Governors:

New governors to be allocated: Ruth Green, Donna Eddy, Gemma Thompson

Areas which need covering : PP/ split Class 3 ?

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| Area / Responsibility | Name |
| Class 6, Safeguarding and Attendance/ Pastoral | Miss Tamsin Gittens |
| Class 5, PE | Mrs Mary Heard |
|  Class 4, Science  | Mr Paul Dale (CoG) |
| Class 3, | Mrs Donna |
| Art/ DT/ SEN | Ruth  |
| Music/ Pupil premium  | Gemma  |
| Class 2, IT/ English  | Mrs Jane Stephens (vice CoG) |
| Class 1/ EYFS  | Mr Dan Hadley |
| Maths  | Mr Chris Gould  |
| Humanities  | Mr Jon Pinkney |
| Staff appointed governor | Mr Matthew Collinge  |
| Head Teacher  | Mrs Vicky Sanderson |

Staff

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| Subject | Lead |
| Maths, History and Student Council  | Mr Martin |
| English – Reading, Writing, Spelling | Mrs Thomas |
| SENCO | Mrs Frost |
| EYFS and French | Mrs Mogridge |
| Science and Music | Mr Collinge |
| PE/ PSHE / RSE | Mr Mutsaers |
| Educational Visits | Mrs Sanderson/ Mrs McGannity |
| Art and Design/ Design Tech. | Mrs French |
| Computing/ English - Phonics | Mr Shainberg |
| Geography | Mrs Wood |
| RE | Mrs Sanderson |

Context

All leaders including governors, are highly ambitious for the school and lead by example. There is a strong emphasis on distributive leadership, with clearly defined roles for all teachers as curriculum leaders, to collectively and strategically manage their subject area in order to ensure pupil outcomes remain ambitious.

In 2019, the school community reviewed the values of Mylor Bridge School, ensuring that all stakeholders believed in this vision and invested in it, in order to ensure our pupil get the very best opportunities to ‘Be The Best We Can Be’.

Teachers, support staff and governors are invested in their continued professional development, with all teachers taking part in CPD across the year, including: Cognition and Metacognition, Autism Awareness, Sensory Processing Theory and Early Reading. New governors have taken part in governor training and TAs have completed training in: Phonics, Makaton, Downs Syndrome Support and Reading Support.

All teachers are given opportunities to develop key leadership skills from the onset of their careers, including Middle Leadership Training.

Our support staff team is a highly valued resource with a wide range of skills and expertise to enhance opportunities for our pupils.

Building on last year’s planned provision (incomplete due to COVID19 lockdowns) research/monitoring time for each subject leader has been built into the monitoring provision programme for 21-22. This will involve knowledge sharing both internally and externally. Leaders will focus on the monitoring of the implementation and impact of the curriculum on our learners.

Governors have revisited skills audits and new governors have be appointed using the gaps knowledge we hold. Governors are developing a more in depth knowledge of the intent, implementation and impact of the curriculum in all subjects; governor monitoring this year will continue to develop this understanding - termly meetings will be extended to allow for subject leaders to brief governors on a rotational basis for each subject. This will then allow governors to use this information to greater effect during monitoring and accompanied subject deep dives.

*IN ORDER TO IMPROVE FURTHER LEADERSHIP AND MANAGEMENT WE NEED TO:*

* **Ensure all subject leaders have dedicated research and monitoring time to allow for effective monitoring of the intent, implementation and impact within their subject/s.**
* **Ensure a coherent and logically sequenced mixed age curriculum is designed and implemented that ensures effective coverage of all key skills for Y1 and Y2 pupils (Year B)**
* **Ensure all governors have a clear understanding based on first-hand evidence-based knowledge of the foundation curriculum offer for our pupils.**

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| **Strategy** | **Tasks** | **Date** | **Key Personnel** | **Cost/Resources** | **Monitoring** | **Impact** |
| **Autumn 2021** | **Spring 2022** | **Summer 2022** |
| To know where children are excelling and where there are gaps in learning.  | To embed our assessment strategy allowing for monitoring of attainment across all subject areas. | From Sept 21- July 22  | VS and AM | SLT meetings | FGB |  |  |  |

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| **Strategy** | **Tasks** | **Date** | **Key Personnel** | **Cost/Resources** | **Monitoring** | **Impact** |
|  |  |  |  |  |  | **Autumn 2021** | **Spring 2022** | **Summer 2022** |
| **To continue to embed foundation subject curriculum provision; ensure progression of skills and knowledge.** | Subject leads to review long term plans for each year group and check coverage for each year group in line with Essentials curriculum / Purple Mash.  | Oct 20 – SS (IT) Nov 20 – VS – REJan 21 KM FrenchFeb 21- KF DT and Art.  | SSVSKMKF | 1 afternoon releaseAdrian to cover  | HT |  |  |  |
| Book scrutinies used to track progression and coverage. | 6x per year – see staff meeting timetable  |  | Staff meetings | HT/ Subject leaders |  |  |  |
| Subject leaders to have in place a subject overview  | INSET Sept  | All subject leaders.  | NA | HT  |  |  |  |
| To visit lessons in all key stages focusing on access to the curriculum for all learners.  | From Sept 21- July 22 – See monitoring timetable  | All subject leaders  | Whole school monitoring  | HT and Gov learning walk |  |  |  |
| To share full report of subject review with staff and governors including next steps for the subject. | Dates as above  | All subject leaders  | As per above  | HT and Full GB |  |  |  |
| Knowledge organisers to be used to introduce topics and also to aid assessment. Knowledge Organisers to be used in following year group to share prior learning  | From Sept 21- July 22 | All Class teachers  | NA | HT/ Subject leaders |  |  |  |

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| **Strategy** | **Tasks** | **Date** | **Key Personnel** | **Cost/Resources** | **Monitoring** | **Impact** |
| **Autumn 2021** | **Spring 2022** | **Summer 2022** |
| **To ensure that Talk for Writing is used consistently to raise standards in writing, with a focus on modelled texts and WAGOLLS.**  | Lesson visit to ensure staff are using T4W strategies to allow [boys] to verbalise writing before completing.  | 1x termly visit – see monitoring timetable  | JT | 3x release time  | VS |  |  |  |
| To share full report of subject review with staff and governors including next steps for the subject. | Feb 2022  | JT | As per above  | VS |  |  |  |
| Use high quality WAGOLLS to ensure that children know what good looks like.  | From Sept 21 | All class teachers  | NA | JT |  |  |  |
| Within TfW first week, children use ‘short writes’ to develop ideas and build vocabulary choices.  | Nov 21 – post staff meeting  | All class teachers  | NA | JT |  |  |  |
| **Strategy** | **Tasks** | **Date** | **Key Personnel** | **Cost/Resources** | **Monitoring** | **Impact** |
| **Autumn 2021** | **Spring 2022** | **Summer 2022** |
| **To ensure that reading is taught consistently in school and followed up at home**  | **Training in how to teach reading to be repeated for all TAs**  | **October 21**  | **JT and all TAs**  | **Release time 1 x afternoon**  | **VS** |  |  |  |
| **VIPERS style questions to be re-shared at staff meeting** | **October 21** | **JT all teaching staff**  | **Staff meeting**  | **VS/ Eng Gov**  |  |  |  |
| **Reading resources to be re-sent home for parents**  | **Oct 21**  | **JT** | **NA**  | **VS/Eng Gov** |  |  |  |
| **Parents to be invited in for reading workshop (PP parents to be focus)**  | **Oct 21**  | **JT** | **1 release afternoon/ after school**  | **VS/ Eng Gov** |  |  |  |
| To share full report of subject review with staff and governors including next steps for the subject. | **December 21**  | **JT** | **Release time as for T4W.**  | **HT / Eng Gov**  |  |  |  |
| Pupil conferencing to monitor reading in school and at home. | 1x termly visit Oct/ Jan / April | **JT** | **HT / Eng Gov**  |  |  |  |
| Pupil conferencing on lowest 20% to identify trends and plug gaps.  | Half termly - during assembly  | **JT** | **NA** | **VS / Eng Gov** |  |  |  |
| **Strategy** | **Tasks** | **Date** | **Key Personnel** | **Cost/Resources** | **Monitoring** | **Impact** |
| **Autumn 2020** | **Spring 2021** | **Summer 2021** |
| **To ensure consistent high quality phonics continues** | **Teachers and TAs to continue to use Twinkl phonics**  **Working within small, differentiated groups**  | **Sept – July 2022** | **SS/ KM/KF/ VA/LS/CE/SC/RW** | **Twinkl Phonics – inc in subscription costs.**  | **VS** |  |  |  |
| **TAs to receive phonics update training**  | **Sept 2021**  | **SS/KF TBC**  | **Twinkl resources**  | **VS**  |  |  |  |
| **Lesson/ group visits to ensure consistency of input** | **Nov 2021/ Feb 2022/ May 2022** | **SS/ KF/KM/VA/LS/CE/SC/RW** | **Release time for SS to monitor groups** | **VS** |  |  |  |
| **Ensure that our phonics programme is in line with current guidance**  | **Investigate future Systematic Synthesised Phonics programmes**  | **May 22**  | **SS** | **NA**  | **VS**  |  |  |  |
| **To ensure that early Oral and Language skills are developed quickly**  | **NELI programme implemented in school with 6 identified children**  | **From Oct 21 – July 22**  | **KF/KM/RW/LS**  | **Release time RW – training**  | **JT**  |  |  |  |

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| Strategy | Tasks | Date | Key Personnel | Cost/Resources | Monitoring | Autumn 2021 | Spring 2022 | Summer 2022 |
| **To ensure all teaching staff are confident in the key aspects of maths mastery** | Staff meeting CPD time assigned to maintain focus on mastery for Maths focus  | 1 staff meeting assigned per term  | AM | Resources and feedback from RB shared  | VS and maths Govs |  |  |  |
| Lesson visits to ensure consistency of calculation policy delivery across school  | In line with RB’s support timetable (TBC) | AM | 1 x term lesson visit(supply cover)  | VS |  |  |  |
| CPD sessions for both teaching and support staff on feedback from Mastery training  | 1 staff meeting termly  | AM | Resources supplied by RB  | VS/ Maths gov |  |  |  |
| KS1 teaching staff to be involved with the CODE Maths Hub- Mastering Number programme  | TBC by CODE  | SS/KM/KF | Supply cover £1200 | AM  |  |  |  |
| Strategy | Tasks | Date | Key Personnel | Cost/Resources | Monitoring | Autumn 2020  | Spring 2021  | Summer 22 |
| **To ensure recall and recap opportunities are built into all medium term planning for all subjects**  | Knowledge organisers introduced at beginning of all units of work and shared with pupils. KO from previous yrs shared to remind children of prior learning.  |  Sept 2021onwards | All teaching staff | N/A | HT and subject leads |  |  |  |
| Flashback resources purchased through premium resources WRMH. Built into daily starters for each year group | April onwards | SH/NO | £95 for all year groups | Maths lead |  |  |  |