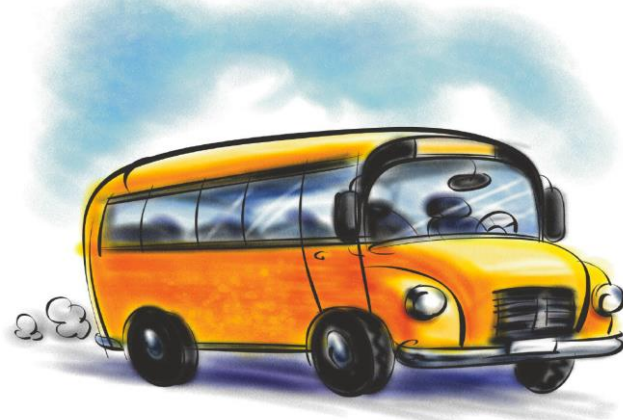




# MAYFIELD SCHOOL LEARNING JOURNEY



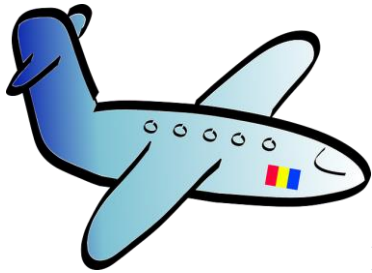
## SCHOOL IMPROVEMENT PLAN

September 2017

Revised as Benefits Map April 2017 with September & November Updates

Targets in Blue block are longer term.

Autumn Term 2017 - Reviewed January 2018



Moving on .....

### ***MISSION STATEMENT - "Everyone Thinking, Everyone Learning"***

Our school is a safe and welcoming place to be, where individual difference is celebrated. High standards of behaviours are expected and we recognised that for some pupils different strategies may be needed to achieve this.

At Mayfield School we believe that when children and young people join our school they begin their lifelong learning journey.

Our aim is to learn as much as possible about each individual to enable us to provide them with outstanding educational opportunities matched to their individual needs and learning styles, the impact of which will be pupils who reach their full potential.

We have a team of highly skilled staff who never stop using this knowledge of pupils to plan exciting and inspirational learning opportunities. Skills are updated, staff are encouraged to attend relevant CPD and to share good practice.

We are relentless in the pursuit of excellence for all and use the latest research information, technologies and strategies available to unlock the potential of each learner.

The development of Campus Whitehaven has provided an opportunity to review current provision and focus on improvements in environment and learning opportunities. Engagement in the process provides opportunities for the pupils and staff.

The new school campus will provide the perfect learning environment with opportunities to build inclusivity within the wider community in partnership with St Benedict's School.

The focus this year will be the transition for pupils and building capacity for our new school staffing structure. We will work with Wates Construction to ensure the build process follows the plans and design developed.

**SCHOOL IMPROVEMENT PLAN** - Developed from previous School Improvement Plan & Benefits Map  
 Informed by School Self Evaluation and knowledge of pupils.  
 Input from the Governing Body, parents, school staff and pupils through surveys, and regular reviews.  
 Peer to peer review and external consultant review.

### Priority Areas 2017 - 2018

- Work with strategic partners to ensure that the new build meets plans and value engineering is appropriate.
- Develop ICT strategy for new school. Move towards web based paperless systems and recording.
- New School Vision, Governance, Leadership and Management structures for September 2018.
- Prepare students for transition to new school.
- Increase parental involvement in school and support offered for families.
- Extend the use of Social Media - DOJO / Twitter & Website review.
- Maintain high standards of teaching & learning and accountability to ensure outstanding outcomes for pupils.
- Enhance staff capacity in statutory aspects, leadership, subject areas and specialism to improve outcomes.
- Enhance Governor Involvement in school - new structure.

Key to Revision/ Updates    Yellow - Autumn Term                      Green - Spring Term                      Blue - Summer Term

Presented to Governors September 2017 for review - Ref Minutes for feedback.

Reviewed in October and November 2017 with peer to peer challenges.

Autumn Term 2017 - Reviewed in January 2018 for full GB meeting to be held 24/01/2018 at 4.30pm

## Priorities 2016 - 2019

Long Term - Mayfield Special School to be the focus of excellence and innovation in special education

Holistic approach to lifelong learning and independence

Working together to keep everyone safe

Staff training to extend capacity in specialist areas and support career advancement and personal development

The new school is the best possible learning environment for our pupils and the wider community

Effective partnership with St Benedict's school provides excellence, increased opportunities and inclusivity

Continue to improve physical and mental health, development and wellbeing

Raise school profile and improve external and internal communication

Outstanding progress and attainment for all pupils

A wide range of Personalised Accreditation pathways

2017 - 18 - ICT & technology innovation and review. Plan for new school IT solution.

Research and Develop CPOMS and SOLAR systems

Governance and School restructure for the operation and leadership of new school

Move to New Campus, preparation of pupils for the transition - reference priority areas

Inclusive Cumbria, satellite provision to be explored

Community Choices project

2018 - 19 - Pupil engagement and learning outcomes from building project enhanced

Community use of facilities and opportunities for positive outcomes - assess, organise manage & review

Curriculum provision extended for pupils

Outstanding outcomes for ALL

Campus has high profile in Local & National Community - SEN conference / Training Centre

<p style="text-align: center;"><b><u>Teaching Learning and Assessment</u></b></p> <ul style="list-style-type: none"> <li>• Quality of teaching and learning - self-reflective culture - Use of IRIS Connect</li> <li>• Knowledge of student's needs &amp; learning styles extended and shared - support for NQTs. (2)</li> <li>• KS3/4 working together</li> <li>• Home to school communication</li> <li>• Input and use Solar (Assessment Package) to enhance the holistic approach</li> <li>• Preparation for and implementation of Rochford review</li> </ul>	<p style="text-align: center;"><b><u>Personal Development, Behaviour and Welfare</u></b></p> <ul style="list-style-type: none"> <li>• Extend Emotional Literacy and Mental Health expertise, ( Including bereavement support )</li> <li>• Improve/ evaluate school attendance</li> <li>• Safeguarding Review - enhance capacity <ul style="list-style-type: none"> <li>▪ Prevent / FGM / LGBT / CSE</li> <li>▪ Peer on peer abuse</li> <li>▪ ICT Safety</li> <li>▪ Lockdown procedures</li> <li>▪ Use CPOMS system</li> <li>▪ Residential visit to Bendrigg Lodge and Urban Centre for KS3/4</li> <li>▪ Training</li> </ul> </li> </ul>
<p><b>Mayfield School Improvement Plan Headlines 2017 - 2018</b></p>	
<p style="text-align: center;"><b><u>Leadership and Management</u></b></p> <ul style="list-style-type: none"> <li>• Develop leadership roles and succession planning</li> <li>• Governance, Finance and operating model for new school in place to 150 pupils</li> <li>• Management of build phase of new school</li> <li>• Transition planning and preparation</li> <li>• Lack of Health Authority input - rebound therapy</li> <li>• Completion date of new school (Mid-August to Mid-October 2018)</li> <li>• Parental Engagement and family support</li> </ul>	<p style="text-align: center;"><b><u>Outcomes for Pupils</u></b></p> <ul style="list-style-type: none"> <li>▪ Enhance Assessment Systems &amp; Evidence collection - holistic view - SOLAR system</li> <li>▪ Increased Accreditation for KS4 &amp; 5</li> <li>▪ Reduce gap in progress between girls and boys in number to 20%</li> <li>▪ Improve progress and attainment for girls in Mathematics</li> <li>▪ Narrow progress gap for pupil premium pupils and maintain high attainment levels</li> </ul>

## **SMSC / BRITISH VALUES / WHOLE SCHOOL AND DEPARTMENTAL EVENTS**

Refer to Calendar of Events for an outline of planned events which will be extended throughout the year and celebrated in our termly newsletters. Website updates. Twitter.

SMSC - Record Book to be completed by each department - supported by each TLR.

Review of activities undertaken - October 2017

Local, National & International Events will be used creatively during the year to promote understanding & learning. Pupils have opportunities of shared activities with peers from different ages and key stages.

### **COMMUNITY CHOICES AWARD - 10K**

I-Pads with Proloquo to be used at home and school - also Talktabletuk.

## Teaching, Learning & Assessment

What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	Reference
<p>1</p> <p>Improve the quality of teaching &amp; learning using teacher self - review &amp; peer review.</p> <p>Increase knowledge of pupils learning styles.</p>	<p>IRIS Connect System.</p> <p>Learning walks.</p> <p>Work scrutiny.</p> <p>Drop ins.</p> <p>Lesson Observations - lead to clear development points. Peer and LT</p> <p>TLR - Action plans include support for new teachers.</p>	<p>Improved learning outcomes for all.</p> <p>Targeted support through shared strategies.</p>	<p>Data / Accreditation.</p> <p>Sims- achievements, certificate file, record of achievement.</p> <p>Pupil &amp; staff feedback.</p> <p>Observations.</p> <p>Learning walks.</p> <p>Evidence files.</p>	<p>Nov 17 - Sensory Dance &amp; Parachute training.</p> <p>Learning walks completed with peer reviewers.</p>	<p>Evisense / SOLAR. SLT server.</p> <p>Workbooks, Pupil data file.</p> <p>SMc - NQT files.</p> <p>Iris folder.</p>
<p>2</p> <p>Parental involvement to enhance parents as partners in learning.</p> <p>Develop parental workshops.</p>	<p>Workshops / Training.</p> <p>Parent volunteers.</p> <p>Involvement in Open events &amp; assemblies.</p> <p>Proloquo &amp; eye gaze support &amp; training.</p> <p>Chair of Governors establishment of Parents Group.</p> <p>Report to Governors to monitor parents involvement in school - termly.</p>	<p>Consistency approaches Home/School.</p> <p>DOJO extended to Planets Dept.</p> <p>Improved progress and attainment.</p> <p>Parents get to know each other and see their children in a different environment.</p> <p>Opportunities for pupils outside school e.g. Cinema.</p>	<p>Parent comments.</p> <p>Observations.</p> <p>Monitor volunteer attendance.</p> <p>Attendance at parents evening and open events.</p> <p>Pupil outcomes.</p> <p>% of parents engaging with Class Dojo / Twitter/ Website.</p> <p>Communication systems.</p> <p>Participation in Assemblies and Events.</p> <p>Current (Sept 17)</p> <p>DOJO - 10 teachers</p> <p>84 students</p> <p>76 Parents.</p> <p>Twitter (Sept 17)</p> <p>73 Following</p> <p>32 Followers.</p> <p>Website (Sept 17)</p> <p>Average visits</p> <p>Per Day 132</p> <p>Per month 3953.</p>	<p>Parents received Talktablet training.</p> <p>Parents evening.</p> <p>@ December 2017</p> <p>14 Teachers</p> <p>111 students</p> <p>110 parents</p> <p>@ December 2017</p> <p>74 following</p> <p>37 followers</p> <p>@ December 2017</p> <p>Per day 135</p> <p>Per month 4059</p>	<p>Inventory/diary.</p> <p>Dojo SLT overview.</p> <p>Calendar of events.</p> <p>Pupil Voice.</p> <p>Parental feedback.</p> <p>Governors Minutes.</p> <p>Open Evening attendance.</p>

What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	Reference
<p>3 Staff develop skills in specific areas to support knowledge of pupils.</p> <p>(Performance Management reviews).</p> <p>Closer links with Psychologists &amp; Children's Services in school.</p>	<p>Pilot Projects.</p> <p>Leadership development - including Middle Leadership.</p> <p>Budget for CPD.</p>	<p>Range of pupil learning outcomes enhanced by focus in Key Stages.</p> <p>Psychologists support provides effective advice and knowledge of pupils and not just statutory assessments.</p>	<p>Enhanced data outcomes across cohorts.</p> <p>Case Studies.</p> <p>NQTs successfully complete training.</p> <p>Effective school leaders available to move to new school.</p>	<p>GB - Halliwick.</p> <p>GS - Play therapy.</p> <p>GS/HC - Sensory PE session shared inset and used with pupils.</p>	<p>INSET log.</p> <p>CPD file.</p> <p>NQT file.</p> <p>CPD/NHS log.</p> <p>Diary bulletin.</p> <p>PM file.</p> <p>CPD file.</p> <p>INSET log.</p>
<p>4 Continue to extend provision and opportunities for creative and performing arts.</p>	<p>Soundwave (£2000).</p> <p>Prism Arts Project (£1000).</p> <p>Seasonal events.</p> <p>Tanzanian visitors &amp; Musicians.</p> <p>Joint projects with other schools.</p> <p>MOVE Day.</p>	<p>Creative opportunities in groups and individually.</p> <p>SMSC links in whole school projects.</p> <p>Build self-esteem.</p> <p>Promote school ethos and inclusivity.</p> <p>Fun and enjoyment.</p> <p>Pupils share experiences cross phase.</p>	<p>Projects undertaken and pupil, parental voice.</p> <p>Performances.</p> <p>School songs and celebration events.</p>	<p>M&amp;M productions.</p> <p>Christmas performances.</p> <p>The Secret Garden (KS3/4) performance &amp; workshop (theatre by the lake)</p>	<p>SMSC hard copy file.</p> <p>Media &amp; Website.</p> <p>SMSC file.</p> <p>Invoices.</p> <p>'What people say'.</p> <p>Pupil Voice / photographs.</p>
<p>5 Enhance Assessment and recording systems using new technology / programmes.</p>	<p>Review Assessment Policy</p> <p>Evaluate the use of Evisense /Solar.</p> <p>Extend 2-Simple build a profile.</p> <p>ASDAN.</p> <p>Rochford Review / Peer to peer solutions and moderation.</p> <p>New I-pod / android devices purchased.</p>	<p>Pupils evidence of learning &amp; participation in assessment and recording increased.</p> <p>Parental access.</p>	<p>Comprehensive range of reports presented to parents and governors.</p> <p>Staff workload decreased.</p> <p>Pupils share their evidence file.</p>	<p>EYs parents receive email link end of term for pupil report.</p>	<p>In class - pupil voice and workbooks.</p> <p>SLT overview.</p> <p>EYs file - Maydata Evisense / SOLAR.</p> <p>Diary/reports.</p>



What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	Reference
<p>6 Provide pupils with access to specialist skills in teaching across the campus.</p> <p>Provide access to a wider curriculum by capitalising on the resources across the Campus and local schools.</p>	<p>Establish contacts between teaching staff.</p> <p>Professional dialogue across campus and disciplines.</p> <p>Mayfield staff will identify potential in pupils.</p> <p>Timetabling of specialist facilities to enable access to pupils across campus.</p> <p>Future teaching appointments will be made so that subjects are developed across campus.</p> <p>Funding for support staff.</p>	<p>Enriched curriculum.</p> <p>Improved pupil attainment and outcomes.</p> <p>Inclusive opportunities for the development of both pupils and staff.</p>	<p>Number of pupils attending classes at a different school.</p> <p>Number of additional courses accessible to pupils from both schools.</p> <p>Employment opportunities for school leavers within the Campus.</p>	<p>Results will be seen in future years (beyond 2017).</p> <p>Science (LK).</p> <p>Art (OB). - specialist provision.</p> <p>Oliver B inclusive placement at St. Greg/Pat's.</p> <p>Inclusive Swim</p> <p>Lakes College links</p>	<p>Campus Whitehaven.</p> <p>Inclusive Cumbria.</p>
<p>7 Enable SEN mainstream children to access the skills and knowledge within Mayfield. This may be through satellite school classes.</p> <p>Outward facing school.</p>	<p>Establish contacts between teaching staff.</p> <p>Professional dialogue across campus and disciplines.</p> <p>Timetabling of specialist facilities to enable access to pupils across campus.</p> <p>Develop plans from Inclusive Cumbria proposals - e.g. Mayfield at Solway?</p> <p>Staff visits from primary colleagues to support pupils.</p>	<p>Improved social interaction and inclusion of pupils from all backgrounds.</p> <p>Improved pupil attainment and outcomes in local area.</p>	<p>Number of additional courses accessible to pupils from both schools.</p> <p>Activities/projects involving members of other schools.</p> <p>Enhanced opportunities for gaining work experience across the Campus.</p> <p>Employment opportunities for school leavers within the Campus.</p>	<p>Results will be seen in future years (beyond 2017).</p> <p>Pupil from BrideKirk joining swim on Fridays (22 Sept).</p> <p>Assessment/ support requests from St Gregory's &amp; Cleator Moor Nursery.</p>	<p>Campus Whitehaven.</p> <p>Inclusive Cumbria.</p> <p>Log of SENCO.</p>

## Personal Development. Behaviour & Welfare

What do we want to achieve? (Key Tasks)		How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	Reference
1	Embed whole school behaviour management approaches. Ensure consistent sanctions / strategies, including reintegration meetings and use of calming room.	Team Teach refreshers. Monitor Positive Behaviour Management Plans. TT updates CPD (KS, SC, SC) £2000. SOLAR Incident Management System.  CPOMS - introduced (SC).	A positive ethos supporting individual children and young people. Appropriate behaviour and higher attendance. Pupils feel safe in school. Strategies reviewed through consistent evidence base. Positive Behaviour Management Plans in place.	Behaviour logs. Review of Rewards / Sanctions / accident form review. Data analysis. Red book records & graphs.  Attendance Figures.	Team teach Updates - all staff Sept 17. 1 x pupil exclusion with success full reintegration (KA).	Data file.  JB - office. Teachers minutes - Maydata. SOLAR data. Paper trail of reintegration and strategies. Case Studies.
2	To continue to promote and develop emotional literacy & mental health strategies.	CPD / training in attachment & mental health & feedback.  Links with Agencies - meetings with Guy Short.	Enhanced support for vulnerable pupils. Develop resilience across the school. Prevent/ reduce the need for residential assessments.	Improved outcomes.  Case studies.  CPD - RC - roll out.	HR - feedback to teachers meeting Jan 2018.	CPD file. Teachers meetings - Maydata.
3	Improve pupil attendance.	Build on current strategies. Analyse trends and patterns. Proactive case studies. Comparison with other Special Schools. Focus for DH	Progress will be sustained and attainment levels will increase.	Attendance Data - increase All pupils 89.5% Comp School 89.3%  Individual pupil records and reports	RC - deputy headteacher (priority) @Autumn Term 2017 All pupils - 91.8% Comp school age 90.3%	SLT server.  Safeguarding wedge.  Health plans - pupil data.
4.	Management of medication requirements.	Online training Staff given time to complete this (Cost ) Community nurse support School nurse review for new school provision. School Nurse provides training. Permission to share medical informal granted.	Pupils able to attend school and access curriculum opportunities safely.  Medical needs are met.  Permission sought to share health records.	Review of Health records and key cards.	Midazolam & Epi pen Training - Sept 2017. All epilepsy plans reviewed by Nurse.  Staff report benefits of nurse provision. School has accurate Health informant ensuring consistent pupil health needs met.	CPD records.  Health care plans.

What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	Reference
<p>5. Comprehensive Safeguarding Training including PREVENT, FGM, CSE and LGBT accessed by staff. Post 18 review Intruder/lockdown procedure.</p>	<p>Training sessions in house and online. Awareness raising. Review of Policies. Staff update RA for these elements.</p>	<p>Pupils will be protected from risk, including 18+ pupils.  Where appropriate risk will be shared with pupils.</p>	<p>Review of Risk Assessment.  Incidents reported and action taken.</p>	<p>Lockdown procedure completed - October 2017 RA review - October 2017  Staff completed Level 1 Safeguarding face to face training - Jan 2018. Pupils are staff in school and Headteacher update.</p>	<p>Risk Assessment. Actions from practice completed.</p>
<p>6. Make a real further contribution to the health and wellbeing of the pupils and of the wider community.  Offer 'new' activities including disability and mixed ability sports to pupils and the wider community.  Offer facilities 24/7 to support pupils' families and life-long learning for pupils.  2017 - 2018 - Retain expertise in MOVE &amp; REBOUND due to retirement of Physio.</p>	<p>Plan for the further development of activities such as:</p> <ul style="list-style-type: none"> <li>• Dance club</li> <li>• Rock challenge</li> <li>• Wheelchair basketball</li> <li>• Drama groups</li> <li>• Community campus choir</li> </ul> <p>Campus designed to enable access for wider community and in 'out-of-school' hours.  Arrangements put in place to manage 24/7 access.  Healthy Eating &amp; Exercise promoted.  Use of Sports Premium.</p>	<p>More modern sports facilities that are accessible to more needs both inside and outside normal school hours.  Increase in access to specialist facilities.  Pupils with Sensory Processing needs have access to appropriate activities.  Enhanced Sports provision. Shared expertise.  MOVE &amp; REBOUND programmes delivered.</p>	<p>Pupils developing core strength.  Increase in pupils graduating from the Move programme.  Increase in the percentage of pupils benefitting from the Rebound programme as measured on the Winstrada scale.  Pupils' sensory processing needs being met.  Increase in range of school facilities used by the community.  Increase in community events.  Greater choice.  Superior facilities.  Fitter pupils.  Quality of lessons.  PE provision overview.</p>	<p>Results will be seen in future years (beyond 2017).</p>	<p>Campus Whitehaven.  Parent &amp; Community Voice.  Sports Premium Review.</p>

## Leadership and Management

What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	References
<p>1 Ensure that the build process of the new campus meets Mayfield School requirements and pupils are prepared for transition.</p>	<p>Work closely with the Cumbria County Council team and their WATES developing and building the new campus.</p> <p>Involvement in build project by HT &amp; Governors.</p> <p>Staff structure enhanced to support capacity of HT. (SENCO role and TLR).</p> <p>School visits and activities for pupils and parents.</p> <p>School Council Involvement</p> <ul style="list-style-type: none"> <li>- Logo/Uniform</li> <li>- New Build (SC).</li> </ul>	<p>Pupils will be prepared for transition and supported through the change.</p> <p>Enhanced teaching &amp; learning environment accessible to a wider range of needs and personalised where required.</p> <p>Improved Social Interaction and Inclusion of Children from all Backgrounds.</p> <p>Improved Pupil Attainment and Outcomes.</p> <p>Learning / teaching opportunities relating to ecology / sustainability.</p> <p>Improved and independent Pupil Flow / Circulation.</p> <p>Safe Management of the Arrival and Departure of Pupils.</p> <p>Sustainable budget.</p>	<p>Pupils are proud of new school and anxiety levels are well managed.</p> <p>Enhanced data outcomes across cohorts.</p> <p>Case studies.</p> <p>Number of pupils attending classes at a different school on the campus.</p> <p>Number of additional courses accessible to pupils from both schools.</p> <p>Enhanced opportunities for gaining work experience across the Campus.</p> <p>Employment opportunities for school leavers within the Campus.</p> <p>Risk to pupils assessed as lower.</p> <p>Lower class sizes.</p>	<p>Logo consultation - Nov 17</p>	<p>Campus Whitehaven.</p> <p>Wates information on 4 projects.</p> <p>Plans and designs.</p> <p>Project Board Meetings.</p> <p>Transition Plans.</p> <p>Monthly progress meeting information.</p>

What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	References
2 Agree overall shared values and objectives for the schools on Campus Whitehaven based on those specified vision document.	Work with St. Benedict's School to develop policies, strategies and plans for inclusivity across the schools on Campus Whitehaven.  Raise profile of Campus Whitehaven.	Improved Social Interaction and Inclusion of Children from all Backgrounds.  Improved pupil attainment and outcomes.  SMSC links in whole school / campus projects.  Building Self -Esteem.  Promoting School Ethos & Inclusivity.  Inclusive opportunities for the development of both pupils and staff.  Enriched curriculum for all new vocational educational opportunities.	Projects undertaken and pupil, parental voice.  Performances.  School songs & celebration events.  Number of pupils attending classes at a different school on the campus.  Number of additional courses accessible to pupils from both schools.  Activities/projects involving members of other schools.  Enhanced opportunities for gaining work experience across the Campus.  Employment opportunities for school leavers within the Campus.  Curriculum reviews.	Joint policies, strategies and plans for inclusivity across the schools on Campus Whitehaven.	Campus Whitehaven.

	What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	References
3	Staffing structure, operational and management model to support Campus Whitehaven effectively.	<p>Review roles &amp; responsibilities and plan structure for new school.</p> <p>Opportunities for strategic leadership identified in PM.</p> <p>Development of Governance and Financial preparation for new school.</p>	<p>Sustainable budget</p> <p>New management model promotes effective learning</p> <p>Leadership and Management of school continues to facilitate outstanding learning outcomes</p> <p>Campus Project will enhance learning opportunities</p>	<p>Pupils are proud of new school.</p> <p>High standards and expectations continue.</p> <p>Peer to peer review and challenge</p> <p>Lower class sizes</p>	Recruitment - New assistant head teacher (Feb 2018)	<p>Governor minutes</p> <p>Recruitment of Staff</p> <p>Staffing Structure Model.</p>
4	<p>Staff supported to enhance skills and Professional Development to build school capacity, specialisms &amp; succession planning.</p> <p>"Everyone Thinking, Everyone Learning."</p>	<p>Leadership Team supported through Special School Heads Cluster.</p> <p>Leadership / Management Opportunities provided.</p> <p>NQT training.</p> <p>New teacher Induction.</p> <p>CPTT (teacher training).</p> <p>Peer to Peer support.</p> <p>West Lakes Teaching School Alliance.</p> <p>CASL / LASL.</p> <p>CPD - supported (budget allocation).</p> <p>TLR posts - actions plans</p>	<p>Improved pupil outcomes.</p> <p>Consistent whole school approaches.</p> <p>Increased range of learning experiences.</p>	<p>Performance management reviews.</p> <p>More applicants for teaching posts and opportunities in school and /or in other Special Schools.</p> <p>Peer Review.</p> <p>Meeting Minutes.</p> <p>School has trainers in place in a range of specialisms.</p>	<p>Teachers performance management complete. October 2017.</p> <p>PM reviews for - STA's by HT - Jan 2018 TA's by DHT - Jan 2018 Admin Team - Jan 2018</p>	<p>SLT server.</p> <p>NQT folder - SLT server.</p> <p>Diary.</p> <p>Invoice resources.</p> <p>PM folder.</p> <p>CPD.</p> <p>NQT file</p> <p>Timetable folder - Maydata.</p>

What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	References
5 Share best practice across Campus Whitehaven and other schools: there are centres of excellence in each contributing school which will be made available to every student on the campus and opportunities for staff development.	Shared workshops on specialisms / technologies (e.g. eye gaze). Peer to Peer observations. Support for individual learners. Use of Cumbria Primary Teacher Training (CPTT & ITT). University of Lancaster. Subject staff share information.	Inclusive opportunities for the development of both pupils and staff. Consistent approaches across the campus. Increased range of learning experiences. Enriched curriculum for vocational education. Improved pupil attainment and outcomes across campus.	Performance management reviews. Lesson observations. Peer review. Applications for Job Opportunities. Number of pupils attending classes at a different school on the campus. Number of additional courses accessible to pupils from both schools. Enhanced opportunities for gaining work experience across the Campus. Employment opportunities for school leavers within the Campus.	Results will be seen in future years (beyond 2018).	Campus Whitehaven.  WL TSA.
6 Improve the school website and social media. New school logo (survey outcomes July 2017).	Website review. New school brochure. Parental engagement. DOJO used. Pupils designs through school council.	Improved community engagement. Use of facilities to meet community needs. Pupils sense of identity enhanced.	Website 'hits' and social media activity. Website review shows exceeding statutory requirements. Survey results. Open day attendance.	Logo designs submitted.  Media result up slightly but could be better.	Bulletin.  Transition file - maintain hard copy (LC). Diary. Website data.  Statistics from Media Ref P7.

	What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know we have achieved it?	Outcome 2018 Results	References
7	Provide 24/7 affordable access to school facilities, for a variety of uses by the community.	<p>Agree the 'offer' from Campus Whitehaven.</p> <p>Agree the facilities management arrangements (including who will provide).</p> <p>Ensure that public access points are designed into the campus.</p> <p>Build and plan a calendar of community engagement events (e.g. community choir; community arts projects).</p> <p>Involve the community in a Campus Whitehaven launch event.</p> <p>Plan Special Education Event - Book National speakers.</p>	<p>Improved engagement with the local community, and other groups in the area.</p> <p>Use of facilities to meet community needs.</p>	<p>Increase in the number of community events using school (Campus Whitehaven) facilities.</p> <p>Increase in the range of school facilities used by the community.</p> <p>Creative use of facilities demonstrated.</p>	Results will be seen in future years (beyond 2018).	<p>Campus Whitehaven.</p> <p>Business Management Plan.</p> <p>Governance Model.</p>



## Outcomes for pupils - see also Early Years &amp; Sixth form Plans

What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know?	Outcome 2018 RESULTS	Reference
<p>1 To evaluate and strengthen data systems and evidence collection to make "holistic" assessments of progress and attainment.</p> <p>Rochford recommendations.</p>	<p>Review systems by CS Investigate examples from other sources.</p> <p>Review Evisense &amp; 2-Simple Build a profile and SOLAR (£5000).</p> <p>Use EHCP/ AR process review.</p> <p>MOVE Programme.</p> <p>Physical Development and mobility continues to have high profile.</p>	<p>Pupils and families will be aware of all aspects of learning and development.</p> <p>Pupils will be proud of achievements and know how they can improve.</p> <p>All pupils make good/outstanding progress.</p> <p>Pupils will value recognition of wider achievements.</p>	<p>Outcomes in data.</p> <p>Personal targets and achievements.</p> <p>Pupils &amp; parental voice.</p> <p>Systems interrogation.</p> <p>IEP Reviews.</p> <p>Swimming log.</p>	<p>2 Simple to build a profile informed parents - December 2017</p>	<p>All data available in data file - SLT server or electronically.</p> <p>Date reviews.</p> <p>Annual reviews.</p> <p>Pupil voice.</p> <p>Evidence held in data systems.</p>
<p>2 Identified pupils have additional support to secure outstanding outcomes.</p>	<p>Class teachers and Keystage leaders.</p>	<p>Targeted programmes will maximise progress for all and individuals.</p>	<p>DATA REVIEW - impact of TLR Action Plan.</p> <p>Moderation throughout the school of use of Connecting Steps and other evidence.</p> <p>Pupil voice.</p>	<p>Data review.</p>	
<p>3 To focus on improving progress for girls in MATHS (measure &amp; geometry).</p> <p>Gender attainment GAP to be less than 20%.</p>	<p>Termly target setting. Meetings &amp; Reviews. Teaching &amp; Learning.</p> <p>CPD on early maths concepts</p>	<p>Outstanding Progress achieved.</p> <p>Levels of attainment increase leading to Accreditation outcomes.</p>	<p>Data Key stage cohort review.</p> <p>Outstanding outcomes for all pupils.</p> <p>Gender GAP reduces. Data outcomes. Work scrutiny.</p> <p>22% Gender GAP July 17</p>		<p>Data Review Work Scrutiny</p>

What do we want to achieve? (Key Tasks)	How will we achieve it? (Resources/Staff/Cost)	How will it impact on pupils learning?	How will we know?	Outcome 2018 RESULTS	Reference
<p>4 To focus on improving assessment in communication to ensure outstanding outcomes in Speaking &amp; Listening and Expressive &amp; Receptive Language.</p> <p>Community Choices Grant (10K).</p> <p>Proloquo technology.</p>	<p>Whole school review of assessment.</p> <p>Home/School use of equipment.</p>	<p>Consistent appropriate communication.</p> <p>Strategies for communication support life after Mayfield.</p> <p>Potential unlocked via appropriate communication aids.</p>	<p>Pupils demonstrate understanding in lessons and around school.</p> <p>IEPs.</p> <p>Number of Communication aids increases.</p> <p>Lesson Obs focus.</p>		<p>Communication Audits.</p> <p>Pupils with Personal Eye Gaze.</p>
<p>5 Maintain high levels of attainment for pupils with pupil premium.</p> <p>Improve progress for pupils with pupil premium.</p>	<p>Quality teaching &amp; learning.</p> <p>Targeted differentiation.</p>	<p>All pupils have a voice.</p> <p>Pupil communication is available for individuals in a range of formats.</p> <p>Increase in the number of pupils with Communication Aids.</p> <p>Improved outcomes.</p>	<p>AC/CW Communication Review.</p> <p>Data review &amp; outcomes.</p> <p>Pupils well-being.</p> <p>Science report from St. Benedicts.</p>	<p>Additional time for LK - Science - Jan 2018</p>	<p>Communication audit-Maydata Gov minutes. SLT overview.</p> <p>10K Community Grant awarded (April 2017).</p>

### Additional Information

- EARLY YEARS ACTION PLAN
- ICT ACTION PLAN
- TLR MIDDLE LEADERS ACTION PLAN
- HLTA - EVIDENCE FILE - INDIVIDUAL SUPPORT SESSIONS AND COMMUNICATION INFORMATION
- BUILD PROJECT INFORMATION

## Appendix A

**How Every Member of the School Contributes to Whole School Improvement and Campus Development**

**AIM - Lifelong learning for all stakeholders extends outstanding provision in Special Education available 24/7. Whitehaven Campus is successful in providing outstanding teaching and learning opportunities with enhanced outcomes for pupils, parents, carers, staff and the wider community. We are proud to be part of the Whitehaven Campus.**

Level		Objective	Performance Management Criteria	Sources of Evidence
1	Pupils	Pupils develop and extend learning through personal learning pathways to their next phase of their education within key stages or in preparation for adulthood Pupils are prepared for transition to new school.	Attainment and progress across the whole curriculum. Readiness for next key stage or leaving school.  Successful transition	Lesson Observation/Data  Destinations of leavers.  Pupils are proud of new school and are well prepared to manage the change.
2	Parents/Guardians/Carers	To enhance opportunities for parents and carers to be involved in school life. Participation in of community benefits of new build.	To facilitate parental requests for training / information. Increased parental visits / participation in events in school to promote learning at home and support for families	Participation in events and activities Training sessions attended Questionnaires Comments Cards
3	Governors	To maintain the high quality of leadership and management during the move to the new school. Specialism's linked to Campus project.	Governors work with Strategic partners and Head teacher to ensure effective leadership and management of Campus Whitehaven.	Chair meets with Head teacher regularly. Governors meetings. Governors communicate with school effectively and efficiently using a wide range of technologies. School diary/events.

4	Head teacher	<p>To lead effective focused school improvement. To improve outcomes for all stakeholders. To take a lead role in the Campus Whitehaven project.</p>	<p>Effective cycle of School Improvement Plan. Established system of Monitoring and Evaluation. To integrate data effectively. To set challenging targets with teachers and provide leadership opportunities. To lead and enable excellence and community benefits.</p>	<p>SES/SIP Governors minutes Pupil evidence. Setting/monitoring of target group's. Case studies. Reports to governors. Peer to peer reviews. PM Review</p>
5	Deputy Head teacher	<p>To support the Head teacher</p> <ul style="list-style-type: none"> <li>• Lead effective focused school improvement.</li> <li>• Improve outcomes for all stakeholders.</li> <li>• Raise standards in in teaching and learning using progress indicators.</li> <li>• Designated safeguarding lead.</li> <li>• Health &amp; Safety Lead</li> </ul>	<p>Effective cycle of School Improvement Plan. Established system of Monitoring and Evaluation. Pupil outcomes improve in those areas identified for improvement through the assessment process. Safeguarding action plan.</p>	<p>SES/SIP Governors minutes Pupil evidence. Enhanced target setting/monitoring of target group's case studies. Reports to governors.</p>
6	Assistant Head teacher	<p>To ensure effective departmental organisation and management. To actively contribute to the leadership of the school and the plans for the new school.</p>	<p>High quality Departmental plans and accountability. Positive contribution to school leadership.</p>	<p>Curriculum design and pupil outcomes. Department planning scrutiny Lesson observation and valuable feedback. CPD record and meeting agendas. Dept Action Plans.</p>

7	SENCO	To manage the Annual Review Process and Transition for pupils.	Leadership and Management of Annual Review system	Accountability Grids Support for staff Links with other schools. Transition plans.
8	ICT Subject Leader	To promote ICT for SEN and lead the computing curriculum. To promote Home-School Communications	To facilitate Personalised Technology for pupils. To track whole school progress and attainment in ICT. To contribute to ICT development for new school.	Whole school use of digital technologies e.g. i-pads, eye pointing.
9	TLR - Middle leaders ( New role 1 year opportunity)  <ul style="list-style-type: none"> <li>• EYs &amp; KS1</li> <li>• KS2</li> <li>• KS3/4</li> <li>• KS5</li> </ul>	To develop credibility as a leader by the sharing of personal excellent practice. To lead, develop and enhance teaching and learning of all staff and pupils in the particular Key Stage. To track pupils and extend awareness of the interrogation of data. To have a raised profile within school.	Effective Key Stage management and leadership.  Build skills and knowledge of the self-improving school system.  Action Plans & Outcomes.	Monitoring of data and session observation. Portfolio of evidence Input into school self-evaluation. Action Plan & Review  Collection of evidence of impact for performance reviews.
10	Post threshold teachers	To promote collaboration and work effectively as a team member. To lead the professional development of colleagues in a specific subject or area of School Improvement Plan.	Update knowledge and understanding of assessment requirements for subjects/curriculum areas. Public examinations, accreditation and qualifications.	Post threshold teachers meet the post threshold standards and meet the core standards through contributions to School Improvement Plan. CPD / staff meetings. Events. Work scrutiny, planning.

11	Main Professional Grade teachers	To be an effective and reflective teacher enabling learners to make good and outstanding progress. To work collaboratively to develop a subject or specialism.	Target setting. Student self-review Benchmarked target setting. Subject knowledge	Lesson observations focusing on targets and learners understanding of their next steps. Teachers continue to meet the core standards. Data
12	HLTA	To work collaboratively as part of a teaching team enabling learners to make outstanding progress. Contribute to Communication Programmes.	Target setting. Student self-review. Benchmarked target setting.  Eye Gaze & Proloquo	Lesson and 1:1 /small group observations focusing on targets and learners understanding of their next steps.
13	STA/TA/Pool attendant	To continue to raise standards in teaching and learning by extending knowledge of the learning style of pupils.	To be effective in the use of a variety of strategies to enable all children and young people to learn effectively. Attend relevant CPD.	Lesson Observation. Efficient use of staff. CPD record. Pupil data
14	ICT Manager	To continue to source, secure and maintain the technical resources to provide a high quality learning environment.	Effective, secure and efficient system. Contribution to plans for Whitehaven Campus.	Enable effective Technology for all. System IT overview for monitoring & validation.
15	Midday Supervisors	To support and promote independence with Personal Care Plans / food management programmes / positive behaviour management plans to support lifelong learning.	To facilitate personalized programmes for identified pupils. Children and young people's outcomes improve through a consistent approach.	Observation Case Studies Pupil discussions.
16	Office Manager	To coordinate and extend school systems and environment. Facilitate Annual Review Process.	Comprehensive systems in place. Effective management of processes. Audit.	Streamline of systems/regular meetings.

		Business & Premises Management. HR/Payroll coordination. Finance & Reconciliation.		
17	Administration team	To manage the school administration systems. To promote individual parents preferred communication. To record SMSC and Behaviour logs. Procurement.	Use of SIMS effectively. To extend home/school communications. To support the development of new recording systems. Web site.	Integrated into daily practice. Parental surveys, information pack, information leaflets, text messaging, new prospectus and web site.

## Glossary

<b>CLDD</b>	Complex Learning Difficulties & Disabilities	<b>TLR</b>	Teaching & Learning Responsibility	<b>NC</b>	National Curriculum
<b>GA</b>	General Advisor	<b>KS</b>	Key Stage	<b>CPD</b>	Continual Professional Development
<b>PS</b>	P Scales	<b>HLTA</b>	Higher Level Teaching Assistant	<b>SIMS</b>	School Information Management System
<b>SEF</b>	School Evaluation Form	<b>STA</b>	Senior Teaching Assistant	<b>ASC</b>	Autistic Spectrum Continuum
<b>SIP</b>	School Improvement Plan	<b>TA</b>	Teaching Assistant	<b>SLD</b>	Severe Learning Difficulties
<b>CASPA</b>	Comparison & Analysis of Special Pupil Attainment	<b>ICT</b>	Information Communication Technology	<b>PMLD</b>	Profound & multiple Learning Difficulties
<b>CASM</b>	Connecting Steps Analysis Module	<b>TT</b>	Team Teach ( Behaviour Management Approach )	<b>WLTA</b>	West Lakes Teaching School Alliance (Mayfield is a strategic partner)
<b>CPTT</b>	Cumbria Primary Trainee Teachers	<b>ITT</b>	Initial Teacher Training	<b>PM</b>	Performance Management
<b>CASL</b>	Cumbria Alliance of School Leaders	<b>LASL</b>	Local Alliance of School Leaders	<b>SOLAR</b>	New assessment tool
<b>MOVE</b>	Movement Opportunities via Education.				