



School Development Plan 2016-17

St Anthony's Catholic Primary School

Headteacher: John Morgan

Chair of Governors: Sue Franklin

Mission Statement: Learning and Growing Together with Jesus

School Context:

The school is a voluntary aided Catholic Primary School in the Diocese of Wrexham. The local authority is Flintshire.

The school is located in Saltney on the Welsh/English border about three miles from Chester city centre. There are currently 153 children in the school, 18 of which are in Nursery. 14.7% of the children are entitled to Free School Meals over a three year average. 11% of children are from ethnic backgrounds other than White British 4% higher than L.A. The percentage of children whose EAL acquisition is less than competent is 7.1%. Attendance has been 94.4% for the last two academic years. The percentage of children who are Catholic is 38%. Exclusions in 2014-15 was four children for a total of five days this reduced in 2015-16 to one child for a total of two days. The percentage of children who are School Action Plus or Statemented is 5.5% and percentage on special needs register is 37.9% (taken from plasc data in January 2016). 24% of the pupils reside in England, which can have an impact on data as this information is not taken into account by W.A.G when considering levels of deprivation for Core Data and into which family group we are placed for comparability.

The school was built in 1969 to replace the old school. A separate nursery unit was built in 1972 with a further extension to this in 2000. The school has recently been refurbished with new windows at an approximate cost of £40,000. There are large playing fields and a yard. In September 2016 a new car park opened to be shared with Wood Memorial. School meals are prepared on the premises by our two excellent cooks. There are six classes with a teacher responsible for special needs for two days a week. The senior management team was strengthened in summer 2016 by the appointment of a Foundation Phase leader and Key Stage 2 leader. We also have a number of classroom assistants to support the delivery of the curriculum. For the last two years standards have been good with 100% of our Key stage 2 leavers gaining level 4 above in Maths, English and Science. EIG grant for 2016-17 is £9,481 and PDG grant is £20,700 early years PDG is £2,700

School priorities for improvement 3 year

2016-17	2017-18	2018-19
Develop knowledge, skills and understanding of the digital competence framework. To embed new science planning To improve standards of writing and MAT teaching across the curriculum Continue to develop school to school collaboration Continue to develop Welsh Develop collective Worship in class Develop Attendance	Attendance Literacy Numeracy R.E. To improve collective worship Closing the gap – well –being	Attendance Literacy Numeracy R.E. To improve collective worship Closing the gap – well –being

Staffing structure

Member of staff	FT/PT	Position	Year Group	Areas for leadership or particular roles
Mr J Morgan	FT	Headteacher		Whole school Strategic Leadership and Management Standards, Provision, Wellbeing, Performance Management, Safeguarding, Budget, Religious Education, Data team, School Council. PPA teacher ,Member of SMT.
Mrs J Torgersen	F.T	Class Teacher ,ALNCO Foundation Phase Leader SMT	Rec/1	Foundation Phase leader, ALNCO, Safeguarding,, Teacher Governor Health and Safety ,Science leader, P.E..leader, Member of SMT.
Mrs M McNamee	FT	Class Teacher Key Stage 2 Leader	3/4	Leadership of Maths and Key stage 2. Safeguarding. Member of SMT.
Mrs S Gibbons	P.T	Class teacher	1/2	Healthy School Leader, Welsh leader.
Mrs Nicola Edwards	P.T.	School Secretary		School Secretary, Finance Officer and Clerk to the Governors
Mrs E Drew	F.T	Class Teacher	5/6	I.C.T. and D.T leader.
Mr S Davies	F.T.	Class Teacher	4/5	History and Geography leader. ECO Club.
Mrs S Mulgrew	P.T	Class Teacher	1 & 2	Literacy Leader
Mrs J Garner	P.T	Classteacher	PPA	Art leader
Mrs J Evans	P.T.	Class Teacher	N/	Music Leader,
Mrs J Supple	P.T	T.A PDG	Foundation	
Mrs J Rathbone	F.T	T.A		Family engagement officer, Behaviour Support, Nurture Interventions, Catch up maths & P.D.G Support.
Mrs K Durcan	F.T	T.A	N/R	Staff Governor, T.A. Foundation Phase
Carine Pritchard	P.T	T.A	N/R/1	Foundation Phase
Liz Parsons	F.T	T.A Senior MDSA	N/R	Foundation Phase, Catch-up Literacy, Catch up Maths, Senior MDSA. Clerk to the Governors
Anne-Marie Crocombe	P.T	Admin Clerk/T.A	N/R	Foundation Phase
Heidi Buckley	P.T	T.A	4/5	KS2
Gaynor Maddocks	P.T	T.A	3	KS2 & Foundation Phase
Janet Percy	P.T	T.A	4/5/6	KS2
Nicky Jones	P.T	T.A	FP	Foundation Phase
Annwen Woods	P.T	T.A	1 & 2	Foundation Phase
Mrs N.Peto	P.T	One to one suport	$\frac{3}{4}$	
Miss M Franco	P.T.	One to One Support	$\frac{3}{4}$	

Priority 1: Raise school attendance

Targets: To raise attendance to 95.3% for the academic year and for each term to be above the median of similar school.

Action	Impact/Success Criteria	Monitoring Activity
Robustly monitor attendance.	<p>To raise attendance to 95.3% for the academic year and for each term. Continue on work carried out last year as for the last two years school has been on 94.4% for academic year</p> <p>Attendance last Autumn term was 94.9 % Spring term was 93.8 % Summer term was 92.9%</p>	<p>Mrs Rathbone family liaison officer, Gill Howard EWO . Continue with initiatives introduced last year.</p> <ul style="list-style-type: none"> • Attendance monitored on a daily basis by Mrs Rathbone family Liaison officer. • First day phone calls if no reason given. • If due to emotional reasons then meeting arranged with parent, child and Mrs Rathbone ASAP. • New brochure devised for parents to 'improve your attendance' and improve your chances of success • Attendance from the previous week for each class published on newsletter on weekly basis. • Each half term children who achieve 99% or 100% attendance gain a certificate and a prize. • Attendance cup awarded to class that has best attendance for each half term. • Regular mention of the importance of school attendance given priority in school newsletter. • Encouraged through newsletter not to take family holidays. <p>Monitor each half term to beat these figures and reach target of 95.3%</p>
Raise attendance for boys	Raise attendance for boys from 93.9 %to 95.3%	Mrs Rathbone family liaison officer, Gill Howard EWO. Mrs Rathbone to chase first day absences through phone call home if reason not given. Persistent absentees to be referred to EWO.

		Rewards for boys with good attendance to be aimed more specifically at boys for example football.
Raise attendance for girls	Raise attendance for girls from 94.8% to 95.3%	Mrs Rathbone family liaison officer, Gill Howard EWO . Mrs Rathbone to chase first day absences through phone call home if reason not given. Persistent absentees to be referred to EWO
Decrease Holidays	Insert percentage	Mrs Rathbone family liaison officer. Mrs Rathbone to keep a record of all holidays authorised, which are to be discouraged. Those over ten days, holidays to be unauthorised.

Priority 2: Raising standards, provision and understanding of digital literacy

Source of priority: Digital Competence Framework. A curriculum for Wales. A curriculum for life					
Action		Impact/Success Criteria		Monitoring Activity	
Familiarising with the DCF and develop a vision for translating it into practice		Staff to have a good working knowledge of the DCF and impact on the curriculum.		Mrs Drew to monitor and lead	
Reviewing Skills needs					
Reviewing Resources					
Beginning to implement the DCF as understanding and confidence grows in the four strands					
Strategically planned monitoring tasks	Lead and others	Time scale	Resources	Costings	Completed/Evaluated
Begin to familiarise with the DCF	John Morgan/ Mrs Drew	September staff meetings and training days	Digital Competence Framework. June 2016 and September update.	Nil	
Skills Audit	Mrs Drew	November half term	Skills Audit Exemplar	1 day supply £160	
Resources Review	All teaching Staff	November Half term	Laptops are old and passed their sell date. Probably Audit will flag up the need for new laptops.	Probably the cost of 20 laptops to be researched	
Evidence of citizen strand	Mrs Drew	Monitoring in Spring and Summer			
Evidence of interacting and collaborating strand	Mrs Drew	Monitoring in Spring and Summer			
Evidence of producing strand producing	Mrs Drew	Monitoring in Spring and Summer			
Evidence of Data and Computational thinking	Mrs Drew	Monitoring in Spring and Summer			

Priority 3 – Raising standards in Welsh second Language

Source of priority Raise standards in Welsh second language				
Action	Impact/Success criteria		Monitoring Action	
Develop incidental Welsh by children and adults around the school.	To be able to hear Welsh spoken throughout the school. Raise standards of Welsh throughout the community.		JM / SG / All staff	
Raise standards in Welsh reading.	Children to become more fluent when reading in Welsh. Targets- To rise by a minimum of two strands on Incerts during the year		JM / SG	
Raise standards in Welsh writing in KS2.	Children to be confident writing in Welsh. Targets- To rise by a minimum of two strands on Incerts during the year		JM / SG	
Strategically planned tasks	Lead	Time scale	Resources	Costings
Encourage staff both T.A. and Teachers to attend Welsh courses led by the Athrawon Bro.	SG	All year	Courses by FCC	Supply costs for TAs and teachers where supply is not provided. £500 EIG.
All classes to have a 'Wal Cymraeg' displaying questions of the week and children's tocyn iaith.	SG / Class Teacher	To begin September 2016		
Year 6 to attend Glan Llyn	LD / JM	Spring Term	Staff to attend	£400 EIG.
Introduce weekly Welsh reading to all classes.	SG / Class Teachers	To begin September 2016	New Welsh reading books.	
Monitoring of Welsh lessons in class. Support given to teachers, who are struggling. Standards to be good across the school	SG	Autumn Term	Children's books, planning.	£300 supply
SRG Welsh teacher to teach Welsh in Key stage 2.	SG / JM			

Priority 4 – continue to raise standards in Science

Action		Impact/Success Criteria		Monitoring Activity	
<ul style="list-style-type: none"> To implement new KS planning given by Richard Watkins 		Children are being delivered quality differentiated lessons. Children feel more positive towards science lessons. Staff feel confident when delivering new planning. Continue to have 100% level 4+		Book monitoring by GwE J.T to keep in communication with MM to monitor the success of the new plans.	
<ul style="list-style-type: none"> To create new cover sheets for start of topic including key vocabulary 		Children will become more familiar with subject specific vocabulary, this includes vocabulary related to mathematical concepts linked to Science.		J.T to check that key vocabulary cards that have been produced are on display in each classroom. J.T will monitor cover sheets to ensure they are being completed before/after topics	
<ul style="list-style-type: none"> To ensure mathematical graphing is correct and at appropriate level 		Children are producing mathematical graphs that are appropriate to the their level and suited to the task		GwE book monitoring, liaising with MM to ensure mathematical concepts are correct. Evidence of line graph , pie charts in upper key stage 2	
<ul style="list-style-type: none"> To rise number of level 5 pupils in Science at end of key stage 		To aim towards level 5, quartile 2 , based on last year's benchmarking to be above 46% for level 5 . On incerts for each year group to aim towards higher levels at 46%		Mrs Torgersen / Mrs McNamee.	
Strategically planned monitoring tasks	Lead	Time scale	Resources	Costings	
Richard Watkins work closely with Mr Davies to bespoke Year 4/5 planning	Richard Watkins	Meeting planned for after October half-term	None	During Mr Davies PPA time (Wednesday PM)	
Review vocabulary- ensure vocabulary is on display. Talk to children are they becoming more familiar with key words relating to topic	Julia Torgersen	After completed topic- once each term at least	I-pad to photograph displays with appropriate vocabulary	None- during management and PPA time	
Arrange meeting with MM during management time to focus in on mathematical element of science and ensure it is correct.	Julia Torgersen Michelle Mc Namee	One each term	None	None during management time	
To raise standards in the teaching of MAT science linked to priority 7. Teaching standards to be good or better.	Mrs McNamee /Mrs Torgersen	Monitor teaching during year. Videoing teachers if they agree in order to raise standards.	videoing equipment / science equipment	Supply costs for teachers to be released £400	

Priority 5 – Raising standards in R.E and wellbeing

Source of Priority: Catholicism of the school .				
Action		Impact/Success criteria		Monitoring activity
Develop Collective worship in the classroom Track pupils more effectively in the foundation phase		Improve standards of collective worship in the classroom Incerts sufficient for key stage 2 but different system needed for Foundation		J.M. J.T. and J.M.
<u>Strategically planned monitoring tasks</u>	<u>Lead</u>	<u>Time scale</u>	<u>Resources/ Success Criteria</u>	<u>Costings</u>
Develop Collective worship in the classroom Audit standards for baseline	J.M.	Christmas term	Audit Collective Worship	Resources needed £100 per class = £600
Develop Collective worship in the classroom	J.M	Easter term	From Audit review prayers, song , planning , which should include Gather, Word, Response, Mission and what the children thought. Opportunity to view good practice in other Catholic Primary Schools.	
Develop Collective worship in the classroom	J.M	Summer term	Evaluate standards since training and Audit	
Track pupils more effectively in the foundation phase	J.T. and J.M	By Summer term	New Tracking documents from diocese or Come and See.	

Priority 6: Narrowing the Gap /PDG money

1. PDG Grant £20,700 . early years PDG £ 2,700

<u>Action</u>	<u>Impact/Success Criteria</u>		<u>Monitoring activity</u>	
All FSM children on educational School trips to have trip paid for from PDG				
All FSM children to have Music tuition paid for them				
All FSM children to access extra help in literacy and P.S.E.				
Strategically planned monitoring tasks	Lead	Time scale	Resources	Costings
All FSM children on educational School trips to have trip paid for from PDG	N.E			£1000
All FSM children who wish to have music tuition paid for them out of PDG fund.	N.E			£400
All FSM children who wish to go on residential to Glanllyn to be paid for out of PDG	N.E			£1000
All FSM to receive transport costs for sporting activities from PDG	N.E			£500
Family liaison officer to work with FSM children on specific targets in numeracy , literacy and P.S.E issues during circle time or as and when needed.	J.M /J.R			£ 10.000
Foundation phase T.A. to support family liaison officer in helping FSM children in early years.	J.M/J.R/J.S			£6,000 +£2,700 early years Foundation.
ICT equipment for new digital age	J.M/E.D		Laptops and programmes for FSM	£1800

Priority 7 RAISING STANDARDS IN WRITING, PRESENTATION and MAT teaching

Action	Impact/Success Criteria	Monitoring Activity
Improve writing across the curriculum	Sentences to be overall grammatically correct dependent on age. Examples of freestyle writing in subjects other than history	SMT, GWE, Literacy coordinator. Each term. First book monitoring joint session with GWE
Improve presentation	Evidence of DUMTUMS. Work that shows it is cared for and has a sense of pride.	SMT, GWE, Literacy coordinator. Each term
Improve Standards in teaching and learning for more able children	Raise standards in level 5 at end of key stage to quartile 2 and above 42.9% in core subjects. Teachers to receive individual targets for Incerts on MAT children.	SMT , GWE through book monitoring and lesson obs.

Strategically planned monitoring tasks	Lead	Time scale	Resources	Costings
Improve writing across the curriculum	SMT / English coordinator.	Termly book monitoring Lesson obs in Christmas term	Class books	Management time £500 supply
Improve Standards in teaching and learning for more able children	SMT/ Mrs McNamee	Book monitoring on a termly basis , Lesson observations in Spring term	Courses that teachers think will impact on improving their Teaching for More able child.	Supply to release SMT for book monitoring , lesson observations and feedback £400
Improve presentation	SMT	Termly book monitoring	Class books	

Priority 8 CONTINUE TO DEVELOP SCHOOL TO SCHOOL COLLABORATION

Action	Impact/Success Criteria	Monitoring Activity
To forge close links with neighbouring schools and pioneers schools on new digital framework	Better understanding and implementation of framework as the year progresses.	J.M , SMT and E.D
Embed new planning and lesson content in Key Stage 2 science.	Coordinator to visit Schools with Good or outstanding science provision in Key Stage 2 preferably with mixed age groups.	J.T
Embed new planning and lesson content in Key Stage 2 science.	Coordinator to visit successful schools using new planning in Key stage 2 from Ann Jones.	J.M
To raise standards in the teaching of MAT children	SMT to visit a pioneering school to view quality teaching. All teaching to be good or outstanding when teaching MAT children.	

Strategically planned monitoring tasks	Lead	Time scale	Resources	Costings
To forge close links with neighbouring schools and pioneers schools on new digital framework	E.D	Termly monitoring		Supply during the year 1.5 days £300
Embed new planning and lesson content in Key Stage 2 science.	J.T	Termly monitoring	New Planning	Supply during the year 1.5 days £300
Embed new planning and lesson content in Key Stage 2 Maths	M.M	Termly monitoring	New Planning	Supply during the year 1.5 days £300

Priority 9 Leadership development

Source of Priority:
Leadership and Management

<u>Action</u>	<u>Impact/Success criteria</u>	<u>Monitoring activity</u>
Support new Foundation phase manager and Key Stage 2 leader , who are members of the SMT	Apply for Middle management course with GWE and support during the year.	Half termly SMT meetings. Review of middle management course.
Support new Head teacher appointed in April. After completion of NPQH in January 2016	New Head to attend New GWE programme for newly qualified Heads	Governors and GWE to monitor progress