

Hillcrest Early Years Academy
School Development Plan 2017 to 2020

CURRICULUM and STANDARDS

To raise the achievement of children with SEND in reading, writing and maths							
Goal	Action:	Start Date	End Date	Resources Required:	Who will deliver it:	Success criteria:	Cost
To increase the % of SEND children achieving expected at the end of EYFS to 75% in reading and writing.	SMT to lead regular 1:1 SEND pupil progress chats with staff, holding teaching staff to account and upskilling their knowledge of provision for SEND.	Oct 2017	July 2019	Language link	SMT	75% of SEND children will achieve the expected in RWM at the end of reception and KS1.	£8000
To increase the % of SEND children achieving the expected standard at the end of KS1 to 75% in RWM.	Executive Principal to assist SENDco with monitoring interventions and online record keeping every half term.	Oct 2017	July 2019	BSquared		75% of emerging pupils at the end of reception will achieve the expected standard at the end of KS1 in RWM.	
To increase the % of pupils, who are emerging at reception, achieving the expected standard at the end of KS1 to 75% in reading	Principal and Vice Principal to ensure new	Sept 2017	July 2019	SEND toolkits		Children who have an EHC show 'small step' progression.	
		Jan 2017	July 2019			All teachers keep SEND online records up to	

and writing.	<p>assessment procedures for P scales are followed correctly.</p> <p>SMT to make decision on which children are put into the additional needs classroom.</p> <p>New resources to be purchased to assist with PD and memory intervention for each year group.</p> <p>Employ a 1:1 SEND TA in the additional needs classroom to support children with EHCs.</p>					<p>date regularly.</p> <p>Interventions are effective and most children make accelerating progress and catch up quickly.</p>	
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To reduce the level of Persistent Absenteeism							
Goal	Action:	Start Date	End Date	Resources Required:	Who will deliver it:	Success criteria:	Cost
To reduce the level of persistent absenteeism to 0%.	New committee extended regarding attendance. Principal overseas attendance supported by NH.	Oct 2017	July 2018	Principal and NH	SMT	New committee in place and are active with families	£250

	Training given to NH regarding legal issues and fining.	Jan 2017	July 2018				
	Liaise with WWL attendance officer.	Nov 2017	July 2018				
	NH to train in TAC and to lead TAC meetings with families.	Nov 2017	July 2018				

STAFFING

NQT/Trainee Teacher Support							
Goal	Action:	Start Date	End Date	Resources Required:	Who will deliver it:	Success criteria:	Cost
To ensure a supportive framework for our NQT and intern trainees.	Induction days for the NQT's/Trainee Teacher support at the end of Summer term to meet new classes and complete formal induction.	June 2017	July 2017	Monitoring and support from NQT mentors/Teacher mentors	NQT mentor/School based trainers	NQT's/Trainees given time in school before starting contract, has met class and looked at main school policies	£3,000 towards the cost of cover
	Attendance at NQT weekly mentor discussions	Sept 2017	July 2018	Chance to observe good practice in other schools and in house			
	Monitoring on focused goals to take place every half term.	Sept 2017	July 2018	Using EQUATE's programme as associate Teaching school			
	Identify training and development needs as an RQT	July 2018					
	End of year review completed	July 2018					
						Clear induction programme worked out and planned use of non contact time in order to develop skills	
						Has attended the Equate NQT/Trainee teacher programmes	
						Assessment has taken place and end of year review completed	

Continue to support the succession planning through further training and support							
Goal	Action:	Start Date	End Date	Resources Required:	Who will deliver it:	Success criteria:	Cost
To continue with the training and support to ensure future leadership in the Academy	Continue to support two identified senior managers.	Sept 2017	July 2020	Leadership courses	Governing Body	Two senior managers are in place and are supporting Executive Principal with confidence	£3000
	Principal and Vice Principal to train on Lead Lincs Headship course if required & SENDco to train as SLE	July 2018	April 2019	LLP training partnership	LLP Equate	Principal and VP are now trained by Lead Lincs as interim headteachers	£2,000
To develop the roles of subject leaders across the school.	Identify further future leaders from regular staff team and train them for subject leader roles.	Sept 2017	July 2020	Courses from Equate teaching school New resources for each subject to enhance the achievement of pupils.	SMT Equate	New staff are identified and are undergoing the middle leaders training programme Teachers are equipped with resources in each subject to deliver a broad and balanced curriculum.	£5000

PREMISES and RESOURCES

Develop the school premises with corridor update and pupil toilets makeover							
Goal	Action:	Start Date	End Date	Resources Required:	Who will deliver it:	Success criteria:	Cost
To give the Academy more space for learning by utilising the corridors.	SBM and Executive Principal to agree a timetable to make over each corridor area to ensure learning space.	Jan 2018		Time for SBM and Executive Principal to source items Builders/Contractors	EP, SBM, Builder	All items for the corridor makeover are sourced and best value secured.	£10,000 budget
	Agree changed plans for corridors and source builder and carpet provider.	March 2018		H&S plan Action plan for changes		The corridors are refurbished and are in use. Corridors are tidy and look smarter with the new lockers installed.	
To give the pupils better toilet facilities.	Work with the selected builder to refurbish toilets using the separate parts sourced by SBM and Executive Principal.	March 2018				New toilets, washrooms are in place. New toilets are in use on a daily basis and the target of every pupil.	£15,000

Revamp the front play area							
Goal	Action:	Start Date	End Date	Resources Required:	Who will deliver it:	Success criteria:	Cost
<p>To revamp the apparatus play area into a multi-use games area.</p> <p>To ensure a sporting legacy for our community.</p>	Design plans and drawings and agree these with governors.	Oct 2017	Nov 2017	Charity Trustees Builders/Contractors H&S plan Action plan for build	Principal, Governors and Outside Charity	Plans are agreed and a supplier is appointed. Multi use games area is in daily use and other groups are using the facility as a community resource.	£14,000
	Meet and liaise with different providers to gain different quotes.	Oct 2017	Nov 2017				
	Agree with finance governors which supplier offers value for money.	Oct 2017	Nov 2017				
	Build is started and the academy has accessed to a multi-use games area for all children including those with disabilities.	Jan 2018	Feb 2018				

EXTENDING THE ACADEMY TO SECURE ITS FUTURE

To extend our Academy ethos to help other providers develop into outstanding							
Goal	Action:	Start Date	End Date	Resources Required:	Who will deliver it:	Success criteria:	Cost
To set up and Develop a local Nursery.	Nursery is now leased to us on a tenancy agreement. Nursery is staffed and resourced in the Hillcrest way	Sept 2017	On going	New play items Nursery to be repainted and refurbished in Hillcrest colours	SBM SMT	Application is successful and the Nursery is up and running with our Academy quality now showing in everything it does.	£12,000
To add in further Nursery units.	Nursery is growing with new starters and establishing itself in the community.	March 2018	Aug 2020			Further applications are successful and we have added to our portfolio of Nurseries.	Unknown

National Profile and Teaching school application							
Goal	Action:	Start Date	End Date	Resources Required:	Who will deliver it:	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.	Jan 2018	Oct 2018	SMT to work with local cluster schools	SMT	Application is successful and school is attending national award ceremonies around the country.	£2,500 for attendance at awards
To apply to be a teaching school.	Plan and put together a bid to become a teaching school. Bid is submitted	Sept 2017 March 2018	Sept 2018 Dec 2018	Executive Principal Work with Judicium	Principal SMT	Teaching school bid accepted and initial plans are underway.	£1000

Overall cost of the Academy development plan :- £201,530