



School Improvement Plan



Shaldon Primary School

2022/23

'Making a positive difference to ourselves, others and the world around us.'



Excellence through Cultivating Character, Pursuing Innovation and Sharing Talents

Trust Objectives 2022-23	
Objective 1	Culture: Grow an exceptional team through a high challenge, high support organisation.
Objective 2	School Performance: Successfully pursuing Excellence at all levels.
Objective 3	Service: Develop our Trust as a Civic organisation
Objective 4	Aligned Organisation: Embedding resilient systems and achieving long-term sustainability.

School Improvement Overview



Objective 1: Leadership and management	Subject leaders and middle leaders are highly effective in ensuring a consistent pedagogical approach across the school, resulting in pupil progress in all subjects, and effective catch-up in all subjects where required.	Trust link Objective
Key Result 1	Our curriculum content is proven to be ambitious for all pupils. There is a clear, embedded progression in acquisition of subject knowledge, subject skill development and conceptual understanding in every curriculum subject.	OKR1 - Culture OKR 2 – School Performance OKR4 - Aligned Organisation
Key Result 2	Exceptional quality of education is evident in every subject, as a result of impactful subject leadership, resulting in disadvantaged pupils and those with SEND achieving the best they possibly can.	
Key Result 3	Teachers will report that they are well supported by middle leaders to deliver a consistent pedagogical approach across all subjects. Teachers will report healthy work life balance and be able to cite examples of actions taken by leadership to promote their well-being.	
Objective 2: Quality of education	Exceptional teaching and acquisition of rich subject knowledge ensures pupils become life-long learners and are fully equipped for the next stages of their education	Trust link Objective
Key Result 1	Our pedagogical approach (know, show, grow) is further developed, to ensure pupils retain knowledge and make connections across and within a subject.	OKR 1 – Culture OKR 2 – School Performance OKR 4 – Aligned Organisation
Key Result 2	Reading continues to be a priority, resulting in life-long readers and a rich literary experience across all subjects, as a result of the teaching of reading and writing being embedded within the delivery of foundation subjects.	
Key Result 3	We will demonstrate a closing of the gender gap across reading, writing and maths, resulting in less than 10% gap between boys and girls. The gender gap in reading and writing is decreased so that boys' attainment is within 10% of girls; Girls' attainment in maths will be raised, so that it is less than 10% of boys attainment.	
Key Result 4	The attainment gap of disadvantaged pupils will be within 20% of non-disadvantaged pupils.	
Objective 3: Behaviour and attitudes	Our pupils take responsibility for their own learning, relationships, and environment, rooted in deep mutual respect and tolerance.	Trust link Objective
Key Result 1	Children will demonstrate how they have taken responsibility for managing their own behaviour and contribute to the excellent behaviour of others.	OKR 1 – Culture OKR 3 - Service
Key Result 2	Lesson observations and work scrutiny will evidence pupils how pupils have become more reflective and responsible learners. All pupils, particularly disadvantaged and SEND will be able to articulate a metacognitive tool that has enabled them to retain knowledge.	
Key Result 3	Systems and process around attendance will result in less than 5% attendance gap between disadvantaged and non-disadvantaged pupils.	
Objective 4: Personal Development	Pupils are confident, resilient individuals who understand their unique skills and talents and their place in the world as global citizens. Pupils strive to make a difference in their local and global community as a result of rich, character education and experience of a broad range of extra-curricular activities.	Trust link Objective
Key Result 1	Pupils will have a greater understanding their role in their community, demonstrated through impact reports of outreach events and pupil/parent surveys.	OKR 1 – Culture OKR 2 – School Performance OKR 3 – Service OKR 4 - Alignment
Key Result 2	Over 90% of pupils will report that their well-being is prioritised by the school. Pupils will articulate how they have taken responsibility for their own mental and emotional well-being and how they have shown respect for the well-being of others.	
Key Result 3	All pupils demonstrate pride in their personal development and share their achievements with external stakeholders through planned outreach events.	
Objective 5: EYFS	An outstanding EYFS provision continues to provide a language-rich environment, promoting curiosity, exploration, and independence.	Trust link Objective
Key Result 1	Observations, external reviews, discussion with staff, and parent surveys will reflect the impact of our ambitious EYFS curriculum. The impact will be that children in EYFS will make exceptional progress throughout the year and this will result in children being deeply engaged in learning and demonstrating sustained high levels of concentration.	OKR1 - Culture OKR 2 – School Performance OKR4 - Aligned Organisation
Key Result 2	Parents will report that they are well supported and highly engaged in their child's learning. Parents will have a clear understanding of how to support their child with early mathematics, phonics and reading strategies.	
Key Result 3	The teaching of early reading and early mathematics is highly effective, resulting in all pupils making exceptional progress, particularly those who are disadvantaged and have additional needs. At least 90% of pupils will achieve a good level of development and attainment for disadvantaged pupils will exceed that of non-disadvantaged.	