

School Improvement Plan- Mountjoy School September 15- July 16

Action	Objectives	Responsible person	Monitoring person	Monitoring evidence and time scale for checks	Timescale	Evidenced by	Resources	Impact
<b>Learning and Teaching</b>								
Creative arts are strengthened across the school	To ensure that all pupils have greater opportunities for creative learning	HF BB	JS	Offer	By Feb 16	Offer Displays Performances Press releases	External training accessed as needed	The curriculum will be broadened and learners given more varied opportunity
All teachers/ HLTAs rated as outstanding will have opportunities throughout the year to coach those that are still rated as good	To ensure that outstanding practice is shared	HF	JS	Observation Coaching records Nov 15	By Dec 15	Observation Coaching records	Time Coaching records	Teachers will improve their delivery
The use of ICT is maximised	To ensure that the quality of the learning environment is of the highest standard	CB	HG Gov	ICT audited and highlighted	By Feb 16	Plans Data Audit	ICT hardware and software training	Progress across English and computing will be at least Good and often Outstanding
The whole school environment is maximised	To ensure that the quality of the learning environment is varied, based where possible on real life settings and of the highest standard both internally and externally	JS HF	Govs	Environmental checks Timetable of extra room use	By Dec 15	Room usage and greater opportunities for soft play, swing therapy and life skills classes	Time	Increased opportunities for therapies and life skills work
Assessment for Learning focuses on self and peer assessment where appropriate. I can statements to be regularly used in class assessment.	For pupils to further develop their understanding of theirs and others targets for specific pieces of work	SGL TP	JS	Work/ marking scrutiny	By Feb 16	Peer and self-assessments on work	Time	Pupils will be confident to talk about their work, where able and proud of theirs and others achievements
Transition partnerships are further developed to address pupil/ parent choice at post 19 and accreditation opportunities increased	To ensure that the New Code of Practice and EHC Plans are fully implemented, and pupils leave with a range of differentiated qualifications	SH KM CB	JS LA	Feedback from pupils and parents ASDAN registration and accreditation	By July 16	EHC plans and transition events/ partnerships Press releases	Time Cost of registration	Parents and pupils will have a greater and clearer choice at post 19. Pupils will leave with a greater range of pertinent qualifications
To regularly monitor lessons, planning and triangulating data	To ensure that pupils are challenged and appropriately stretched	JS	Govs	Head teachers report	Ongoing	Observations, data	Time AfL Inset	All pupils will reach their potential
To write/ adopt specific curriculums for different phases, ensuring that they	To increase accreditation opportunities throughout stages. To ensure that	RB KM BB	HF	Curriculums	By Dec 15	Curriculums	Time	Specific pathways and accreditation at stages other than Post 16

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are bridged	the Mountjoy curriculum is compliant, pertinent, broad and balanced							
To further develop the assessment process post Life without Levels	To ensure pertinent and rigorous assessment procedures are developed	HF JS	TADSS Assessment group	Minutes from TADSS Assessment group	May 16	TADSS Assessment group minutes Learning Ladders in place Staff feedback	Time £350, printing costs	Assessment will be appropriate, personalised and accessible to parents and pupils
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<b>Curriculum</b>								
Extend opportunities for Work Experience, Independent Living Skills, apprenticeship and supported internships	To ensure that employability is highlighted and overt throughout KS4 and Post 16 learning	KM RB	JS HF JR- Gov	Offer Dec 15 Outcomes and opportunities Feb 16	By Feb 16	Curriculum offer Pupil progress and outcomes Work experience opportunities Newsletters	School and community resources	Young people in KS4 AND Post 16 will have access to a range of work experience settings in line with interests, ambitions and skills Independent living skills curriculum will be fully developed
PMLD Facilities will be enhanced	To ensure that PMLD pupils have the maximum opportunities for progress	TP	JS OT	Dec 15 Update to Gov and newsletter	By May 16	Equipment usage Progress in MSI data	FOMS Room Equicisor	PMLD pupils will have greater opportunities for sensory learning and experiences
One key staff member will be trained in Action Research methods to drive forwards curriculum	To ensure that the school is evaluating and evidencing curriculum areas	TBD	JS TADSS Committee	Training and plans	By July 16	Action research	TADSS	The school will have a clear understanding on the impact of certain curriculums

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<b>Behaviour and Safety</b>								
Therapy opportunities will be increased and trialled	To ensure that value for money and best personalised therapies are sought	TP CB FOMS	JS HF	Range of therapies offered and outcomes for pupils	By July 16	Therapy diaries, outcomes and range available throughout the year	FOMS	Pupils will have a better choice of therapies available to them
Continue to embed pupils awareness of different forms of bullying and how to stay safe	To keep pupils safe and feeling secure	SH HF JS	Safeguard Gov's	Bullying data 360 degree	By Feb 16	Bullying data 360 degree	360 degree training	Increased pupil safety and well being
Train staff to facilitate Speak Easy programme	To empower parents and ensure that pupils are aware of sexual health issues	SH	JS DPCC	Training received and programme in place	By Oct 15	Programme delivered	Time  Speak Easy facilitator  Training event arranged	Parents will be equipped to have conversations on Sexual Health with their children
Develop and implement a bespoke E safety curriculum	To ensure that pupils are regularly taught and reminded on how to stay safe in a digital world	CB	JS	Curriculum overview, observations and work/ mark scrutiny	By Dec 15	Curriculum overview, observations and work/ mark scrutiny	Time, training	Pupils will increase their understanding of staying safe in a changing, digital landscape
Further develop safeguarding culture through whole staff training and individual training using My Concerns software and ensuring all staff understand expectations on how, when and why we record	To ensure staff have a full and correct understanding of recording procedures, in order that the correct level of reporting is received	JS HF  SH	Safeguard Gov's	Nov 15 internal audit by Safeguarding team	By Dec 15	Training records, Gov visits, LA audit, Safeguarding files	Time, training	All staff will be aware of the thresholds for Safeguarding at Mountjoy

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<b>Leadership and Management</b>								
"Class watch" is implemented to allow staff to self-assess their teaching and support	To develop reflection and improve practice	All teachers CB	JS	Videos and plans Dec 15	All staff by April 16 to have been recorded and fed back	Videos, plans, feedbacks, next steps	Videos	To ensure that all staff are self-aware, value for money and improve their practice
Parent consultation committee	Parent voice is maximised in its involvement and influence in certain areas of school improvement	SH	JS	Parent group meetings held	July 16	Parent action plan drawn, agreed and implemented	Time Meeting venues	Stakeholders are well informed and are influential in developments
Attachment Aware school	All staff will be aware of attachment issues and actively promote these	JS HF	Gov's	Training feedback	Dec 16	Training Feedback Attachment Aware School	Training and implementation	Attachment awareness will be evident throughout the school
Middle Leaders are increased and further develop their roles	To create a sustainable workforce and focus developing the core leadership skills of challenging others and integrity	JS	Gov's SEP	Minutes Training records	Feb 16	Middle leaders being increased and having specific roles through the school. Middle leaders having personal plans	Time Training	The school will have a more diverse and sustainable leadership team
To continue developing good and outstanding practice with other schools	To share outstanding practice between schools and develop staff in all settings	SGL HF	JS	TADSS Minutes	Ongoing	Feedback, PDRs and CPD	Time Training Tadss Outreach support	Practitioners in Mountjoy and beyond will develop skills to positively impact on outcomes
The school investigates more ways to feed back to parents	To ensure parent views are maximized and parents are aware of what their child is learning	SH	JS	Feedback	April 16	Training, consultation notes and feedback	Time Training	To ensure parents feel as involved as possible
To investigate, with the LA increasing our PAN	To become more sustainable and to recognize current gaps in provision and develop these	JS	Gov's SEP	Plans, minutes, developments	July 16	Plans, minutes, developments	Time, research	To ensure that the Local Provision offers a Continuum from Birth to employment/ independence

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