



School Improvement Plan 2017-18



GOVERNORS ACTION PLAN

Excellence • Enrichment • Enjoyment

Excellence

'Jesus said to him, 'Love the Lord your God with all your heart, with all your soul, and with all your mind. This is the first and greatest commandment' (Matthew 22:37-38).

Every person is made in the image of God so our school is an inclusive, caring community offering equality of opportunity for all. We work in partnership with parents to support and enhance every child's personal development and their spiritual, emotional and physical growth. We provide excellent teaching and a broad and balanced school curriculum that both engages and challenges our pupils so they achieve excellence and become enthusiastic, independent, lifelong learners.

Action	Responsibility	Timescale	Success Criteria	Mid-Year Evaluation April 2018	End of year Evaluation Nov 2018
To ensure all pupils meet end of year attainment expectations and a significant proportion exceed end of year attainment expectations.	Full Governing Body	Whole Year	Through the analysis of achievement data, learning walks, book looks & the HT report, the FGB is confident that the achievement of all pupils and identified groups of pupils (disadvantaged, SEN, EAL and Most Able) is outstanding.	The FGB have met 4 times this year. The HT report includes a SEF, which shows the achievement across the school. Governors challenge the HT on the data and are aware of the key focus: Key Stage 2 progress in Reading and Maths for the most able. The first FGB meeting included presentations from teachers on the new curriculum initiatives. In May, we have a SIP evening which will examine the achievements in all subjects. We also look to the future SIP. All governors are expected to visit once a year for a learning walk.	
To ensure key groups of pupils, including Disadvantaged, SEN and the Most Able make at least expected progress and significant proportions make better than expected progress.	Full Governing Body Pay & Appraisal Committee	Whole Year	Through the analysis of achievement data, learning walks, book audits, the HT report and especially the appraisal cycle, the FGB is confident that teaching across the school is outstanding. They help ensure that the key actions and success criteria identified in the 'Outcomes' section of the	The FGB also examines the important groups through the SEF and HT Report, which identifies the achievements of groups. We have a dedicated Governor for SEN and Disadvantaged (Clare) and a dedicated governor for the Most Able (???). Learning Walks are focussed around observing the achievement of these groups	

			SIP are met by the end of 2017-18	so governors can focus in on their progress.	
To ensure teaching, learning and assessment remain outstanding by ensuring that all teachers are supported effectively to meet the school's updated 'Agreed Expectations'	Full Governing Body Pay & Appraisal Committee	Whole Year	Through the analysis of achievement data, learning walks, book looks, the HT report and especially the appraisal cycle, the FGB is confident that teaching across the school is outstanding.	We have a dedicated Pay and Appraisal Committee that meet twice a year. The appraisal cycle is explained and they challenge the HT on his recommendations and judgements of teacher performance. The Supported Peer Review helps governors to validate the judgements of the HT and SLT. The statutory assessment results provide ultimate verification. Governors also find confidence in the fact that the HT and SLT are invited to other schools to help support their monitoring of teachings.	
To ensure the FGB understand and are prepared to evidence Outstanding Leadership and management in an Ofsted inspection.	Full Governing Body	Whole Year	Governors have relevant training and are able to demonstrate their positive impact on the schools Leadership & Management.	The Governors have high quality meetings based on high quality HT reports. We have a range of training and skills and have fully committed to ensuring we know and understand the expectations of our roles. We challenge the HT to ensure we are outstanding leaders and managers.	
To continue to develop strong school to school support to drive school improvement and be informed and ready to decide whether to become an Academy in the future.	Full Governing Body	Whole Year	The school Leadership fully understand the process of Academisation and are prepared to convert if and when we are ready.	There are regular academy updates from the diocese. The Chair and the HT attend these and we have recently appointed a dedicated governors (Richard) to lead on behalf of governors. We formed a working party with the Surrey/Westminster Catholic schools and have met to examine the possibilities. It was decided to maintain this group and continue to meet. Governors recognise that, as an outstanding school, we are expected to share our excellent practice with other schools and have authorised the HT and SLT to support other schools. The role of the AHT was approved by	

				governors to facilitate the capacity to do this.	
Middle leaders continue to develop the School Curriculum by ensuring all subjects include rich, relevant and engaging content	Full Governing Body	Whole Year	The FGB challenge and support Middle Leaders to ensure achievement remains Outstanding across the whole curriculum.	The first FGB meeting included presentations from middle leaders on the curriculum initiatives this year (Numicon, Reading, Science, Learnpads). The HT report updates governors on the progress of these and the SIP evening in May will provide an opportunity to evaluate their impact.	
To continue to use the Pupil Premium Grant to improve the outcomes of Disadvantaged Pupils	Full Governing Body	Whole Year	Disadvantaged Pupils have diminished the difference between Other Pupils in school between their peers in the core subjects. The Most Able disadvantaged pupils reach the high scores by the end of KS2 in Reading, Writing, Maths and English, grammar, punctuation and spelling.	Governors are able to track the achievement of Disadvantaged pupils through the SEF. An update on the initiatives being used is included in the HT report. They have the opportunity to challenge the HT at the 5 FGB meeting throughout the year. The strategies in place are captured in the Pupil Premium Strategy, which is shared on the school website.	
To continue to ensure the school is financially secure in the medium to long-term	Full Governing Body	Whole Year	The FGB are all aware of the financial future of schools and are able to manage the budget successfully so that the school is both secure and successful in the future.	Monthly budget updates are shared via GVO. Chris and Richard meet with the HT and the SBM before each FGB meeting to drill down into the finances and report to the FGB. This is complemented by a full written report to governors by the SBM at each FGB. Three year forecast Budget plan shows positive and healthy balances in the most likely scenario. Governors are aware of risk.	
To ensure that the leadership of the school is effective for the medium and long term	Full Governing Body	Whole Year	The Governing Body is effective and has a range of expertise. The leadership of the FGB is secured for future years and the Governors are forward planning for the possibility of alternative models of governance and leadership in the future e.g. academies.	The HT is appraised 3 times a year by the HT appraisal committee. The Pay and Appraisal Committee approves salary increases recommended by the HT each year. Richard has been taken on the responsibility of exploring the academy agenda on behalf of the FGB. He, the HT	

				and the SBM are part of a working party of Surrey/Westminster schools.	
Continue to challenge all pupils to enable them to achieve their full potential in Religious Education.	Curriculum Committee	Whole Year	Through the analysis of achievement data, learning walks, book looks & the HT report, the FGB is confident that the achievement of all pupils and identified groups of pupils (disadvantaged, SEN, EAL and Most Able) is outstanding in Religious Education.	RE targets are shared at parents meetings. The RE SEF has been shared with governors and an update on our targets is included in each HT report, which is open to challenge. Homework has been introduced in Reception in the Summer Term. Yr 6 RE Lead will teach group of year 6 pupils who have the potential to achieve L5. Diocesan Advisor reviewed RE in the school. RE Planning being updated.	
Continue to support parents in developing their subject knowledge of Religious Education to enable them to support their children.	Curriculum Committee	Whole Year	The improved subject knowledge of parents has improved subject knowledge of pupils.	RE parent surveys are sent out twice a year. The feedback is overwhelmingly positive. RE curriculum newsletters are sent out each term to inform parents of the curriculum content. The 'Wednesday Word' shares the gospel with families. A Curriculum Workshop was held on the Autumn Term and informative background notes are shared with parents before each topic so that they can support their child's learning at home.	
To further develop partnerships with local Catholic schools.	Full Governing Body	Whole Year	Teaching and Learning has improved. Self-Assessment of the school is secure and verified by others.	We hold a Supported Peer Review each year with two local Catholic schools. We continue to have a Loose Collaboration with Surrey/Westminster schools. The HT's meet every half-term. We have supported teaching staff in other schools and will share more training together on RE. We hosted a Deanery meeting of HTs and the Deputy Director of Education here at St Michael's.	

Enrichment

Jesus said, "Let the little children come to me and do not hinder them, for to such belongs the kingdom of heaven." (Matthew 19:14).

A close relationship with God enriches our lives. Therefore, we offer our children and their families opportunities for spiritual nourishment including prayer, song, reflection and collective worship. Religious Education is a central part of our school curriculum. We teach our children to know and understand the teachings of Christ and the Catholic Church so that they may know God and themselves better. A wide range of sporting, creative and academic enrichment opportunities is offered so that every child is valued and can develop their God-given talents. We foster strong links with our Parish, our Diocese, members of our local and international community to enrich the lives of our children. Our children understand that they are stewards of the earth, respecting our school environment, our planet and all those who share it.

Action	Responsibility	Timescale	Success Criteria	Mid-Year Evaluation April 2018	End of year Evaluation Nov 2018
To continue to use the Sports Premium to improve healthy lifestyles, participation in sports and improve the teaching and learning of PE and the Continued Professional Learning (CPL) of the staff.	Full Governing Body	Whole Year	Effective CPL and monitoring ensures the quality of teaching in PE continues to be Outstanding. 100% of pupils take part in an extracurricular sports club.	The Sports Premium spend is captured in the 3 year and 1 year plan. A wider variety of activities offered to every year group each year. For example, FA Coaching, Cricket clubs and inter-school competitions. Some after school clubs are subsidised and disadvantaged or unfit pupils are encouraged to attend. A 'Sports Crew' of pupils helps run sports activities and competitions at lunch times. Currently 78% of pupils have taken part in an extracurricular sports club. Child-led Lunchtime Clubs are planned for the pupils that have not taken part in a club.	
To continue to enhance the opportunities for pupils at play time through the Opal Play Project.	Chair	Whole Year	Pupils have a continually improving play offer. Play is valued by all staff, Parents and Pupils. We continue to be a beacon for other schools	We achieved Platinum School Status last Summer and continue to develop our play offer. We await planning approval for our 'Talking Treetops' structure and continue to replenish our resources using donations, PTA funds and Sports Premium funding. We are hosting an Open Day for Opal on 4 th July for schools that may be interested in starting the project. Our video is used by OPAL as an example for other schools. Behaviour incidents continue to be minimal.	

Enjoyment

'This is the day that the Lord has made; let us rejoice and be glad in it.' (Psalm 118:24)

Having faith in Jesus brings joy to our lives. We can find true happiness if we live by the Gospel values so that we receive the gift of eternal life. The Gospel values and Christian virtues of friendship, responsibility, respect, self-respect, honesty, forgiveness, tolerance, justice, compassion, patience, generosity, empathy and tolerance are the golden threads that run through all of our teaching and all of our relationships. They form the basis of our expectations of behaviour and ensure that our children are respectful, tolerant, courteous and have a strong moral code. Our school community is committed to helping others in need. Serving the common good brings us closer to God and brings joy to those that receive help and to those that give it. Children have the right to be safe and to be happy. Our school is a welcoming, loving and nurturing environment where children thrive. We take every measure to keep our children safe and provide the pastoral care needed to deal with any problems they may encounter.

Action	Responsibility	Timescale	Success Criteria	Mid-Year Evaluation April 2018	End of year Evaluation Nov. 2018
To ensure safeguarding continues to be highly effective	Full Governing Body	Whole Year	Governors are confident that pupils are listened to and are safe. Pupils at risk of harm, including radicalisation and extremism, are supported by the school and external partners. Governors are confident in their own role to safeguard children and that of the staff.	The Surrey Safeguarding self-audit was completed in March and approved by the FGB. It was also reviewed by Simon Jay (Safeguarding Governor) in detail and was submitted to Surrey. The Single Central Record is regularly reviewed and updated by the SBM and the Deputy Headteacher. All Designated Safeguarding Lead and Deputy Lead training has been updated when necessary and fed back to staff. DSL meetings take place each half-term with the full DSL team to update each other on the ongoing safeguarding issues with pupils and discuss and agree next steps as a group. A new 'E-Cadets' programme has been introduced which educates a select group of pupils in each class to learn and share important lessons on e-safety. John is working with other Spelthorne schools, local police and other groups to put together a parents workshop for Year 5&6 parents focussed on safety as pupils progress to secondary school. St Michael's will host one event. The NSPCC resources have been used in assemblies to teach pupils about sexual exploitation in an age-appropriate way and the new Relationships and Sex	

				Education curriculum will be introduced this summer.	
Continue to build the partnership with parents and further involve them in the life of the school.	Full Governing Body	Whole Year	Parents feel more involved in the Catholic life of the school.	<p>We continue to survey the parents twice a year to gather feedback on the Catholic Life of the School and Religious Education. Feedback is very positive each time. We offer the opportunities for parents to attend masses, class assemblies and, from this summer, class worship. Masses are led by both parish priests. RE targets are now discussed as part of parents evening and a 'share my learning' afternoon allowed them to view the childrens' books. Weekly RE homework allows parents to engage with the RE curriculum at home and support their child's learning. This is also supported by background notes for parents at the beginning of each new topic.</p> <p>A Parent Workshop on the new Relationships and Sex Education Curriculum will be held in the Summer term.</p> <p>We share the 'TenTen' monthly newsletter and weekly Wednesday Word which gives parents advice and reflections throughout the liturgical year.</p>	