



**PHOENIX SCHOOL IMPROVEMENT PLAN**

<b>AREA</b>	<b>COMMUNITY -</b>
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<b>DATE</b>	<b>2016/2017</b>
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PRIORITY ACTIONS	RESPONSIBILITY	TIMESCALE			SUCCESS CRITERIA	MONITORING	EVALUATION	FINANCE & RESOURCES	REVIEW LINKS
		Start	Milestones	Finish					
<p><b>Priority 1 – Continue to convert educational statements to Educational Health and Care Plans (EHCP)</b></p> <ul style="list-style-type: none"> <li>Assistant Head continue to have responsibility for EHCP conversions.</li> <li>Provide guidance and training for staff and parents.</li> <li>In partnership with LA establish conversion plan.</li> <li>Implement timetable</li> </ul>	SN/SM/AS	Oct 2016		Ongoing July 2017	EHC plans reflect the needs interests and desires of each pupil, inform practice and support the evaluation of provision EHC plans promote interdisciplinary work.	<p>Head/Deputy</p> <p>S.I.A Maria Landy</p>	<p>Liaison with La Professional Dialogue – Feedback from parent/carers</p> <p>Head reports to Governors</p>		



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<p><b>Priority 2 – Further increase the effectiveness of Governing Board</b></p> <ul style="list-style-type: none"> <li>• Increase membership with suitable skills (REFLECTING COMPOSITION OF SCHOOL POPULATION)</li> <li>• Appointment of new Chair of Governors</li> <li>• Appointment of associate Governors.</li> <li>• Appointment of lead Governors. Continuation of Governor self-audit</li> <li>• Annual in house training evening TBC</li> </ul>	<p><b>PP</b> <b>Maggie Short</b></p>	<p><b>Jan 17</b></p>	<p><b>October 16</b> <b>new chair to be proposed</b></p>	<p><b>Ongoing</b></p>	<p><b>Governors hold the leadership group to account and evidence of school improvement is rigorously reviewed and evaluated</b></p> <p><b>Governors have robust systems in place to make objective, informed, independent judgements of the strengths and needs of the whole school. Governors planning and decisions are based on sound knowledge of the school</b></p>	<p><b>Through minutes challenge and monitoring teaching and learning and progression. Pupil progress SIP on line within time scales.</b></p>	<p><b>Governing body meetings x 2 per term</b></p> <p><b>Focussed agenda items</b></p>	<p><b>Nil costs</b></p>	<p><b>OFSTED ACTION POINT</b></p>



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<p><b>Priority 3 – Review the values – mission statement underlining planning and practice to ensure that they are shared and understood by all staff.</b></p> <ul style="list-style-type: none"> <li>• <i>Staff supported to reflect on school’s curriculum statement and how this relates own practice.</i></li> <li>• <i>Staff asked if the statement is still relevant and suggestions for changes.</i></li> <li>• <i>Consultation on revisited curriculum statement</i></li> <li>• <i>Staff contribute to the development of teaching and learning policy.</i></li> </ul>	<i>PP</i>	<i>Dec 16</i>		<i>Feb 17</i>	<i>Staff developing own practice</i>	<i>Staff develops own practice enabling learning to be: creative, individual, appropriate, promoting curiosity, independence, communication, choice, inclusion, challenge.</i>	<i>Revised mission statement drafted and shared with all stakeholders.</i>		



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<p><i>Priority 4 – Continued comprehensive schedule of school self-evaluation and improvement</i></p> <p><i>External support for school improvement established.</i></p> <p><i>Continue current arrangements of termly focussed external consultant visits.</i></p> <p><i>Systematically review SIP and APTGO framework</i></p> <p><i>Create a self-evaluation schedule complete with a range of KPI's leading to subsequent improvement.</i></p>	<p><i>PP</i> <i>Maggie Short</i></p>	<p><i>Nov 16</i> <i>1 termly visit per consultant</i></p> <p><i>Autumn 16</i> <i>Spring17</i> <i>Summer 17</i></p>			<p><i>There is a rigorous implementation of well-informed improvement plans.</i></p> <p><i>Governors and school staff will feel secure in overall school improvement work and will be able to triangulate their own view with alternative audiences.</i></p>	<p><i>Maria Landy</i></p> <p><i>Julie Miller (governor)</i></p> <p><i>Angela Scott (ELC)</i></p> <p><i>APTGO</i></p>	<p><i>Termly written reports to</i></p> <p><i>Governors</i></p> <p><i>Leadership group.</i></p>	<p><i>£2000</i></p>	



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<p><i>Priority 5 – Refresh current induction procedures</i></p> <ul style="list-style-type: none"> <li>• <i>Clear delegation of responsibilities for induction of different posts (teachers: assistants: MSA's)</i></li> <li>• <i>Deputy to oversee induction and Co-ordinate which units each person has completed.</i></li> <li>• <i>Department team leaders allocate mentors for all new people in their part of school.</i></li> <li>• <i>Review/revision of induction guidance materials.</i></li> <li>• <i>Prepare induction timetable.</i></li> <li>• <i>Rigorous processes are implemented by department team leaders to receive feedback from new staff.</i></li> </ul>	TD	<p><i>Oct 16 (initially and throughout academic year if needed)</i></p>			<p><i>Everyone feels welcome and supported in all parts of the school. New staff settles quickly to make a valuable contribution to learning and progress. Experienced members of staff are empowered to support and guide others.</i></p>	<p><i>Head teacher Chair of Governors</i></p>	<p><i>Structured and informal feedback to leadership.</i></p> <p><i>Staff questionnaire.</i></p> <p><i>Feedback from consultation groups such as wellbeing / staff teams.</i></p>	<p><i>2 days per term.</i></p>	



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<p><i>Priority 6 – Governors and senior leaders are able to make an informed decision regarding the schools constitutional framework. (LA/ Single Academy/Lead School in a multi-Academy Trust or part of a Multi Academy Trust)</i></p> <ul style="list-style-type: none"> <li><i>• Governors and senior leaders attend local and regional training/briefings/meeting re developments relating to Academy.</i></li> <li><i>• Head attends national events on Academy status.</i></li> <li><i>• Head meets and maintains regular contact with heads of other special schools re Academy status.</i></li> <li><i>• Head prepares report for Governors outlining the issues and making recommendations.</i></li> </ul>	<p><i>PP</i></p> <p><i>GB</i></p>	<i>Jan 17</i>	<i>Ongoing</i>	<i>Ongoing</i>	<i>Governors and school are able to make an informed choice</i>	<i>GB Meetings</i>	<p><i>Feedback from Governors</i></p> <p><i>Feedback from staff.</i></p> <p><i>Feedback from conferences</i></p>	<p><i>TIME CONFERENCE</i></p> <p><i>£250</i></p>	



# PHOENIX SCHOOL IMPROVEMENT PLAN

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DATE	2015 - 2016
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PRIORITY ACTIONS	RESPONSIBILITY	TIMESCALE			SUCCESS CRITERIA	MONITORING	EVALUATION	FINANCE & RESOURCES	NOTES
		Start	Milestones	Finish					
<p><i>Priority 7 – With Herlington Hub completed refresh world PF work/pupil enterprise schemes</i></p> <p><i>On completion of refurbishment finalise H/S audit</i></p> <p><i>Review current schemes and links with other settings.</i></p> <p><i>Calendar of enterprise education more formally produced and implemented.</i></p> <p><i>Create blueprint for Enterprise Education</i></p> <p><i>Initiate phase 1 for Herlington Hub – Have official opening.</i></p> <p><b>CREATE MANAGEMENT TEAM FOR HERLINGTON HUB</b></p>	Se/re	Sept 15		July 17	<p><i>Increased learning opportunities for pupils.</i></p> <p><i>Increased opportunities for pupils within the “World of Work”</i></p>	<p><i>Curriculum Governors</i></p> <p><i>Teachers</i></p>	<p><i>End of year report.</i></p>	<p><i>Nil Costs just services for Herlington Hub</i></p> <p><i>Lease paid by LA</i></p>	



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<b>PRIORITY ACTIONS</b>	<b>RESPONSIBILITY</b>	<b>START</b>
<b><i>1. To continue EHCP conversion</i></b>	<b><i>SN/SM/AS</i></b>	<b><i>October 16</i></b>
<b><i>2. Continue to increase effectiveness of Governing Board linked to post Ofsted</i></b>	<b><i>PP/Govs</i></b>	<b><i>January 17</i></b>
<b><i>3. Review school values</i></b>	<b><i>PP</i></b>	<b><i>December 16</i></b>
<b><i>4. Continued school self-evaluation</i></b>	<b><i>PP/MS</i></b>	<b><i>November 16</i></b>
<b><i>5. Refresh induction procedures</i></b>	<b><i>PP/GB</i></b>	<b><i>October 16</i></b>
<b><i>6. Continue to review schools constitutional framework</i></b>	<b><i>PP/GB</i></b>	<b><i>March 16</i></b>
<b><i>7. Refresh world of work/pupil enterprise</i></b>	<b><i>SE/RE</i></b>	<b><i>January 17</i></b>
		<b><i>September 15</i></b>