



PHOENIX SCHOOL IMPROVEMENT PLAN

AREA	STAFFING
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DATE	2016 - 2017
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PRIORITY ACTIONS	RESPONSIBILITY	TIMESCALE			SUCCESS CRITERIA	MONITORING	EVALUATION	FINANCE & RESOURCES
		Start	Milestones	Finish				
<p><i>1. All staff continue to be fully familiar with Prevent training. Prevent training forms part of induction.</i></p> <ul style="list-style-type: none"> ❖ <i>All teachers and assistants receive Prevent training delivered by a WAP trainer</i> ❖ <i>A member of staff gains WAP trainer status.</i> 	RE	Nov 16		Ongoing	Staff informed about terrorism and extremism and act to safeguard all concerned,	Curriculum Governors	Feedback from pupils, staff, families, Governors	INSET time overtime £1k WAP trainer course



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<p><u><i>2.Continue to ensure the effective and consistent use of behaviour plans and strategies</i></u></p> <ul style="list-style-type: none"> ❖ <i>Regular ongoing review of behaviour plans</i> ❖ <i>Continue to develop family views within planning cycle for supporting behaviour.</i> ❖ <i>Plan yearly framework for team Teach (TT)</i> ❖ <i>Support other schools in developing behaviour frameworks.</i> ❖ <i>Reinstate behaviour briefings</i> ❖ <i>Identify suitable staff members and replace head teacher as TT tutor</i> 	<p><i>PP/ SM</i></p>	<p><i>Dec 16</i></p> <p><i>Feb 17</i></p> <p><i>June 17</i></p>		<p><i>ongoing</i></p>	<ul style="list-style-type: none"> ❖ <i>Maintain Ofsted outstanding judgement</i> ❖ <i>All staff continue to develop expertise within behaviour.</i> 	<ul style="list-style-type: none"> ❖ <i>SLT Monitoring</i> ❖ <i>Serious accident files</i> ❖ <i>Curriculum Governors</i> ❖ <i>Monitoring SIF</i> 	<p><i>SLT lesson observations.</i></p> <p><i>Behaviour analysis shows improving trends</i></p> <p><i>Reports termly to teachers/ Governors</i></p>	<p><i>NLE</i></p>



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<p><u>3. In light of Head teacher leading review school leadership and management structure</u></p> <p><i>Personnel/Finance Governors review structure and consult with full Governors in line with budget.</i></p> <p><i>Establish timeframe for Appointment/recruitment</i></p> <p><i>Interview Potential candidates</i></p> <p><i>Chair to meet and seek view of LG</i></p> <p><i>Leadership courses identified to current Leadership team</i></p>	<p>PP</p> <p>MS</p>	<p>Aug16</p>	<p>Dec 16 <i>HT advert</i></p>	<p><i>ongoing</i></p>	<p><i>Appropriate management structure in place for sept 15.</i></p> <p><i>Leadership training identified as appropriate for future of school.</i></p> <p><i>Successful interviews new teacher in post for sept 17</i></p>	<p><i>School to school support (TRIADS)</i></p> <p><i>Leadership course (year) E.L.C</i></p>	<p><i>Course evaluation</i></p>	<p><i>Courses secured through LA sponsorship.</i></p>	



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<p><i>4. To provide ongoing statutory updates – medical / moving / handling / behaviour</i> <i>Develop current CPD practice/increase opportunities for all staff to develop range of professional skills</i></p> <p><i>Perform skills audit-secure outside providers -create cycle of on-going training</i></p> <p><i>Seek replacement for FT when retires</i></p> <p><i>Team teach tutors to be re accredited replace head teacher</i></p>	<p><i>TD CPD coordinator</i></p> <p><i>School Nurse KS</i></p> <p><i>SERCO moving & Handling facilitator</i></p> <p><i>In school team teach tutors</i></p>	<p><i>Oct 16</i></p> <p><i>DEC 2016</i></p> <p><i>T.TEACH RE-ACCRED</i></p>	<p><i>Sept 16 Professional day</i></p> <p>Replace school nurse</p>	<p><i>ongoing</i></p>	<p><i>Yearly cycle of essential /statutory CPD opportunities available for all staff in line with best value and maintenance of standards.</i></p> <p><i>Culture of continuous development prevalent within this workplace</i></p> <p><i>Improved staff skills and competencies</i></p>	<p><i>LG/CURRICULUM GOVERNORS</i></p> <p><i>ENSURE WHOLE STAFF COVERAGE</i></p>	<p><i>CPD PRESENTATION /UPDATES THROUGH HT REPORT</i></p>	<p><i>SEE PORTFOLIO FOR TRAINING</i></p> <p><i>ALL STATUTORY TRAINING COVERED THROUGHOUT THE YEAR</i></p> <p><i>£2000 COVER</i></p> <p><i>RE ACCREDITATION T.T TUTORS</i></p>	



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<p><u>5. To review and further develop healthy and supportive working environment in light of year since opening of 2 sites.</u></p> <ul style="list-style-type: none"> ❖ <i>Continue links with staff engagement</i> ❖ <i>Re-establish Phoenix well-being task group</i> ❖ <i>Establish framework for well-being programme</i> ❖ <i>Complete on line surveys</i> ❖ <i>Meet external consultants</i> ❖ <i>Develop organisation in light of survey</i> 	<i>TD</i>	<i>Nov 16</i>			<i>Continued improved well-being of staff</i>	<p><i>Well-being focus group</i></p> <p><i>Consultants</i></p>	<p><i>Well-being Reports</i></p> <p><i>On line surveys</i></p> <p><i>Reports focussed on the impact of training and development teaching and learning across the school</i></p>	<i>Staff release time</i>	



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<p><u>6. Expand autism Expertise</u></p> <p><i>Consider existing training programmes develop yearly programme of refresher modules for all staff.</i></p> <p><i>Complete ASD audit</i></p> <p><i>Access online ASD training for staff</i></p> <p><i>Complete initial foundation for Autism accreditation.</i></p>	<p><i>TD</i></p> <p><i>A Ferguson (trainer)</i></p>	<p><i>Sept 16</i></p>	<p><i>Rolling Programme</i></p>		<p><i>All staff further enhanced knowledge of pupils with ASD.</i></p> <p><i>Consistency of approach for ASD pupils continually improved.</i></p>	<p><i>School Consultant AF</i></p> <p><i>Curriculum Governors</i></p> <p><i>Lesson Observation.</i></p>	<p><i>Termly evaluation reports.</i></p> <p><i>Lesson observations</i></p> <p><i>Staff training evaluations</i></p>	<p><i>Cost of trainer.</i></p>	



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<p><u><i>7. Developing on from Iris pilot study "initiate Year 2 Iris Project"</i></u></p> <ul style="list-style-type: none"> ❖ <i>Select focus group</i> ❖ <i>Subscribe to scheme (IRIS)</i> ❖ <i>Undertake training</i> ❖ <i>Set up coaching sessions</i> ❖ <i>Embark on Pilot IRIS</i> ❖ <i>Produce bank of evidence showcasing the very best Phoenix practice</i> 	<p>TRUDY DUFFIELD</p> <p><i>Selected teachers</i></p> <p><i>For second year of project</i></p>	<p><i>Sept 16</i></p>		<p><i>July 17</i></p>	<p><i>More effect coaching as a result of IRIS technology</i></p> <p><i>Evidence to show positive impact on developing classroom practice</i></p>	<p>LEADERSHIP</p> <p>CURRICULUM GOVERNOR</p>	<p>BANK OF VIDEO EVIDENCE</p> <p>END OF YEAR REPORT FROM PILOT PROJECT.</p>	<p>IRIS PROJECT</p> <p>£</p>	



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<p><u>8. All class staff have a good understanding of sensory integration, coaching and support provided for specialist classes.</u></p> <ul style="list-style-type: none"> ❖ External trainer sourced ❖ Framework for training established ❖ Individual pupils assessed and formal reports written 	TD	Nov 16		Ongoing	<p>The vast majority of staff have a good understanding of sensory integration and this is reflected in their outstanding practice. Outstanding practice supports learning.</p>	<p>Observations lesson walks Professional dialogue</p>	<p>Evaluation undertaken of the impact of training</p> <p>Also reflected in planning and practice.</p>	Leadership time	



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<p><u>9. Increased professional development of staff expertise and knowledge within MSI</u></p> <p><i>Lead staff access appropriate professional training first phase through Birmingham University</i></p> <p><i>Cascade training/twilight workshops</i></p> <p><i>Planned in house training</i></p> <p><i>Additional staff accessing local/national workshops</i></p> <p><i>Attend support groups</i></p> <p><i>Identified groups within school</i></p>	SP	Sept 16		July 17	<p><i>Lead person for MSI created</i></p> <p><i>Embark on appropriate qualification</i></p> <p><i>Pupil achievement increased and documented.</i></p> <p><i>Staff knowledge and expertise enhanced.</i></p>	<p><i>LG/Birmingham university</i></p>	<p><i>Course evaluation</i></p> <p><i>Feedback/updates to whole Governors</i></p>	<p><i>Jointly funded school/LA</i></p>	



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1. To continue Prevent training	RE	November 16
2. Ensure effective use of behaviour plans	PP/SM	December 16
3. Review leadership structure	PP/MS	August 16
4. To provide ongoing statutory updates – medical/moving/handling/behaviour	TD	October 16
5. To further develop and sustain a healthy and supportive working environment	TD	November 16
6. Expand Autism expertise	TD/CR	September 16
7. Increase Iris training	TD	September 16
8. Expand staff understanding of sensory integration	TD	November 16
9. Increased professional development within MSI	SP	September 16

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