

Hillcrest Early Years Academy
School Development Plan 2018 to 2021



QUALITY OF EDUCATION

To improve the quality of teaching in writing and spelling.							
Goal	Strategies:	Start Date	End Date	Resources Required:	Monitoring:	Success criteria:	Cost
To embed and secure pedagogy for talk 4 writing – in particular on vocabulary	Staff training led by SMT as identified through monitoring.	Sept 2018	July 2019	T4W resources	6 week monitoring of English teaching and learning by SMT: <ul style="list-style-type: none"> • Learning walks • Book scrutiny • Observations • Pupil progress • Lesson observations All reports to be fed back to governor committees	Teachers are confident at delivering sequences of work which build up children’s vocabulary through talk for writing.	£1000
To continue to develop pleasure in reading so reading informs children’s writing skills.	Enhance outdoor learning space through reading sheds. Ex Principal and Principal to lead extended club opportunities for free reader children.	Jan 2019	July 2019	Reading sheds A range of reading materials		Children will access a range of reading materials at break and lunch time. This will develop their writing skills further.	£5000

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To improve outcomes in spelling in all year groups.	Staff training day led by SMT to increase teacher's subject knowledge. Staff training led by specialist teacher on support children with dyslexic tendencies.	Jan 2019	July 2019	SENDco to introduce No Nonsense Spelling scheme to KS1. SMT to introduce weekly spelling test in assembly. Principal to generate non-negotiables for spelling expectations. New assessment system introduced so children are tracked better against raw and standard score.	Termly rising stars spelling test Principal to track standardised spelling scores to target intervention. SMT to observe explicit spelling sessions.	Increasing amount of children on track in spellings. 80% on track in spelling. Children in year 1 aren't using phonetically plausible attempts to spell common exception words.	£3000
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To improve the standards of physical development in the EYFS							
Goal	Strategies:	Start Date	End Date	Resources Required:	Monitoring:	Success criteria:	Cost
To ensure at least 86% of pupils reach expected in PD at the end of EYFS in line with national and local statistics	Whole school INSET day led by SMT. EYFS target key children through 'Funky fingers' provision and writing table. Resources purchased to enhance gross motor skills	Sept 2019	July 2019	Outdoor physical play resources Resources for funky fingers provision table	FS lead to monitor strategies to improve PD are clearly identified on planning and are delivered as planned. 6 week monitoring of English teaching and learning by SMT: <ul style="list-style-type: none"> • Learning walks • Book scrutiny 	Monitoring processes show children make accelerated progress from low starting points and reach ARE. Attainment data of disadvantaged pupils continue to remain above national data.	£3000

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	opportunities within outdoor learning. Talk4Writing methodology introduced to inspire daily writing opportunities.				<ul style="list-style-type: none">• Observations• Pupil progress• Lesson observations All reports to be fed back to governor committees		
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PERSONAL DEVELOPMENT

To reduce the level of Persistent Absenteeism							
Goal	Strategies:	Start Date	End Date	Resources Required:	Monitoring:	Success criteria:	Cost
1. To reduce the level of persistent absenteeism to below 9% in line with local statistics.	New governor committee extended regarding attendance. Principal overseas attendance supported by NH. New reward system put in place to target children who are showing as persistent absentees. Training update given to NH regarding legal issues and fining. Liaise with junior school attendance officer	Sept 2018	July 2019	Free breakfast and after school club rewards for targeted children with poor attendance. Additional training to update attendance lead on requirements for attendance.	Principal NH	The persistent absentee rate will drop to below 9% at least.	£3000

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SCHOOL'S LEADERSHIP, MANAGEMENT & STAFFING

NQT/Trainee Teacher Support							
Goal	Strategies:	Start Date	End Date	Resources Required:	Monitoring:	Success criteria:	Cost
To ensure a supportive framework for our NQT and intern trainees.	<p>Induction days for the NQT's/Trainee</p> <p>Teacher support at the end of Summer term to meet new classes and complete formal induction.</p> <p>Attendance at NQT/graduate weekly mentor discussions.</p> <p>Monitoring on focused goals to take place every half term.</p> <p>Identify training and development needs as an RQT.</p> <p>End of year review completed</p>	Sept 2018	July 2019	Using Dudley NQT support programme as associate Teaching school	NQT mentor/School based trainers	<p>NQT's/Trainees given time in school before starting contract, has met class and looked at main school policies</p> <p>Clear induction programme worked out and planned use of non contact time in order to develop skills</p> <p>Assessment has taken place and end of year review completed</p>	£1000

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Continue to support the succession planning through further training and support							
Goal	Strategies:	Start Date	End Date	Resources Required:	Monitoring:	Success criteria:	Cost
To continue with the training and support to ensure future leadership in the Academy	<p>New Principal and Vice Principal to train as an OFSTED inspectors.</p> <p>Vice Principal to train for future headship under the Lead Lincs programme.</p> <p>Identify further future leaders from regular staff team and train them for middle leader roles.</p>	Sept 2018	July 2020	<p>Leadership courses</p> <p>OFSTED inspection training</p> <p>Leads Lincs programme</p>	<p>SMT to monitor impact of leadership courses through meeting with middle leaders once every half term.</p> <p>Subject leaders report to teaching and learning committee on a regular basis.</p> <p>Pupil progress reports identify that the impact middle leaders are having on raising standards in all year groups.</p>	<p>Clear distributed leadership has impact on quality of teaching and learning and standards.</p> <p>Subject leaders evaluate strategies to raise standards and training that has supported their development.</p> <p>Potential leaders have been identified to support the long term succession plan.</p>	£8000

To develop governors understanding about future strategic planning for the Academies.							
Goal	Strategies:	Start Date	End Date	Resources Required:	Monitoring:	Success criteria:	Cost
To ensure	Governors assigned to	Sept	July	External training	Governor committee groups	All governors have a	£3000

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governors have accurate and comprehensive of how they can support the academies to reach the long term vision.	a governor committee group. External training from Judicium on strategic planning.	2018	2020		to meet once every half term with middle leaders. The outcomes out these meetings will be reported to all governors.	greater understanding of their role and how they can impact on achieving the long term vision.	
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EXTENDING THE ACADEMY TO SECURE ITS FUTURE

To develop the Academies nursery offer.							
Goal	Strategies:	Start Date	End Date	Resources Required:	Monitoring:	Success criteria:	Cost
To develop a single site nursery for children aged 0-3.	Build a new baby facility onto the current nursery classroom. Develop the role of Nursery Manager. Offer extended club opportunities through opening the nursery 52 weeks a year.	Jan 2019	Sept 2021	Baby facility to be built for children aged 0-3 New staff to be recruited to support the 52 week a year nursery offer.	SMT to meet regularly to discuss potential plans with external contractors.	A single sit nursery is built for children aged 0-3. This includes extended curricular opportunities for these children 52 weeks a year.	£130,000

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To add further local Nursery providers under the Hillcrest Academies Trust.	Chair and Vice Chair of Directors to approach local nurseries.	Jan 2019	Sept 2021	Further resources may need to be purchased to enhance the facilities at the local nurseries.	SMT to meet with directors on a regular basis to discuss the potential take over of local nursery providers.	The Academies have added at least 1 local nursery provider under the Hillcrest Academies Trust.	£20,000
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National Profile and Teaching school application							
Goal	Strategies:	Start Date	End Date	Resources Required:	Monitoring:	Success criteria:	Cost
To increase the National profile of the Academy	Source national awards that the Academy can work towards. Application is made to the awards in the hope we get shortlisted.			Work with Judicium and DFE	The academy will be recognised for its continued success by national providers of education.	Application is successful and school is attending national award ceremonies around the countries.	£2,500
To become a teaching school	Plan and put together a bid to become a teaching school Bid is submitted	Sept 2019	Sept 2021	Work with Judicium and DFE	The academy will contact Judicium and the DFE once a term for an update on the bid submitted.	Teaching school bid accepted and initial plans are underway	£1000

Overall cost of the Academy development plan :- **£180,500**