="list-style-type: none"> <li>Establish a base budget review</li> <li>Staffing structure is reviewed</li> <li>Appropriate marketing strategy is developed to ensure that the Thomas Jones Nursery remains the 'first choice' for prospective parents</li> <li>Internal and external monitoring of the quality of provision – to ensure that what has been established is sustainable</li> </ul>	<p>Precise understanding costs and income</p> <p>The least expensive option is implemented without compromising integrity or impacting negatively on quality</p> <p>Accessible and linear model is launched</p> <p>The Nursery is oversubscribed</p>	<p>Business Manager</p> <p>Deputy Head, EYFS Leader, Head teacher</p>	Ongoing – review Autumn 2023	Nil
Further reinvent, in order to keep Thomas Jones as a leader in the field of providing exceptional 'in-reach' provision	<ul style="list-style-type: none"> <li>Develop a pithy strategic plan</li> <li>Thomas Jones remains full to capacity</li> <li>Governors have the opportunity to consider a range of options pertaining to the school's future</li> </ul>	Stakeholders are satisfied that a through a robust process, all possible options have been considered	Leadership Team	Ongoing – review Autumn 2023	Nil
Ensure the Governing Board remains strong through utilising a robust programme of governance tasks and training (on-going).	<ul style="list-style-type: none"> <li>Develop a programme for governors to follow</li> <li>Continue to invite governors into school for tours and meetings</li> </ul>	Resourceful, insightful robust governing body in place	<p>Head teacher</p> <p>Leadership Team</p>	Ongoing – review Autumn 2023	Potential Governor Hub (training) costs

	<ul style="list-style-type: none"> <li>• Appoint any new governors/re-appoint existing governors in line with our instrument of government</li> </ul>				
Extend use of the premises to ensure there is adequate space for learning, especially supporting the development of pupils with SEN (School House)	<ul style="list-style-type: none"> <li>• Continue to formulate plans for the future development of the premises</li> <li>• Architect meetings</li> <li>• Meeting with RBKC regarding the site manager’s dwelling</li> <li>• Rationalise existing space SEN and for visiting professionals</li> </ul>	<p>New school footprint implemented</p> <p>Positive feedback</p>	Head teacher	Ongoing – review Autumn 2023	Fully funded venture outside of the school’s finances

<b>QUALITY OF EARLY YEARS EDUCATION</b>					
<b>OBJECTIVE/S</b>	<b>ACTION/S</b>	<b>EVALUATION</b>	<b>WHO IS RESPONSIBLE?</b>	<b>ACHIEVED</b>	<b>COST</b>
Develop outdoor resourcing and provision in the EYFS, with particular reference to literacy and mathematics	<ul style="list-style-type: none"> <li>• Audit EYFS outdoor resources</li> <li>• Purchase new resources</li> <li>• Audit EYFS outdoor space</li> <li>• Meet with entire EYFS team regularly</li> <li>• Re-launch gardening initiative</li> </ul>	<p>Through observations of staff, pupils and visitors</p> <p>Outdoor EYFS space is abundant with up to date, high quality and good condition resources – particularly with reference to literacy and maths.</p>	<p>Leadership Team</p> <p>EYFS Leaders</p> <p>EYFS Team</p>	Review Autumn 2023	£5,000+
Increase percentage of pupils achieving a Good Level of Development across core areas in the EYFS	<ul style="list-style-type: none"> <li>• Continued monitoring – profiles, planning and classrooms</li> <li>• Rigorous appraisal system</li> <li>• Deputy Head modelling lessons and standards in Nursery</li> <li>• Engaging with parents – coffee mornings, communications etc.</li> <li>• Purchasing new home readers and books for guided reading sessions</li> <li>• Review of book corners in classrooms</li> <li>• Continuing CPD for teachers</li> <li>• Robust ECT development and training (Nursery teacher)</li> </ul>	July 2023 EYFS data	<p>Leadership Team</p> <p>EYFS Leaders</p> <p>EYFS Team</p>	To be reviewed July 2023	£2,000+s