



Improvement Plan

2016-2017

Our Aim For This Year

To build upon the progress made by each of our three schools during the last academic year, capitalizing upon the advantages presented by our working within a Federation to deliver the very best educational provision for the children, families and wider Alston Moor community.

What We Value

- ⇒ **Our Pupils:** they are central to everything that we do; we want them to be happy at school, to be confident, respectful and supportive of each other, enthusiastic to learn, and for them to thrive, achieve and succeed.
- ⇒ **Our Families:** the contribution they can make to their children's learning and progress is invaluable; we do everything we can to make them feel welcome and to help them fulfil their key role.
- ⇒ **The Wider Community:** we are keen to further develop our links with local businesses and the voluntary sector, widening the range of opportunities available to our pupils by tapping into local people's skills and experiences whenever possible.
- ⇒ **Partnership Working:** our Federation exemplifies the importance of partnership working; on top of this, our on-going development is underpinned by links with other schools through the CASL and LASL as well as the Local Authority and its various agencies.
- ⇒ **Our place within the UK:** we want children to appreciate the uniqueness of the environment in which they live; but we also want them to be in sympathy with British values and to be aware of and excited about the opportunities presented to them as citizens of the United Kingdom.

<u>Area</u> Personal Development, Behaviour & Welfare	Federation Wide Objectives	
	1. To ensure that policies, procedures as well as the pastoral curriculum are up to date and implemented consistently and effectively. 2. Address all the LA's Health & Safety recommendations.	3. Begin to develop a federated approach to SEN, PPM, Safeguarding and the input of outside agencies. 4. Further extend the extra-curricular opportunities available including a Federation Student Council.
Current Situation	Supporting Evidence	Required Changes
Behaviour and Safety was judged to be good at both primary schools when last inspected and further progress was made last year. Feedback from the LA SKS Review suggested good progress had been made in terms of students' attitudes to learning, staff training and the recording of behavioural issues which had dropped significantly during the 2015/16 academic year.	<ul style="list-style-type: none"> Ofsted Inspection Reports for all three schools. SKS LA Review. Schools behavior and other data. 	<ul style="list-style-type: none"> Primary school policies and procedures need to be reviewed, made clear to staff and implemented consistently. The tutor role needs to be delivered more consistently at SKS. The three schools must work together to act upon the LA's Health & Safety recommendations. A similar approach will also maximize external agency input. The assembly programme needs to tie in across the primary schools and with the delivery of the new PSHE curriculum at SKS.

F W Os	<u>PRIMARY SCHOOL ACTIONS</u>	Led By	Time Scale	Success Criteria/ Intended Outcomes	Progress
1	a. For all policies & procedures to be updated and ready for posting on the new Federation website.	IPJ / KJB	30 th Sept.	<ul style="list-style-type: none"> Federation wide policies developed where possible to facilitate sharing of best practice. 	<ul style="list-style-type: none">
	b. To ensure that the policies associated with this area are implemented consistently.	KJB Teachers	On going	<ul style="list-style-type: none"> Pupil behavior & attendance continues to be good. Safeguarding procedures remain secure. 	<ul style="list-style-type: none">
	c. To have interim lunch time supervision in place at Alston from 5 th Sept. with long term staff in place by the end of month.	IPJ	30 th Sept.	<ul style="list-style-type: none"> Proactive approach at lunch and play times leads to reduction in issues outside on the field / playground. 	<ul style="list-style-type: none">
	d. To ensure that the assembly programmes are contributing strongly to the wider curriculum.	KJB/IPJ Teachers	On going	<ul style="list-style-type: none"> Strong links between assembly themes, the curriculum and focus for each half term / week. 	<ul style="list-style-type: none">
2	a. For a revised Health & Safety Policy to be drafted and ready for implementation.	IPJ	2 nd Sept.	<ul style="list-style-type: none"> Policy and practice in line with latest regulations and expectations. Issues picked up last term remedied. Outdoor play equipment returned back to its best condition reducing the cost of maintenance required over the next few years. 	<ul style="list-style-type: none">
	b. For all of the recommendations made by the LA to be actioned by the first Governors meeting.	IPJ	30 th Sept.		
	c. For all of the outdoor play maintenance recommendations to be actioned.	IPJ	16 th Sept.		
3	a. For the Federation's two Deputy Heads to share best practice, seek efficiencies and provide regular safeguarding reports to Governors.	KJB / ST	On going	<ul style="list-style-type: none"> For KJB and ST to regularly spend time with each other on our three sites, facilitating closer and more effective working as the Federation develops. Progress gaps for SEN pupils to continue to narrow. Safeguarding a standing Governor item 	<ul style="list-style-type: none">
	b. To successfully apportion the SENCO role at the commencement of CR's maternity leave.	IPJ / ST	30 th Sept.		
4	a. Deliver an extra-curricular sports programme that gives regular competition with other local schools.	HA	On going	<ul style="list-style-type: none"> For there to be at least two regular sports clubs each week and at least four inter-school competitions. For the Federation Council to meet at least six times during the year and also to be involved in at least two special projects. EVC training successfully completed. Streamlining of organization for trips / visits. 	<ul style="list-style-type: none">
	b. Build upon the success of last year's Student Councils by contributing to a Federation wide group this year.	KJB / ST	On going		
	c. To facilitate the organization of trips and visits by training MC to take on the EVC role.	KJB	16 th Dec.		

Procedures for Monitoring Actions	Procedures for Monitoring Impact
<ul style="list-style-type: none"> • Governors PDBW Committee to monitor this section of the Improvement Plan at each meeting. • Health & Safety Governor to monitor progress with actions 2a-c and 4c. • Half termly progress reports. 	<ul style="list-style-type: none"> • Attendance figures. • Behaviour records and analysis. Atmosphere at play and lunch times. • Numbers involved in extra-curricular sport. Feedback from those involved. • Feedback from Student Councils.

Intended Impact

We intend to build upon the progress made with attendance, punctuality, behavior and safeguarding last year, increasing the amount of good to outstanding practice in our two schools. This will be done through the review and consistent implementation of policies and procedures as well as an ever closer working relationship with our secondary partner school. We want feel able to act quickly to address future Health & Safety points and maintenance issues having acted upon those made during the last summer term. We are looking forward to Helen Allinson's appointment resulting in a far greater emphasis on and participation in PE and Sport, both within & outside the curriculum.

F W O	<u>SECONDARY SCHOOL ACTIONS</u>	Led By	Time Scale	Success Criteria/ Intended Outcomes	Progress
1	a. Maintaining the downward trend of behavior issues and concerns established last year.	ST All	On going	• Number and nature of behavior concerns continues to reduce.	•
	b. Delivering the redesigned tutorial programme effectively and further developing the tutor role.	ST Tutors	On going	• Short, sharp, effective tutor sessions.	•
	c. Continuing to deliver the recently introduced PSHE programme effectively.	ST / LC	On going	• Students enjoy, contribute to and learn from their PSHE sessions.	•
	d. Training older students to be reading mentors for younger members of their tutor group.	ST / FB Tutors	30 th Oct.	• Paired reading a reality in tutor sessions from the second half of the Autumn Term.	•
2	a. For a revised Health & Safety Policy to be drafted and ready for implementation.	IPJ	2 nd Sept.	• Policy and practice in line with latest regulations and expectations.	•
	b. For all of the recommendations made by the LA to be actioned by the first Governors meeting.	IPJ	30 th Sept.	• Issues picked up last term remedied.	•
3	a. For the Federation's two Deputy Heads to share best practice, seek efficiencies and provide regular safeguarding reports to Governors.	KJB / ST	On going	• For KJB and ST to regularly spend time with each other on our three sites, facilitating closer and more effective working as the Federation develops.	•
	b. Continue to close the gaps for PPM / SEN students by building further upon the good practice developed last year.	ST FB TN	On going	• Assessment checkpoint analysis, exam results and on-going SEN assessment to provide evidence of gaps continuing to close.	•
4	a. Establishing the new PE & Sports curriculum.	HA	On going	• Good to outstanding sessions and participation rates	•
	b. Build upon the success of last year's Student Councils by providing the leadership of a Federation wide group this year.	ST / KJB	On going	• For SKS students to play a lead role in a Federation Council meeting at least six times during the year and also involved in at least two special projects.	•

Procedures for Monitoring Actions	Procedures for Monitoring Impact
<ul style="list-style-type: none"> • Governors PDBW Committee to monitor this section of the Improvement Plan. • Health & Safety Governor to monitor progress with actions 2a-/b. • Half termly progress reports. 	<ul style="list-style-type: none"> • Behaviour records and analysis. • Headteacher learning walks and monitoring weeks. • Feedback from Student Councils.

Intended Impact

We want to continue to improve the happy, purposeful atmosphere established last year. We expect the curriculum to be improved by the delivery of a coherent and relevant PSHE courses. Developed work with PPM / SEN students should lead to further reductions in achievement gaps. Helen Allinson's appointment to PE/Sport is a key development.

Area Teaching, Learning & Assessment		Federation Wide Objectives				
		1. <i>Continue to improve the quality of teaching.</i>	2. <i>As the number of mixed aged classes increase, to be clear about curriculum progression, leadership and development.</i>	3. <i>To continue to prepare students to be confident in their ability to learn independently.</i>	4. <i>To be confident that the termly assessments across our schools are accurate and demonstrate good rates of student progress.</i>	
Current Situation		Supporting Evidence		Required Changes		
The quality of teaching, learning and assessment improved at all three schools last year as evidenced by improving pupil outcomes. A number of teachers will be new to their posts in September, including Sarah Threlkeld-Brown and Tom Armstrong at Alston, Helen Ward moving to Nenthead and David Nicholson joining SKS to teach Science; Helen Allinson joins us as the Federation's first PE Coordinator.		<ul style="list-style-type: none"> • SKS LA Review • GCSE results • SATs results • Minutes of Governors TLA Committee • LA SIM records 		<ul style="list-style-type: none"> • With five teachers starting out in new posts across our three schools, it is vital that the support is in place for them to quickly establish themselves and to teach at least good lessons. We must also ensure that our assessments are accurate. • We need to ensure that the increased amount of mixed aged teaching at both Alston schools goes well, and there is more of it to plan for in the future. • At secondary level students need to study outside their lessons. Training for that begins at primary school level. 		
F	PRIMARY SCHOOL ACTIONS		Led By	Time Scale	Success Criteria/ Intended Outcomes	Progress
1	a.	To better balance Teacher / TA teaching across the two Key Stages at Nenthead Primary School.	HW	On going	<ul style="list-style-type: none"> • Increasing numbers of pupils on track to meet national expectations. • Gaps for PPM/SEN children continuing to narrow. • Issues surrounding any boys' underachievement being addressed. • Quality of teaching, learning and assessment at least good in all classrooms. 	•
	b.	To ensure that our NQT, Tom Armstrong, is able to make the strongest contribution to his teaching of Alston's Class 2.	KJB	On going		
	c.	Provide the support needed to help Helen Ward and Sarah Threlkeld-Brown succeed in their new posts at Nenthead and Alston.	KJB	On going		
2	a.	Clarify who is leading each of the key areas of the curriculum so that things can be best coordinated and improved as we move through the year.	KJB Class Teachers	17 th Sept. deadline	<ul style="list-style-type: none"> • Clear structure of curriculum leadership. • Outline curriculum map created to provide a framework within which all teachers, primary and secondary, can plan. • Contribution of secondary teachers clearly dovetailing with the work being driven by their primary colleagues. 	•
	b.	To review curriculum structures so that there is clear progression through Classes 2&3.	KJB Teachers	17 th Sept.		
	c.	Be explicit about what secondary teachers need to cover each half term while also allowing them to bring subject expertise & knowledge to bear.	KJB Teachers	4 th Sept.		
3	a.	Ensure that every child has an appropriate reading book / scheme and is working through it with appropriate adult encouragement.	KJB Teachers	Up and running by 10 th Sept.	<ul style="list-style-type: none"> • Reading becoming an obvious area of strength. • More and more children beginning to enjoy reading. • More parents involved in their child's progress. 	•
	b.	Ensure that every child in Years 2-6 completes weekly literacy and numeracy homework tasks as well as their longer term projects.	KJB Teachers	In place from 5 th Sept.		
4	a.	To collect and analyse assessment checkpoint data from teachers on a half termly basis.	KJB Teachers	19 th Oct. onwards	<ul style="list-style-type: none"> • Assessment and the interventions resulting from it judged to be an area of strength by Ofsted. 	•
	b.	To be confident that assessment data is consistently accurate, moderating it in school, the Penrith Hub and also with other linked schools.	KJB Teachers	On going		

Procedures for Monitoring Actions				Procedures for Monitoring Impact	
<ul style="list-style-type: none"> Headteacher learning walks to check that actions are being implemented. Governors TLA Committee to monitor this section of the Improvement Plan at each meeting. Half termly progress reports. 				<ul style="list-style-type: none"> Headteacher learning walks. Deputy Headteacher learning walks and lesson observations. Scholarpack data analysis. Individual reading records and pupil / parent feedback. 	
Intended Impact					
We want to see the learning buzz obvious in some classrooms last year spread to them all. It is important that every teacher is aware of the overall shape of the curriculum that the children progress through from Years 2-6. Individual reading along with the completion of weekly literacy and numeracy tasks will become a feature at almost every home, with in school arrangements in place to support the very few children for whom this is just not possible as yet. And with a new team of teachers working together, we want to know that we can rely upon the consistency and accuracy of assessment within the new framework.					
F W O	<u>SECONDARY SCHOOL ACTIONS</u>	Led By	Time Scale	Success Criteria/ Intended Outcomes	Progress
1	a. Maintain and improve the good quality assessment practice highlighted in the LA Review.	IPJ / ST / LC	On going	<ul style="list-style-type: none"> Assessment of student work with its pink box strategy to continue to be an area of strength. 	<ul style="list-style-type: none">
	b. For differentiation of tasks in lessons to be more explicit.	IPJ / ST / LC	On going	<ul style="list-style-type: none"> Learning walks and other monitoring activities to reveal progress. 	<ul style="list-style-type: none">
2	a. For DB and LC's cross curricular leadership to bring more consistently implemented strategies.	DB / LC	3 rd October onwards	<ul style="list-style-type: none"> Strategies clarified by end of September and being consistently implemented. 	<ul style="list-style-type: none">
	b. For the quality of the combined Year 7/8 lessons to match that of those taught separately.	IPJ / ST / LC	On going	<ul style="list-style-type: none"> Necessary interventions quickly put in place to ensure this is reality. 	<ul style="list-style-type: none">
	c. To be ready for the further extension of Years 7/8 and 9/10 teaching in June 2017.	IPJ / All	Monday 19 th June	<ul style="list-style-type: none"> Planning taking place over a long period of time to ensure that the strategy for each subject is clear. 	<ul style="list-style-type: none">
3	a. For the new student tablets to contribute strongly to the quality of teaching & learning and student outcomes after their launch at the end of Sept.	IPJ / All	3 rd October onwards	<ul style="list-style-type: none"> Use of tablets for short research and other activities to become a feature of more than 50% of lessons by Monday 27th February. 	<ul style="list-style-type: none">
	b. To continue the good work in the setting and completion of homework, introducing a greater differentiation in tasks as appropriate.	IPJ / ST / LC	On going	<ul style="list-style-type: none"> Review of weekly website entries to demonstrate that differentiation is taking place in over 50% of tasks. 	<ul style="list-style-type: none">
4	a. Use analysis of this summer's predicted and actual grades to devise and implement an appropriate on-going moderation schedule.	IPJ / ST / LC	3 rd October onwards	<ul style="list-style-type: none"> Schedule of moderation activities published by the deadline date and acted upon. 	<ul style="list-style-type: none">
	b. Include links with QKS and other schools in this moderation to ensure that our grading is accurate within the new GCSE structures.	IPJ / ST / LC	3 rd October onwards	<ul style="list-style-type: none"> Assessment and the interventions resulting from it judged to be an area of strength by Ofsted. 	<ul style="list-style-type: none">
Procedures for Monitoring Actions				Procedures for Monitoring Impact	
<ul style="list-style-type: none"> Headteacher learning walks and monitoring weeks. Governors TLA Committee. Half termly progress reports. 				<ul style="list-style-type: none"> Headteacher learning walks and monitoring weeks. Student feedback. Assessment checkpoint data. Feedback from other schools. 	
Intended Impact					
We expect the arrival of David Nicholson and Helen Allinson, along with the on-going progress of other colleagues and introduction of the new tablets, to further improve the quality of teaching, learning and assessment. It is important that we learn any lessons from the reintroduction of mixed aged teaching to Years 7/8 so that we are able to successfully extend this approach next summer. We need to feel completely confident in the accuracy of our GCSE predictions next summer.					

Area Outcomes for Students		Federation Wide Objectives			
		1. To communicate progress data as simply and clearly as possible.		3. To continue to narrow the gaps between the outcomes for SEN and PPM pupils and their peers.	
		2. To address the issue of boys underachievement.		4. To continue to improve student outcomes year on year	
Current Situation		Supporting Evidence		Required Changes	
Outcomes for students improved last year. SATs scores for both primary schools were up on the previous year and broadly in line with national averages. The Progress 8 score at Samuel King's was +0.38, well up on the previous year's score of -0.55. Outcomes have begun to lift but still more work is required to address gaps in achievement.		<ul style="list-style-type: none"> SATs scores GCSE results Assessment checkpoint data SKS July 2016 LA Review 		<ul style="list-style-type: none"> We need to better present our data within the new national assessment frameworks for staff, governors and other interested parties. Boys' achievement is improving but needs to be accelerated further. The same applies for PPM and SEN children. Outcomes have improved at both primary and secondary level. We want to be sure that the current Year 6 and 11 cohorts will maintain that trend. 	
F W Os	PRIMARY SCHOOL ACTIONS	Led By	Time Scale	Success Criteria/ Intended Outcomes	Progress
1	a. To introduce Year 6 Profiles, updated half termly, so that we can better involve parents in their youngster's progress during this important year.	KJB HW STB	On going	<ul style="list-style-type: none"> Parent feedback positive about this initiative. Pupils increasingly on track to meet national expectations. 	<ul style="list-style-type: none">
	b. To ensure that new staff and Governors are fully aware of Scholarpack and how to use it to track academic progress.	KJB	On going	<ul style="list-style-type: none"> Governors Outcomes Committee confident in interpreting accurate Scholarpack information and able to question and challenge it. 	<ul style="list-style-type: none">
2	a. To quickly provide any boys falling behind expectations with the literacy / numeracy support that they need.	KJB	On going	<ul style="list-style-type: none"> Gap between boys and girls progress to narrow as the year progresses. 	<ul style="list-style-type: none">
	b. To ensure that all boys complete homework to a high standard, running a lunchtime homework club for those needing additional encouragement.	KJB/TH	From 5 th Sept. onwards	<ul style="list-style-type: none"> Quality of boys' homework to at least match that of the girls. Every boy to be completing weekly literacy and numeracy tasks thoroughly. 	<ul style="list-style-type: none">
	c. Agree and implement a programme of motivational activities for Year 4-6 boys.	IPJ KJB	Half termly	<ul style="list-style-type: none"> One activity to run each half term. 	<ul style="list-style-type: none">
3	a. Continue to allocate specific TA support for PPM pupils falling behind with their targets.	KJB	On going	<ul style="list-style-type: none"> For the gaps in pupil progress to continue to narrow. 	<ul style="list-style-type: none">
	b. Ensure that the progress made by SEN pupils is maintained when CR goes on maternity leave.	IPJ KJB	30 th Sept. onwards	<ul style="list-style-type: none"> For SEN planning / inputs to be maintained and pupil progress rates to at least be maintained. 	<ul style="list-style-type: none">
4	a. Review Year 6 progress half termly, deciding with the two class teachers what else might be put in place to boost the 2017 SATs.	KJB HW STB	Half termly from October	<ul style="list-style-type: none"> Additional interventions planned on a half termly basis, commencing for the first time during November / December. 	<ul style="list-style-type: none">
	b. To put Maths recovery sessions in for children in the Alston Year 4/5/6 class as required.	KB	On going	<ul style="list-style-type: none"> Recovery sessions to begin before the end of Sept. Assessment data to reveal increased progress. 	<ul style="list-style-type: none">
Procedures for Monitoring Actions				Procedures for Monitoring Impact	
<ul style="list-style-type: none"> Headteacher learning walks to check that actions are being implemented. Governors Outcomes Committee to monitor this section of the Improvement Plan at each meeting. Half termly progress reports. 				<ul style="list-style-type: none"> Half termly Scholarpack entries to be monitored against all of the above actions. Teachers' on-going assessment also to provide feedback on success of interventions. Students to be assessed at the beginning and end of each intervention. 	

Intended Impact

The new Year 6 pupils at both primary schools will need boosting rapidly if they are to be at least as successful as the cohorts that have just moved on to secondary school. The flexibility of staffing and pupil numbers at Nenthead will facilitate the targeting of particular children as we move through the year. At Alston, the larger class size will make this more difficult, and it is anticipated that additional input will be required for Numeracy in particular. With our SENCO on maternity leave, it is essential that we maintain our focus on the SEN and PPM children. We also want to take steps to address potential issues of boys' underachievement.

F W O	<u>SECONDARY SCHOOL ACTIONS</u>	Led By	Time Scale	Success Criteria/ Intended Outcomes	Progress
1	a. To complete half termly profiles with the Year 11 cohort and their families.	LC/IPJ	On going	<ul style="list-style-type: none"> 2017 Progress 8 score to be above +0.38. 	•
	b. To ensure that the Go4Schools programme is updated and ready for the new GCSE grading and better able to present equal opportunities data.	LC/PS	By 14 th Oct.	<ul style="list-style-type: none"> Improved Go4Schools system ready for use by staff on Wednesday 19th October. 	•
	c. For assessment checkpoint data and GCSE results to be presented against the Progress 8 measure.	LC	On going	<ul style="list-style-type: none"> Governors fully aware of and able to interrogate latest assessment checkpoint data. 	•
2	a. To have at least one positive male role model presented in assembly each half term.	ST/IPJ	On going	<ul style="list-style-type: none"> Years 9-11 boys progress monitored closely. Interventions quickly put in place. 	•
	b. To ensure that Year 9/10 boys are introduced to progression routes at Ullswater and Newton Rigg before the end of the Autumn Term.	IPJ	By 25 th Nov.	<ul style="list-style-type: none"> Boys understand their 16+ opportunities at an earlier age and want to access them. 	•
	c. For all Year 9/10 boys to be focused through a Raising Achievement Plan this academic year.	ST	On going	<ul style="list-style-type: none"> Boys progress towards their targets increasingly in line with that of the girls. 	•
3	a. To increase FB's time allocation to provide additional literacy / numeracy boosting in Year 9.	ST/IPJ	By 5 th Sept.	<ul style="list-style-type: none"> Evidence that gaps in attainment are continuing to narrow. 	•
	b. For TN/FB to have the opportunity to observe best primary school practice at work.	ST/KJB	By 21 st Oct.	<ul style="list-style-type: none"> Elements of primary practice being incorporated into work at SKS. 	•
4	a. Review Year 11 progress half termly, deciding with core teachers what else might be put in place to boost their 2017 GCSE results.	LC / DB / DN / ST / IPJ	On going	<ul style="list-style-type: none"> Additional experiences planned and implemented. 2017 Progress 8 score to be above +0.38. 	•
	b. Provide Year 11 students with additional Maths tuition from outside providers.	LC / IPJ	Half termly from 31 st Oct.	<ul style="list-style-type: none"> Gaps between achievement in core subjects narrowed in August 2017 results. 	•
Procedures for Monitoring Actions				Procedures for Monitoring Impact	
<ul style="list-style-type: none"> Update on the progress with this area of the Improvement Plan to be a standing agenda item at Full Governing Body Meetings. Half termly progress reports. 				<ul style="list-style-type: none"> ON-going SES assessments. RAPs and Year 11 Profiles. Assessment checkpoint analysis. Half termly progress reports. 	
Intended Impact					
<p>We want the new Year 11 cohort, a group containing less high fliers than last year, to know what they have to do to achieve their target grades or better and to be determined to achieve such success. Some Year 11 boys have yet to have the exam success of which they are capable – we want them to experience the rewards of hard work this year. We also want boys in Years 9 & 10 to see what is out there in terms of 16+ opportunities and to believe in the importance of exam success to their futures. We expect to continue to narrow gaps for SEN and PPM youngsters and want to improve upon last year's +0.38 Progress 8 score.</p>					

Area Leadership & Management		Federation Wide Objectives			
		1. To continue to develop leadership capacity, including the Governing Body's capacity to hold school leaders to account. 2. To make full use of our CASL and LASL links to further accelerate our schools' progress.		3. To communicate as effectively as possible with parents and members of the wider community. 4. To create the very best opportunities for life-long learning for people living on or near to Alston Moor.	
Current Situation		Supporting Evidence		Required Changes	
Leadership of all three schools and the Federation as a whole has improved significantly. Capacity has increased at Samuel King's and a long period of interim leadership at the primary schools was brought to a close. Steps to restructure the schools and address potentially large budget deficits have been taken. Outcomes at all three schools last summer showed progress on the previous year.		<ul style="list-style-type: none"> July 2016 LA SKS Review Governor minutes SIM Meeting records KS2 SATs scores. GCSE results. 		<ul style="list-style-type: none"> Having established increasingly effective leadership across the three schools we need to continue to add to its capacity. We need to become more outward looking, learning from best practice elsewhere. Improvements in communications can be achieved through the introduction of a new Federation website as well as the on-going development of the PTA. Longstanding questions surrounding the long term future for secondary education on Alston Moor will finally be addressed during this academic year. 	
F W Os	PRIMARY SCHOOL ACTIONS	Led By	Time Scale	Success Criteria/ Intended Outcomes	Progress
1	a. To clarify every colleague's individual responsibilities and areas of leadership.	KJB	Friday 16 th September	<ul style="list-style-type: none"> For every Teacher / TA to be contributing to the running of the two schools and their development. 	<ul style="list-style-type: none">
	b. For Governors to regularly accompany the Headteacher on his weekly learning walks.	IPJ	On-going	<ul style="list-style-type: none"> For a core of governors to know the strengths of each school as well as areas for improvement. 	<ul style="list-style-type: none">
	c. To extend the Head's experience of primary education through a link Yanwath Primary School.	IPJ	Sept-Dec 2016	<ul style="list-style-type: none"> To be able to point to 3+ improvements by the end of 2016 that have stemmed from this link. 	<ul style="list-style-type: none">
2	a. For membership of the Penrith Hub to bring tangible benefits to our two schools.	KJB / IPJ	Sept-Dec 2016	<ul style="list-style-type: none"> To be able to point to 3+ improvements by the end of 2016 that have stemmed from this link. 	<ul style="list-style-type: none">
	b. For the Federation to be represented at every LASL and CASL meeting/conference.	KJB / ST / IPJ	Sept-Dec 2016	<ul style="list-style-type: none"> To be able to point to 3+ improvements by the end of 2016 that have stemmed from this attendance. 	<ul style="list-style-type: none">
	c. To identify a partner primary school with which to regularly share and develop best practice.	KJB	October half term	<ul style="list-style-type: none"> For the January improvement plan update to identify the ways in which this link is to be exploited. 	<ul style="list-style-type: none">
3	a. For the Student Council to take a lead in producing half termly newsletters.	KJB / ST	1. 7 th Oct. 2. 2 nd Dec.	<ul style="list-style-type: none"> Increased responsibility for students. Increased awareness for parents / community. 	<ul style="list-style-type: none">
	b. To get the new Federation website live.	IPJ	30 th Sept.	<ul style="list-style-type: none"> To launch a compliant website by the due date. 	<ul style="list-style-type: none">
4	a. To complete the Pre School & Barnardos moves.	IPJ	5 th September	<ul style="list-style-type: none"> Pre School opens. People happy with the outcomes. 	<ul style="list-style-type: none">
	b. To agree the works needed at Nenthead Primary School to improve the buildings and site.	IPJ / Gov's	30 th September	<ul style="list-style-type: none"> For plans to further improve the Nenthead site to be ready for implementation from Mon. 30th Oct. 	<ul style="list-style-type: none">
	c. To draw upon the experience and skills of Alston Primary School staff in shaping the plans for the probable co-location on the SKS site.	IPJ / KJB / Gov's	On-going until 7 th April 2017	<ul style="list-style-type: none"> For any co-location of the two Alston schools to result in significantly improved facilities and learning opportunities for primary aged children. 	<ul style="list-style-type: none">
Procedures for Monitoring Actions		Procedures for Monitoring Impact			
<ul style="list-style-type: none"> Update on the progress with this area of the Improvement Plan to be a standing agenda item at Full Governing Body Meetings. Half termly progress reports. 		<ul style="list-style-type: none"> Awareness and level of challenge presented in and outside Governor Meetings. Parental feedback to be sought on website, Nenthead improvements and newsletters. Potential impact of links with other schools to be measured initially through the content of the January 2017 improvement plan update. 			

Intended Impact

We want a greater energy and sense of involvement from staff in the on-going improvement of our two primary schools. We hope communications with parents and the wider community will be more regular and informative. Having stabilized things last year, we seek to be more outward looking now, anxious to learn from people's experiences elsewhere in the County. Finally, we want to finish the academic year with the promise of significantly improved facilities and opportunities for children at both schools.

F W O	<u>SECONDARY SCHOOL ACTIONS</u>	Led By	Time Scale	Success Criteria/ Intended Outcomes	Progress
1	a. To further develop leadership capacity through the creation and implementation of cross curricular literacy and numeracy strategies.	IPJ / ST / LC / DB	On-going	<ul style="list-style-type: none"> Strategies agreed and discussed with staff by Monday 3rd October. Headteacher learning walks to identify evidence of implementation. 	•
	b. For LC to further prepare for senior leadership by taking on the role of Data Manager.	IPJ / ST / LC	From July 2016	<ul style="list-style-type: none"> LC to confidently present evidence of increasing student progress at the next Ofsted Inspection. 	•
	c. For Governors to regularly accompany the Headteacher on his weekly learning walks.	IPJ	On-going	<ul style="list-style-type: none"> For a core of governors to know the strengths of each school as well as areas for improvement. 	•
2	a. For the Deputy Head and Data Manager to agree links with two other secondary schools – Caldew and the boys school in Newcastle?	ST / LA	October half term	<ul style="list-style-type: none"> For the January improvement plan update to identify the ways in which these two links are to be exploited. 	•
	b. For the Federation to be represented at every LASL and CASL meeting/conference.	KJB / ST / IPJ	Sept-Dec 2016	<ul style="list-style-type: none"> To be able to point to 3+ improvements by the end of 2016 that have stemmed from this attendance. 	•
3	a. For the Student Council to take a lead in producing half termly newsletters.	KJB / ST	3. 7 th Oct. 4. 2 nd Dec.	<ul style="list-style-type: none"> Increased responsibility for students. Increased awareness for parents / community. 	•
	b. For the PTA to continue to evolve, raising money for school funds and planning key events.	FB/IPJ MC/DS	On-going	<ul style="list-style-type: none"> For the PTA to take a lead in at least three more events by the end of 2016. 	•
4	a. To present a final co-location scheme for consultation before the end of 2016.	IPJ / LA	16 th Dec.	<ul style="list-style-type: none"> For the future of secondary education on Alston Moor to be determined one way or the other. 	•
	b. To ensure that the upstairs classrooms are ready for re-occupation from April 2017 if required.	IPJ / MT/GO	31 st March 2017	<ul style="list-style-type: none"> to be ready For English, Maths, Languages, Humanities and ICT to relocate from Friday 7th April. 	•
	c. Work with contractors to agree a schedule of works for the summer term that does not detract from the smooth running of the school if required.	IPJ	On-going	<ul style="list-style-type: none"> To stage possible works in such a way that lessons can continue without interference and that the exam timetable can run similarly smoothly. 	•

Procedures for Monitoring Actions

- Update on the progress with this area of the Improvement Plan to be a standing agenda item at Full Governing Body Meetings.
- Half termly progress reports.

Procedures for Monitoring Impact

- Awareness and level of challenge presented in and outside Governor Meetings.
- Potential impact of links with other schools to be measured initially through the content of the January 2017 improvement plan update.
- Literacy and numeracy implementation to be monitored through Headteacher learning walks.
- PTA minutes, events and extent of funds raised.

Intended Impact

We want to build further upon the growth of leadership capacity seen last year. We are looking for Governors to feel better informed with a resulting increase in questions and challenge. It is time for us to be more outward looking, to play a greater part in CASL and LASL and to target links with particular schools. We want a developing PTA to add to capacity, and above all else, wish to bring the debate surrounding the future of secondary education on Alston Moor to a close – one way or the other.