



FEDERATION
OF CHERRY
OAK AND
VICTORIA
SPECIALIST
ARTS

CHERRY OAK SCHOOL IMPROVEMENT PLAN – INTERIM REVIEW

April 2016 – March 2017

Cherry Oak School Improvement Priorities 2016/2017

1. Outcomes (Pages 6, 7 & 8)

2. Teaching, Learning & Assessment (Page 9 & 10)

3. Personal Development, Behaviour & Welfare (Page 11, 12 & 13)

4. Leadership & Management (Pages 14, 15 & 16)

5. Federation (Pages 17, 18, 19 & 20)

CO School Improvement Plan 2016 to 2017

Outcomes: To ensure that all pupils and students achieve at every level possible.	
O1	To develop a social communication package for pupils through the S&L Team.
O2	To continue to use the Autism Accreditation programme to ensure quality and consistency for pupils.
O3	To develop a programme supporting gross motor skill development.
O4	To ensure the outcomes for A4 learners are in line with the expected progress set against their individual targets.
O5	To review the outcomes of Specialist Subject teaching and plan the 2016-2017 timetable according to best practice.
O6	To develop outdoor learning for Early Years pupils to support positive outcomes in Physical Development.
O7	To develop a programme of integration for Gifted & Talented pupils both into other classes and into mainstream settings.

Teaching, Learning & Assessment: To increase the percentage of outstanding teaching over time judgements across the school.	
TL&A1	To develop and embed 'brain gym' sessions into classes.
TL&A2	To plan, design, cost, fundraise and project manage the development of the ICT suite including the Sensory Pod, workstation and programming areas to support high quality learning, teaching and assessment using ICT. (School Council)
TL&A3	To increase staff confidence in using SOLAR to make accurate judgements of pupil progress.
TL&A4	To develop electronic Learning Journeys for Early Years and KS1 pupils.
TL&A5	To extend the range of books and reading schemes to support learning in the new library area.
TL&A6	To continue to develop Forest School and outdoor learning opportunities for pupils.

Personal Development, Behaviour & Welfare: To ensure the health and wellbeing of pupils and students is prioritised at all times.	
PDB&W1	To work with a range of professionals to improve pathways for pupils through their EHC plans.
PDB&W2	To work with the Behaviour & Autism lead to use SOLAR data to support positive behaviour plans and strategies.
PDB&W3	To continue to develop and review sensory profiles for identified pupils.
PDB&W4	To research TEACCH approaches and training and share strategies to support the reduction or removal of behaviours that are barriers to learning.
PDB&W5	To work with transport to support positive behaviour strategies from home to school so that pupils come into school ready for learning.
PDB&W6	To create social stories to help develop greater social understanding for pupils.
PDB&W7	To explore ways of improving home school interaction by increasing joint opportunities for parents and staff. (Govs)

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Leadership & Management: To develop leaders in learning at all levels.	
L&M1	To plan, cost, design and project manage Phase 1 of the playground and outdoor learning development to include playground resources. (School Council)
L&M2	To plan a programme of internal refurbishment to main build classrooms to support positive learning environments.
L&M3	To review charitable status for the school to optimise fundraising opportunities.
L&M4	To develop a programme of leadership opportunities for pupils.
L&M5	To review and share the procedures for the management of pupils who are ill in school time.
L&M6	To continue to use different strategies for making environment and surroundings more autism friendly through being supportive and well structured.
L&M7	To plan for increased shared class to class team time to facilitate joint planning and learning strategies for similar pupil need groups.

Federation: To ensure the shared vision across the Federation impacts positively on pupil outcomes.	
FD1	To increase shared learning opportunities for pupils and staff.
FD2	To continue to develop Federation staff teams in specialist areas creating new ideas, sharing best practice and ensuring consistency of systems and procedures.
FD3	To manage change across the Federation to build effective teams at all levels.
FD4	To further extend our Federation moderation and external moderation procedures supported by SOLAR.
FD5	To complete the Artsmark assessment cycle at Cherry Oak and Victoria with the aim of achieving the highest award possible.
FD6	To plan, organise and hold a Federation ICT technology day to support creative learning opportunities for pupils.
FD7	To explore the range of social media on offer and investigate using as a communication method with stakeholders.
FD8	Through the Federation extend the opportunities for partnership working with the schools and Victoria College.
FD9	To develop opportunities for virtual classroom to classroom learning opportunities across the Federation.
FD10	To monitor the impact of changing NHS Speech and Language provision, and ensure continuity of quality support for pupils.
FD11	To evaluate and deliver a programme of targeted interventions for disadvantaged pupils through Pupil Premium funding.
FD12	To plan and deliver improved PE, competitive sport and physical activity outcomes for pupils through Primary Sports funding.

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Abbreviations		
AJ E- Amanda Jenkins	GKA – Gurminder Kaur	Nurses
AFI- Amy Findlay	HDA – Hollie Dallison	PBMG – Positive Behaviour Management Group
AMI – Andrew Middleton	HSc – Helen Schneider	PD – Physical Development
BCR – Ben Cradock	ICT Team	Physios
CBR – Clare Broadbelt	JGar – Jackie Gardner	RBA – Ryan Basra
CLA – Caroline Lane	JGav – Jo Gavin	RWA – Rachel Walters
CST – Claire Strain	JLea – John Leadbeater	School Council
Cts – Class teachers	JLE – Jenny Lees	SIP – School Improvement partner
DST – Dayna Stooke	KTov – Kathryn Tovey	SKA– Sandra Kallitsakis
DTA – Di Tate	MCO – Mark Cottam	SLT – Senior Leadership Team
EBA – Ellen Barrett	MHE – Melissa Heise	SMT – Senior management Team
EEA – Emma Eaton	NAS – National Autistic Society	SW – Stephanie White

CO School Improvement Plan 2016 to 2017

Area: **Outcomes**

Aim: **To ensure that all pupils and students achieve at every level possible.**

Lead: **Amy Findlay & Amanda Jenkins**

Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
O1	To develop a social communication package for pupils through the S&L Team.	The programme has been written in a pilot stage that is being trialled with Acorns class with Emma Eaton. Loretta Lynch is working to get it up and running. It had been rolled out and was extremely successful.	Achieved	
O2	To continue to use the AET National Autism Standards to ensure quality and consistency for pupils.	The refurbishment that has been taken place has been done in line with the National Autism Standards. Blinds had been ordered following NAS recommendations. Staff training has been held on making the environment as autism friendly as possible. Sensory profile training was delivered. Continuing to work with the CAT team and the audit would be revisited to see what improvements had been made.	On track	
O3	To develop a programme supporting gross motor skill development.	Jo Gavin was back supporting physical development across the school to work with named physio children. The physiotherapist Kash has delivered training on physical management/development to all staff. Pupils programmes have been reviewed where necessary. Parent consultation meetings have taken place as appropriate. The physio and Jo attended parents evening to speak to parents where necessary.	On track	

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O4	To ensure the outcomes for A4 learners are in line with the expected progress set against their individual targets.	We increased the hours of the music therapist so that more of our A4 students were identified as reaping the benefits of music therapy. Alison has a tracking document for pupil progress and changed some of the pupils in light of the review. Alison attended parents evening, delivered a CoFFs session and started working with a new group. New avenues for pupil engagement and curriculum delivery for a group of A4 learners are being explored.	On track	
O5	To review the outcomes of Specialist Subject teaching and plan the 2016-2017 timetable according to best practice.	A consultation was had with teachers for their feedback on subject specialism. It was positive feedback so it was continued over KS2. It had been adapted for outdoor learning – Forest Schools and incorporated into ICT. An evaluation has been done with staff working with our A4 learners and curriculum adapted.	Achieved	
O6	To develop outdoor learning for Early Years pupils to support positive outcomes in Physical Development.	Early Years playground had been resurfaced. Money had been provided to purchase outdoor equipment. All the Level 2 part time TA's have all had My Appraisal targets set around physical development during the lunch time period working with Jo Gavin to deliver a programme of physical activities.	Limited progress	
O7	To develop a programme of integration for Gifted & Talented pupils both into other classes and into mainstream settings.	Some pupils had been identified and would be doing sessions at St Mary's. Identified G&T pupils are being supported in the transition between classes. G&T swimming program is in place. Jo Gavin assesses all KS2 children over the year to assess who would be appropriate for the G&T to run in the summer term.	On track	

CO School Improvement Plan 2016 to 2017

Area: **Teaching, Learning & Assessment**

Aim: **To increase the percentage of outstanding teaching over time judgements across the school.**

Lead: **Amanda Jenkins & Amy Findlay**

Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
TL&A1	To develop and embed 'brain gym' sessions into classes.	A trial of walking sessions at the start of the school day.	Limited Progress	
TL&A2	To plan, design, cost, fundraise and project manage the development of the ICT suite including the Sensory Pod, workstation and programming areas to support high quality learning, teaching and assessment using ICT. (School Council)	Plans have been presented and currently staff are being asked for their feedback. Staff will be having a visit from a mobile sensory pod so that staff can see the type of equipment in action and we can also ascertain the pupils reactions. Further fund raising will need to take place.	Limited Progress	
TL&A3	To increase staff confidence in using SOLAR to make accurate judgements of pupil progress.	Steph had met with all the teachers and HLTAs in the Summer term to ensure they fully understood and were clear on how to use SOLAR on its use and end of term assessments. During the Autumn Term Amy had met with the teachers and HLTAs. Federation Moderation and SOLAR was part of that. All the targets for this year had been set on SOLAR.	On track	

CO School Improvement Plan 2016 to 2017

Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
TL&A4	To develop electronic Learning Journeys for Early Years and KS1 pupils.	Emma was trialling in Acorns and Berries and it is very successful. Jackie, Emma and Amy would be attending SOLAR training for the new version.	On track	
TL&A5	To extend the range of books and reading schemes to support learning in the new library area.	A visit from the Oxford representative and some new Oxford reading tree materials had been ordered looking at phonic readers, non-fiction, poetry and traditional tales to extend the Oxford reading tree availability.	On track	
TL&A6	To continue to develop Forest School and outdoor learning opportunities for pupils.	The planning for Forest Schools and groups are all available on the staff shared drive. The sessions are running with the different key stages throughout the week. Money had been spent on all weather protection from pupil premium for the next expansion pupil numbers.	On track	

CO School Improvement Plan 2016 to 2017

Area: **Personal Development, Behaviour & Welfare**

Aim: **To ensure the health and wellbeing of pupils and students is prioritised at all times.**

Lead: **Clare Strain & Jacqui Hanna Jones**

Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
PDB&W1	To work with a range of professionals to improve pathways for pupils through their EHC plans.	Have paid into the EP service during the middle of last year. This would be our first year of EP support. Named person at SENAR to work with EHCPs who had met with Amanda. It is our first year of EHCP support and we are seeing the benefits of her observations and experience for our challenging pupils.	On track	
PDB&W2	To work with the Behaviour & Autism lead to use SOLAR data to support positive behaviour plans and strategies.	Use of SOLAR to track behaviour is embedded and the logs are proving to be useful to support behaviour interventions – on track. We have a much clearer understanding of what behaviour is.	On track	
PDB&W3	To continue to develop and review sensory profiles for identified pupils.	Staff have had training from Jacqui Hannah-Jones on sensory profiles. Sensory Profiles have been trialled for a few classes across the school.	On track	

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Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
PDB&W4	To research TEACCH approaches and training and share strategies to support the reduction or removal of behaviours that are barriers to learning.	Training has been identified and JHJ had been approached to see if she was able to access that training.	Limited progress	
PDB&W5	To work with transport to support positive behaviour strategies from home to school so that pupils come into school ready for learning.	Transport and School meetings are ongoing. The arrival and departure of school buses has become much more streamlined. Guides have diaries where they record things that they want school to know about and this has continued to work well. Drivers and guides will be attending Behaviour Management of pupils training 2311 so that strategies are carried through in home to school transport.	Achieved	
PDB&W6	To create social stories to help develop greater social understanding for pupils.	Communication team met to focus on social stories. Claire had received guidance off NAS website. Loretta had used the guidance to write three social sample stories around biting, hitting and sharing. They will be reviewed by the communication team and behaviour team before being shared.	On track	

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Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
PDB&W7	To explore ways of improving home school interaction by increasing joint opportunities for parents and staff. (Govs)	<p>A programme of events is being delivered including – music therapy, physio, CERS and Contact a Family, Hair Bears.</p> <p>An audit to be done on parents evening for parents we did not see about any opportunities.</p> <p>A Christmas sign a long session where parents are coming in to attend sessions with their children and siblings.</p>	On track	

CO School Improvement Plan 2016 to 2017

Lead: **Leadership and Management**

Aim: **To develop leaders in learning at all levels.**

Lead: **Caroline Lane, SLT & SMT**

Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
L&M1	To plan, cost, design and project manage Phase 1 of the playground and outdoor learning development to include playground resources. (School council)	The playground had been made safe, resurfaced and re-fenced. A consultation meeting has taken place with the staff to discuss what they would like in the outside area. Ideas are currently being collated by BJ and will then come to SLT in the first instance. J Gavin purchasing some equipment from Sports Premium in the short term. Plastic storage for the equipment was requested in the short term.	On track	
L&M2	To plan a programme of internal refurbishment to main build classrooms to support positive learning environments.	Maple Class and the corridor outside the classrooms was refurbished during the summer holidays. They were painted autism friendly colours. The flooring was replaced and the ceilings were changed for the acoustics and the lighting was replaced. Currently there is an empty classroom on that corridor which will be next to be refurbished. The parents room also had a new carpet and blinds. Unfortunately there is a leak in the roof.	Achieved	

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Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
L&M3	To review charitable status for the school to optimise fundraising opportunities.	A couple of meetings had been held to discuss the school fund that holds the charity number to change to a PTA. The first meeting with the parents had been held to engage some interests. At parents evening, parents were encouraged to express an interest in the PTA.	On track	
L&M4	To develop a programme of leadership opportunities for pupils. (School Council)	Loretta Lynch is working to facilitate the delivery of leadership opportunities.	Limited Progress	
L&M5	To review and share the procedures for the management of pupils who are ill in school time.	A form to be completed by staff who are reporting illness to include exactly what the child is ill with, information provided from parents that allows SLT to make a decision of what action to take and what advice to give parents.	Achieved	
L&M6	To continue to use different strategies for making environment and surroundings more autism friendly.	The refurbishment in the corridor has been very successful and as well as the refurbishment of the classroom in the old part of the building. Wall boards in the hall have been removed and covered boards installed so children cannot damage. Corridors have been made low arousal.	On track	
L&M7	To plan for increased shared class to class team time to facilitate joint planning and learning strategies for similar pupil need groups.	All classes have their same meeting times to facilitate. Encourage classes to meet together to share. Time was given at the end of Summer Term for planned transition time.	On track	

CO School Improvement Plan 2016 to 2017

Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
FD1	To increase shared learning opportunities for pupils and staff.	Buddies to be restarted by Bev Chabannais. Link person at Victoria – Katie Tombs. The World Book day on 2 March 2017. Buddies signing choir. Possibility of afterschool sporting activity shared across the Federation eg Yogabugs. Jacqui Hanna-Jones experties being shared at Victoria on sensory interventions. Jonathan did Phonics testing at Cherry Oak.	Limited Progress	
FD2	To continue to develop Federation staff teams in specialist areas creating new ideas, sharing best practice and ensuring consistency of systems and procedures.	Federation HLTA meeting had taken place. Re-establishing the Subject Leaders list that would be shared across the Federation. Extending the HLTAs Early Years links. Steph and Amy had worked together on DAPA. Consistency on the Christmas Market. Amanda had met with Kate Hale. Amanda delivered Phonics training. Setting up a DSL Federation meeting. Schools working together to set up a writing policy.	On track	
FD3	To manage change across the Federation to build effective teams at all levels.	Developing SLT SMT at Cherry Oak and Victoria.	On track	

CO School Improvement Plan 2016 to 2017

Area: **Federation**

Aim: **To ensure the shared vision across the Federation impacts positively on pupil outcomes.**

Lead: **Caroline Lane, Amanda Jenkins, Di Tate & Rachel Walters**

Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
FD4	To further extend our Federation moderation and external moderation procedures supported by SOLAR.	Moderation twilight was held at Victoria for both schools. Amy and Steph had attended the Assessment Networking meeting. Six people from the Federation attending version 3 SOLAR training. 3 people attended Raise OnLine training.	On track	
FD5	To complete the Artsmark assessment cycle at Cherry Oak and Victoria with the aim of achieving the highest award possible.	Artsmark Critical review May 2016. Case study for Victoria due February 2017 to complete cycle.	On track for Victoria	
FD6	To plan, organise and hold a Federation ICT technology day to support creative learning opportunities for pupils.		Limited Progress	

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Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
FD7	To explore the range of social media on offer and investigate using as a communication method with stakeholders.	The beginnings of a Facebook page.	On track	
FD8	Through the Federation extend the opportunities for partnership working with the schools and Victoria College.	A member of Cherry Oak staff to visit the College in order for College staff member to visit Cherry Oak. Victoria College were unable to attend Cherry Oak dress rehearsal in December.	On track	
FD9	To develop opportunities for virtual classroom to classroom learning opportunities across the Federation. (Head boy and Head girl)	John Leadbeater had met with FLT to discuss Virtual technologies. Amanda and Caroline had met to <i>Hang Out</i> . The School Councils would be having a virtual meeting to test the technologies.	On track	
FD10	To monitor the impact of changing NHS Speech and Language provision, and ensure continuity of quality support for pupils.	The Communication teams in both settings were monitoring and tracking the changes in the speech and language provision ensuring that referrals are made in a timely fashion and follow up where there seems to be a long period before any action takes place. They are reporting back to the communication team.	On track	

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Ref	Target	6 month review	Progress towards completing Achieved On track Limited Progress	Outcomes
FD11	To evaluate and deliver a programme of targeted interventions for disadvantaged pupils through Pupil Premium funding.	Pupil premium interventions are in place and tracked and reported to Governors on a termly basis.	On track	
FD12	To plan and deliver improved PE, competitive sport and physical activity outcomes for pupils through Primary Sports funding.	Primary Sports funding in both schools is led by the person who leads on PE and manage the budget. They plan and deliver the sport in both schools and report to Governors on a termly basis.	On track	