




Chadsgrove

**School
Development
Plan
2015- 2017**



Strengthening our Community through Excellence in Education



National Teaching School
designated by

National College for
Teaching & Leadership

National Support School
designated by

National College for
Teaching & Leadership



Chadsgrove School

Key Principles of our Vision



Strengthening our Community through Excellence in Education

TABLE OF CONTENTS

Please click on the relevant links below:

| | |
|--|----|
| <u>School Aims</u> | 4 |
| <u>Review of Progress – Key Priorities for Development 2014 – 2015</u> | 5 |
| <u>Key Priorities for Development – Two Year Development Plan 2015–2017 Year 1</u> | 14 |
| <u>Key Priorities for Development – Two Year Development Plan 2015–2017 Year 2</u> | 19 |
| <u>End of Key Stage Attainment – 3 Year Summary Comparison 2012-2015</u> | 21 |
| <u>Review of Whole School Performance Targets 2014-2015</u> | 22 |
| <u>Whole School Performance Targets 2015-2016</u> | 22 |

SCHOOL AIMS

Achievements and Standards

- To offer a broad, balanced and relevant curriculum that meets the needs of all pupils, statutory requirements and allows for flexible approaches to learning
- To maximise an individual's potential in mobility, physical abilities, communication skills, sensory capabilities and personal independence

Technology and Innovation

- To maximise the use of technology within school in order to improve learning outcomes for pupils

Professional Development and Research

- To enable all staff to fulfil their roles as effectively as possible by accessing relevant and appropriate training
- To promote the use of research in order to develop staff expertise and maximise learning opportunities for the pupils and young people at Chadsgrove

Quality of Provision

- To provide a pleasant and stimulating learning environment which promotes effective learning and enables pupils to experience a sense of enjoyment and achievement

Specialist Provision

- To use specialist activities and resources as well as expertise in staffing, as a vehicle for improving pupil achievement, self esteem and self confidence

Outreach

- To provide appropriate levels of support for pupils with physical disabilities, their parents/carers and school staff to achieve successful, inclusive education
- To offer advice, training and equipment, to help maintain access to a full curriculum
- To assist with all aspects of planning and implementing access for pupils with limited mobility, including building modifications
- To provide school to school support on request (in addition to WCC PD Outreach Service) for children with SEN in both mainstream and special school settings

Families

- To liaise with and support parents/carers and families as essential partners of the school

Community

- To foster the pupil's social, emotional and moral development, thus enabling him/her to take their place in society as a mature and responsible adult
- To promote the school's involvement in the community
- To maintain effective co-operation and communication with the school's multi disciplinary team

We strive to ensure our pupils will:

- Be safe, healthy and happy
- Enjoy learning and achieve success
- Be able to contribute to their school and society
- Be prepared for a life in the 21st Century

[Back to Contents](#)

REVIEW OF PROGRESS – KEY PRIORITIES FOR DEVELOPMENT 2014 – 2015

This is a summary of the year 2014-2015

Core Focus: **TECHNOLOGY**

| Key Areas for Development 2014–2015 | Evaluation |
|---|--|
| Achievement and Standards | |
| <ul style="list-style-type: none"> Lesson observation focus –Performance against Teacher Standards and Technology throughout the curriculum led by Angela Macvie and Teresa Owen | <ul style="list-style-type: none"> All teachers and TA4s observed |
| <ul style="list-style-type: none"> Advertise and appoint a Teacher for pupils with Autism Spectrum for January 2015 | <ul style="list-style-type: none"> Teacher appointed - internal re-organisation to meet needs of 13US |
| <ul style="list-style-type: none"> Restructure SLT, appointing accordingly, including assessment of roles and responsibilities to accommodate vacant Deputy Headteacher post | <ul style="list-style-type: none"> 1 Assistant Headteacher appointed externally and 1 Teacher promoted into SLT |
| <ul style="list-style-type: none"> Review staffing to ensure that there is competency to teach GCSE Science and GCSE Maths | <ul style="list-style-type: none"> Staffing reviewed and competencies met |
| <ul style="list-style-type: none"> Revise planning and recording documents in line with the new National Curriculum | <ul style="list-style-type: none"> New format for Long Term Planning in place |
| <ul style="list-style-type: none"> Introduce Eye Gaze technology to 19 pupils | <ul style="list-style-type: none"> Eye Gaze technology introduced to 19 pupils |
| <ul style="list-style-type: none"> Refresh and clarify record keeping of MFL and Multi-Cultural Education | <ul style="list-style-type: none"> New Recording system based with the MFL Coordinator |
| <ul style="list-style-type: none"> Core subject leaders to review data and identify necessary action | <ul style="list-style-type: none"> Covered in staff meeting Autumn 2014 |
| <ul style="list-style-type: none"> Publish Sports Premium Funding on school website | <ul style="list-style-type: none"> Sports Premium on website |
| <ul style="list-style-type: none"> Begin transfer of Statements to Educational Health and Care Plans (EHCP) | <ul style="list-style-type: none"> Approximately 50 % transferred |
| <ul style="list-style-type: none"> Register with AQA to deliver Entry Level Art | <ul style="list-style-type: none"> Entry Level Art delivered through South Bromsgrove High School (Registered pupils through SBHS). Qualification will however, be phased out by exam board so different opportunities for accreditation need to be sought. Only able to register for 1 year only due to security issues. |
| <ul style="list-style-type: none"> CfBT Project Focus: Communication and Language | <ul style="list-style-type: none"> Very positive outcome of review. One area for development |
| <ul style="list-style-type: none"> Produce action plan in response to Technology focused lesson observations last term | <ul style="list-style-type: none"> Plan will be ready by early September 2015 |
| <ul style="list-style-type: none"> Planning and recording documents in place in response to new National Curriculum | <ul style="list-style-type: none"> Planning documents modified to include references to NC 2014 |
| <ul style="list-style-type: none"> RE Leader to review RE resources and curriculum, consulting staff and making necessary changes | <ul style="list-style-type: none"> Feedback at staff meeting 7.9.15 – RE is in line with national requirements |
| <ul style="list-style-type: none"> Whole school Performance Management by WCC | <ul style="list-style-type: none"> 29.1.15 – Outcome: Outstanding in all areas |
| <ul style="list-style-type: none"> Audit displays for evidence of learning | <ul style="list-style-type: none"> In 75% of displays learning is evidenced |
| <ul style="list-style-type: none"> Learning walks to take place with Governors | <ul style="list-style-type: none"> Started Summer Term 2015 |
| <ul style="list-style-type: none"> Begin application for Foundation Level of International Schools Award (ISA) | <ul style="list-style-type: none"> Not completed deferred until next year |
| <ul style="list-style-type: none"> Complete 'Takeover Day' | <ul style="list-style-type: none"> Not completed deferred until next year |
| <ul style="list-style-type: none"> Review Policies in line with new Curriculum; transfer all to electronic as well as hard copy | <ul style="list-style-type: none"> Early Years, ICT/Computing, Safeguarding, Assessment, Data |

| Key Areas for Development 2014–2015 | Evaluation |
|--|--|
| | Security policies all reviewed • All Policies electronic on the shared drive |
| • Review progress of pupils achieving in the Upper Quartile | • Progress of pupils reviewed July 2015 |
| • Investigate how to demonstrate pupil progress under the new Ofsted framework | • Investigations have started and we are working together with other special schools to agree on a preferred format |
| • Purchase additional Numercon resources following audit of classes using this resource | • Resources purchased March 2015, training completed and being used in lessons |
| • D and T leader to feedback at the end of this term on the impact of having D and T as a curriculum focus for this term | • Refurbishment of Food Technology room completed summer 2014. New facilities have developed interest of pupils in the subject. Planning and activities now offer variety and reflect National Curriculum 2014 |
| • Core Subject Leaders to identify areas for development across Literacy, Maths, Science and Technology following lesson observations, for SDP 2015-16 | Technology identified many areas of expertise that now need to be disseminated Literacy report completed Spring 2015 Researched John Muir Award for Science |
| • Revise process of Records of Achievement | • Completed 2 nd November 2014 |
| • To complete audit of PSHEE | • Partially completed to be finished Autumn 2015 |
| • Audit/record learning outcomes for Business Enterprise skills | • Deferred to 2015-1016 |
| • To develop a new Post 16 provision curriculum and establish new skills provision map | • Relevant curriculum developed to include academic subjects, vocational learning and work experience |
| • Teacher to share impact of using 'Write Dance' with her class and assess need for further resources | • To be shared at INSET day 12.2.16 |
| • 2 Teachers on the PMLD course at University of Birmingham to share their learning with staff from the year | • Learning shared at staff meeting 21.9.15 |
| • Review Technology across the school in view of the focus for the past year in terms of staff expertise and pupil progress | • 92% of pupils achieving/exceeding their targets. Some excellent use of ICT observed in lesson. The focus now needs to be on disseminating good practice |
| • PE leader to feedback at the end of this term on the impact of having PE as a curriculum focus for this term | • Feedback to staff 28.9.15 |
| • Lesson observations by Headteacher - Focus: Performance Management | • September/November 2015 |
| • To review how we mark pupils work and revise our guidelines for marking | • Guidelines in place |
| • Review our RE Policy and how reflection time is used | • Ongoing due to new policy changes |
| Technology and Innovation | |
| • Update ICT profiles for all pupils who need them | • Profiles updated where necessary |
| • Complete the setup of the new ICT suite by purchasing appropriate, height adjustable, tables and upgrading the computers | • ICT room fully refurbished |
| • Ensure licenses for all software are in place | • All licenses checked and in place |
| • Purchase additional iPads for teachers and pupils if/when funding allows | • Additional iPads purchased |

| Key Areas for Development 2014–2015 | Evaluation |
|---|---|
| <ul style="list-style-type: none"> Purchase additional laptops for use by pupils in classrooms and consider an effective means of storing / charging these | <ul style="list-style-type: none"> IPads for PMLD groups and those purchased using pupil premium for individual pupils are setup centrally but charged effectively in classrooms |
| <ul style="list-style-type: none"> Ensure all staff / pupils (where appropriate) have signed and understand the Acceptable Use policy | <ul style="list-style-type: none"> Completed |
| <ul style="list-style-type: none"> Update the content of the onelan box | <ul style="list-style-type: none"> Completed |
| <ul style="list-style-type: none"> Review ICT policy to incorporate the new Computing curriculum | <ul style="list-style-type: none"> Completed |
| <ul style="list-style-type: none"> Ensure all staff complete ICT audit that includes elements of the new Computing curriculum and plan appropriate training depending upon the outcome of this | <ul style="list-style-type: none"> To be completed in September 2015 |
| <ul style="list-style-type: none"> Continue to develop the school website, including a new area for families, key policies and progress data for pupils | <ul style="list-style-type: none"> Development work has continued |
| <ul style="list-style-type: none"> Purchase the resources necessary to fulfil the requirements of the new computing curriculum | <ul style="list-style-type: none"> Resources purchased |
| <ul style="list-style-type: none"> Install the read only version of CASPA on the Annual Review drive in order to be accessed by all staff | <ul style="list-style-type: none"> To be completed by CIS in September 2015 |
| <ul style="list-style-type: none"> Define roles and responsibilities of the ICT team | <ul style="list-style-type: none"> Roles defined, needs distributing to staff |
| <ul style="list-style-type: none"> Register for and begin to deliver the BTEC IT Users Level 3 course | <ul style="list-style-type: none"> Course delivered and pupil was successful |
| <ul style="list-style-type: none"> Consider how we can more effectively 'track' the progress of red pupils and those in receipt of pupil premium | <ul style="list-style-type: none"> Tracking improved through paperwork and including MDT in termly updates |
| <ul style="list-style-type: none"> Make pupils aware of how to use online systems to report suspected abuse | <ul style="list-style-type: none"> Completed with older MLD pupils |
| <ul style="list-style-type: none"> Review e-safety programme for pupils of differing abilities | <ul style="list-style-type: none"> Incorporated into new long term plan for computing |
| <ul style="list-style-type: none"> Establish a Teaching Schools area on the school website | <ul style="list-style-type: none"> Established |
| <ul style="list-style-type: none"> Set up a Twitter account for advertising training | <ul style="list-style-type: none"> Established but not yet fully used |
| <ul style="list-style-type: none"> Develop e-portfolios for all staff that link to training opportunities | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| <ul style="list-style-type: none"> To fit projector to Art Room, Food Technology and Mobile | <ul style="list-style-type: none"> Completed |
| <ul style="list-style-type: none"> To purchase portable hard drives for all teachers | <ul style="list-style-type: none"> Purchased for those who require them |
| <ul style="list-style-type: none"> Review Information and Data Security policy | <ul style="list-style-type: none"> Reviewed and updated |
| <ul style="list-style-type: none"> Review Data Protection policy | <ul style="list-style-type: none"> Reviewed and updated |
| <ul style="list-style-type: none"> Review Freedom of Information policy | <ul style="list-style-type: none"> Reviewed and updated |
| <ul style="list-style-type: none"> Ensure e-Safety issues are publicised to parents | <ul style="list-style-type: none"> Included on school website |
| <ul style="list-style-type: none"> Communicate regularly with all staff using email | <ul style="list-style-type: none"> Achieved - All office emails now forwarded to appropriate staff rather than printing off |
| <ul style="list-style-type: none"> Offer staff training for learning platform | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| <ul style="list-style-type: none"> Offer staff training for elements of new Computing curriculum | <ul style="list-style-type: none"> Ongoing as necessary throughout the year |
| <ul style="list-style-type: none"> Offer staff training for Clicker 6 | <ul style="list-style-type: none"> Ongoing as necessary throughout the year |
| <ul style="list-style-type: none"> Review the effectiveness of the B Squared hosted service prior to renewal of the license | <ul style="list-style-type: none"> Reviewed and decision made to continue with the service |

| Key Areas for Development 2014–2015 | Evaluation |
|--|--|
| <ul style="list-style-type: none"> Review the effectiveness of the use of CASPA prior to renewal of the license | <ul style="list-style-type: none"> Reviewed and decision made to continue with the service |
| <ul style="list-style-type: none"> Purchase updated B Squared modules to link in with the new National Curriculum/P levels | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| <ul style="list-style-type: none"> Check that all pupil 'needs' information is accurate in SIMS in order to ensure that CASPA data is also accurate | <ul style="list-style-type: none"> Checked and accurate |
| <ul style="list-style-type: none"> Review the provision / replacement of existing white boards in classrooms | <ul style="list-style-type: none"> Reviewed and agreement to receive whiteboards from Wyre Forest School |
| <ul style="list-style-type: none"> Purchase new/updated software resources specifically for PMLD students | <ul style="list-style-type: none"> Resources purchased but need is ongoing |
| <ul style="list-style-type: none"> Improve technology provision within the pool area | <ul style="list-style-type: none"> Improved through the purchase of an updated system |
| <ul style="list-style-type: none"> Set up groups of iPads so that they can be used specifically by groups of MLD/SLD/PMLD pupils | <ul style="list-style-type: none"> Groups in place – September 2015 |
| <ul style="list-style-type: none"> Review and address issues arising from the data security plan | <ul style="list-style-type: none"> Issues currently being addressed |
| <ul style="list-style-type: none"> Produce an information Management Strategy that clearly identifies priorities, resources, roles and responsibilities | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| <ul style="list-style-type: none"> Continue to develop the secure section of the school's website | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| <ul style="list-style-type: none"> Discuss the feasibility of automatic registering of pupils | <ul style="list-style-type: none"> Considered but decision not yet reached |
| <ul style="list-style-type: none"> Meet with the ICT Governor in order to discuss future plans for the development of ICT | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| <ul style="list-style-type: none"> Purchase signing in system for the front of school | <ul style="list-style-type: none"> Options considered but not yet purchased |
| <ul style="list-style-type: none"> Produce a set of written instructions with regard to back up procedures | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| Professional Development and Research | |
| <ul style="list-style-type: none"> Two Teachers to commence courses in Multi-Sensory Impairment at the University of Birmingham | <ul style="list-style-type: none"> Both Teachers completed first year successfully |
| <ul style="list-style-type: none"> Train 5 Teachers through School Direct – 1 based at Chadsgrove | <ul style="list-style-type: none"> 5 teachers trained – all secured jobs on first interview, all achieved grade 1 from University of Birmingham |
| <ul style="list-style-type: none"> School Business Manager to complete AAT Course | <ul style="list-style-type: none"> Course completed December 2014 |
| <ul style="list-style-type: none"> Advertise and actively encourage recruitment on NPQ Programmes | <ul style="list-style-type: none"> Programmes run through year. Headteacher and Assistant Headteacher delivered training |
| <ul style="list-style-type: none"> Write Teaching School action plan | <ul style="list-style-type: none"> Plan in place February 2015 |
| <ul style="list-style-type: none"> Appoint staff leads to Teaching School roles (Big 6) | <ul style="list-style-type: none"> Roles established |
| <ul style="list-style-type: none"> Appoint Teaching School Manager – shared post with Orchard Teaching School | <ul style="list-style-type: none"> Teaching Schools Manager appointed |
| <ul style="list-style-type: none"> Advertise UCSL course | <ul style="list-style-type: none"> Course advertised and recruited 11 candidates. Course commenced April 2015 |
| <ul style="list-style-type: none"> Headteacher to deliver on 5 Day TEACCH programme at Sunfield | <ul style="list-style-type: none"> Course delivered October 2014 |
| <ul style="list-style-type: none"> 2 Teachers to start Middle Leaders training (NPQML) | <ul style="list-style-type: none"> 2 Teachers successfully completed course July 2015 |
| <ul style="list-style-type: none"> Host 2 training days through SNAP – New Code of Practice and Mental Health | <ul style="list-style-type: none"> Courses hosted, average 100 participants for each course |
| <ul style="list-style-type: none"> Headteacher to deliver lectures on 'Inclusion' for South Bromsgrove Teaching School | <ul style="list-style-type: none"> Lectures delivered |
| <ul style="list-style-type: none"> Plan embedding of Pay Policy | <ul style="list-style-type: none"> Pay Policy approved by Governors July 2015 subject to update of pay |

| Key Areas for Development 2014–2015 | Evaluation |
|--|--|
| | increase September 2015 |
| <ul style="list-style-type: none"> Assistant Headteacher (LM) to train to deliver NPQML course | <ul style="list-style-type: none"> Training delivered Dates: 26.2.15, 16.10.14, 6.5.15 and 30.6.15 |
| <ul style="list-style-type: none"> Publish and market a termly Programme of training for Chadsgrove Teaching School Alliance (CTSA) | <ul style="list-style-type: none"> Training Programme advertised termly |
| <ul style="list-style-type: none"> Assistant Headteacher (AM) to train with WCC on transferring Statements to Educational Health and Care Plans (EHCP) | <ul style="list-style-type: none"> Training completed October 2014 |
| <ul style="list-style-type: none"> Lorraine Peterson to train staff on new Code of Practice November 2014 | <ul style="list-style-type: none"> Training completed |
| <ul style="list-style-type: none"> 6 members of staff to be trained in Eye Gaze technology | <ul style="list-style-type: none"> 6 members of staff trained and using the technology across school |
| <ul style="list-style-type: none"> TA4 to represent Chadsgrove at the TES Conference with Community Playthings | <ul style="list-style-type: none"> TA4 represented October 2014 |
| <ul style="list-style-type: none"> Develop a CPD steering Group through Teaching School | <ul style="list-style-type: none"> Steering Group in place |
| <ul style="list-style-type: none"> One Teacher to research provision for Post 16 as part of a Masters Degree | <ul style="list-style-type: none"> Ongoing |
| <ul style="list-style-type: none"> Review external Training Programme and identify action points | <ul style="list-style-type: none"> Action points identified and programme revised accordingly |
| <ul style="list-style-type: none"> Review Teaching School structure and modify if necessary | <ul style="list-style-type: none"> Structure reviewed and modified |
| <ul style="list-style-type: none"> Deliver UCSL - pending numbers | <ul style="list-style-type: none"> Courses currently being delivered by Deb Rattley and Iain Chatwin |
| <ul style="list-style-type: none"> Middle Leaders to support work of Assistant Headteachers – areas to be identified by Assistant Headteachers | <ul style="list-style-type: none"> Middle Leaders leading on Annual Reviews, Grace/Door Duties/Leading meetings |
| <ul style="list-style-type: none"> Host a training day through SNAP – Families | <ul style="list-style-type: none"> Training delivered on: 11.02.15 |
| <ul style="list-style-type: none"> Plan SNAP programme for next year with Directors of SNAP | <ul style="list-style-type: none"> Company folded due to Worcestershire Headteachers decision |
| <ul style="list-style-type: none"> Establish 6 Specialist Leaders in Education (SLEs) | <ul style="list-style-type: none"> Awaiting for round to re-open |
| <ul style="list-style-type: none"> Teaching School Manager to commence post | <ul style="list-style-type: none"> Manager in post from 1.1.15 |
| <ul style="list-style-type: none"> New Assistant Headteacher to commence post | <ul style="list-style-type: none"> Assistant Headteacher in post from 1.1.15 |
| <ul style="list-style-type: none"> Teacher for Autism Spectrum to commence post | <ul style="list-style-type: none"> Teacher in post from 1.1.15 |
| <ul style="list-style-type: none"> Teacher, teaching GCSE Science and GCSE Maths to commence post | <ul style="list-style-type: none"> Internal Leads appointed |
| <ul style="list-style-type: none"> Purchase 6 new laptops for Upper School | <ul style="list-style-type: none"> Purchased January 2015 and being used effectively |
| <ul style="list-style-type: none"> Headteacher to deliver on NPQ programmes specifically for Teachers in Special Schools | <ul style="list-style-type: none"> Courses delivered – 13.3.15, 3.6.15 |
| <ul style="list-style-type: none"> All Teachers and Teaching Assistants to complete at least one peer observation | <ul style="list-style-type: none"> 50% completed |
| <ul style="list-style-type: none"> Complex Learning Needs Coordinator to support Professor Barry Carpenter in the delivery of both internal and external training | <ul style="list-style-type: none"> Training delivered throughout the year |
| <ul style="list-style-type: none"> A member of staff to undertake Early help training | <ul style="list-style-type: none"> Arranged for September 2015 |
| <ul style="list-style-type: none"> Extend provision for school to school support | <ul style="list-style-type: none"> Several schools supported. Further advertising to take place in Autumn 2015 |
| <ul style="list-style-type: none"> Three Teaching Assistants to complete FDLS at Halesowen College by July 2016 | <ul style="list-style-type: none"> Students entering their final year |
| <ul style="list-style-type: none"> Plan and advertise Training Programme for 2015-16 | <ul style="list-style-type: none"> Programme advertised |
| <ul style="list-style-type: none"> Write up summary of progress as a Teaching School and plan activity for 2015-16 | <ul style="list-style-type: none"> Annual Return completed and submitted to NCTL. Action plan in |

| Key Areas for Development 2014–2015 | Evaluation |
|--|--|
| | place for 2015-2016 |
| <ul style="list-style-type: none"> Review roles and responsibilities of Middle Leaders | <ul style="list-style-type: none"> Dedicated time allocated to support SLT and help with EHCPs |
| <ul style="list-style-type: none"> Headteacher to conduct Teacher and Teaching Assistants 'chats' as part of audit for training needs for next year | <ul style="list-style-type: none"> Review completed June 2015 |
| <ul style="list-style-type: none"> INSET day to be led by Dave Hewitt – Intensive Interaction | <ul style="list-style-type: none"> INSET Day 1st May 2015 |
| <ul style="list-style-type: none"> To extend numbers on School Direct to 10 across Special Schools outside of Worcestershire | <ul style="list-style-type: none"> Numbers extended in remit, however, place request unsuccessful from NCTL. 5 places appointed after an initial allocation of 2 places |
| Quality of Provision | |
| <ul style="list-style-type: none"> Appoint a 'Healthy Lifestyles' co-ordinator | <ul style="list-style-type: none"> Deferred September 2015 |
| <ul style="list-style-type: none"> Complete refurbishment of Computing Room | <ul style="list-style-type: none"> Refurbishment completed October 2015 |
| <ul style="list-style-type: none"> Investigate new playground equipment for US | <ul style="list-style-type: none"> Playground being re-located due to building work in 2016 Target to be revisited next year |
| <ul style="list-style-type: none"> Complete refurbishment of the mobile | <ul style="list-style-type: none"> Refurbishment completed October 2014 |
| <ul style="list-style-type: none"> Safeguarding procedures to be added to a secure section of school website | <ul style="list-style-type: none"> Deferred to 2015-2016 waiting for website to be developed further |
| <ul style="list-style-type: none"> Replace AV equipment in the Hall | <ul style="list-style-type: none"> Completed March 2015 |
| <ul style="list-style-type: none"> Finalise business plan for professionals using Chadsgrove facilities | <ul style="list-style-type: none"> To be completed November 2015 |
| <ul style="list-style-type: none"> Complete refurbishment of Food Technology office base | <ul style="list-style-type: none"> Completed June 2015 |
| <ul style="list-style-type: none"> WCC Fire Officer to check new building work to ensure compliance with regulations | <ul style="list-style-type: none"> Completed September 2014 |
| <ul style="list-style-type: none"> Refurbish 3LS and extend into the Medical Room | <ul style="list-style-type: none"> Completed October half term 2014 |
| <ul style="list-style-type: none"> Increase storage space in Early Years Resource base | <ul style="list-style-type: none"> Completed October half term 2014 |
| <ul style="list-style-type: none"> Remove kitchen area in Early Years | <ul style="list-style-type: none"> Completed October half term 2014 |
| <ul style="list-style-type: none"> Investigate additional parking facilities for staff /visitors | <ul style="list-style-type: none"> Additional parking now available at the Social Club on Meadow Road |
| <ul style="list-style-type: none"> Investigate ceiling tracking for standing hoists in 7LS, 10US and 14US | <ul style="list-style-type: none"> Tracking will be in 10Us and 14US in new classroom build 2016-2017 |
| <ul style="list-style-type: none"> Create skylights throughout school where external lighting is in place | <ul style="list-style-type: none"> Partially complete |
| <ul style="list-style-type: none"> Replace all curtains around school | <ul style="list-style-type: none"> Partially complete |
| <ul style="list-style-type: none"> Host a training day through SNAP – Mental Health and CLDD | <ul style="list-style-type: none"> Course hosted successfully 47 participants |
| <ul style="list-style-type: none"> Refurbish Early Years bathroom | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| <ul style="list-style-type: none"> Extend 3LS classroom | <ul style="list-style-type: none"> Completed October half term 2014 |
| <ul style="list-style-type: none"> Install doors to the library and purchase new furniture | <ul style="list-style-type: none"> Completed Easter 2015 |
| <ul style="list-style-type: none"> Order new non-fiction books for the library | <ul style="list-style-type: none"> Ordered completed, 20 new books added to the library |
| <ul style="list-style-type: none"> Refurbish windows in Wheelchair Bay | <ul style="list-style-type: none"> Deferred due to budget constraints |
| <ul style="list-style-type: none"> Plan for new mobile subject to planning permission being successful | <ul style="list-style-type: none"> New classroom block now approved from WCC so additional mobile |

| Key Areas for Development 2014–2015 | Evaluation |
|--|--|
| | not needed |
| <ul style="list-style-type: none"> Refurbish or replace Buddy Stops | <ul style="list-style-type: none"> To be completed Autumn 2015 with Onefamily Foundation funding |
| <ul style="list-style-type: none"> Create permanent shaded areas for US and LS | <ul style="list-style-type: none"> To be completed Autumn 2015 with Onefamily Foundation funding |
| <ul style="list-style-type: none"> Consider facilities for training delivery | <ul style="list-style-type: none"> Mobile in place |
| <ul style="list-style-type: none"> Update outside play equipment | <ul style="list-style-type: none"> To be completed Autumn 2015 with Onefamily Foundation funding |
| <ul style="list-style-type: none"> Host a training day through SNAP – Families | <ul style="list-style-type: none"> Training day hosted Date: |
| <ul style="list-style-type: none"> Investigate light tubes or sky lights in Upper School (top area) | <ul style="list-style-type: none"> Deferred due to budget constraints |
| <ul style="list-style-type: none"> Refurbish school hall | <ul style="list-style-type: none"> Deferred due to budget constraints |
| <ul style="list-style-type: none"> Refurbish cupboards in Food Technology Room | <ul style="list-style-type: none"> Completed June 2015 |
| <ul style="list-style-type: none"> To refurbish the Multi-Sensory Room (Funding dependent) | <ul style="list-style-type: none"> Funding currently being sourced |
| <ul style="list-style-type: none"> Offer training facilities free of charge to external professional colleagues | <ul style="list-style-type: none"> Facilities on offer and being utilized |
| <ul style="list-style-type: none"> Include the leaflet ' Safe working practice for staff in Education settings' in induction packs for new staff | <ul style="list-style-type: none"> Induction Pack contains this information and it has also been distributed to all staff |
| <ul style="list-style-type: none"> Establish chronological records of significant events for each child on vulnerable children's list | <ul style="list-style-type: none"> Ongoing, to be completed by October 2015 |
| <ul style="list-style-type: none"> Organise NSPCC Child Line assembly and workshop sessions | <ul style="list-style-type: none"> Deferred to 2015-2016 |
| Specialist Provision | |
| <ul style="list-style-type: none"> Consider provision that may be shared with our community on a regular basis | <ul style="list-style-type: none"> Swimming pool used by local special school – 15 sessions Community swims held weekly Community rebound therapy held weekly |
| <ul style="list-style-type: none"> Develop referral form for staff to request support for pupils with Complex Learning Difficulties and Disabilities and also for Visual Impairment | <ul style="list-style-type: none"> Referral forms in place |
| <ul style="list-style-type: none"> Enable 15 children to access a community sports club at the Dolphin Centre Bromsgrove | <ul style="list-style-type: none"> Various Post-16 pupils have accessed Keep on Moving and this is ongoing |
| <ul style="list-style-type: none"> Enable 7 young people to access the Hilton Hotel fitness swim session | <ul style="list-style-type: none"> 7 pupils accessed this facility |
| <ul style="list-style-type: none"> Appoint new Sports Coach for 20hrs - 30hrs | <ul style="list-style-type: none"> Deferred September 2015 |
| <ul style="list-style-type: none"> Headteacher and Governor to visit Victoria College | <ul style="list-style-type: none"> Visits taken place - 7th July and 22nd September 2014 |
| <ul style="list-style-type: none"> Victoria College - Justine Sims to present to Governors 29.9.14 | <ul style="list-style-type: none"> Presentation took place on 29.9.14 |
| <ul style="list-style-type: none"> Update Multi-Sensory Room | <ul style="list-style-type: none"> Ongoing, funding currently being sourced and plans agreed |
| <ul style="list-style-type: none"> Update Lettings Policy to include a Business Plan to share facilities on a formal basis | <ul style="list-style-type: none"> To be completed November 2015 |
| <ul style="list-style-type: none"> To review assessment in PE | <ul style="list-style-type: none"> Steps to progress Assessment tool purchased |
| <ul style="list-style-type: none"> 4 Teaching Assistants to complete Rebound Therapy course | <ul style="list-style-type: none"> Completed February 2015 |
| <ul style="list-style-type: none"> Purchase a new electronic bike for active research with pupils with Cerebral Palsy | <ul style="list-style-type: none"> Bid successful research to commence September 2015 |

| Key Areas for Development 2014–2015 | Evaluation |
|--|---|
| <ul style="list-style-type: none"> Develop a karate club for 4 boys with Muscular Dystrophy | <ul style="list-style-type: none"> Deferred September 2015 |
| <ul style="list-style-type: none"> Research funding sources for provision for 16-25 year olds | <ul style="list-style-type: none"> Ongoing |
| <ul style="list-style-type: none"> Establish available land as near as possible to the school to develop provision for 16-25 year olds | <ul style="list-style-type: none"> Ongoing discussions with Governors |
| <ul style="list-style-type: none"> Consider specialist provision off-site and investigate possible sites | <ul style="list-style-type: none"> Ongoing discussions with Governors |
| <ul style="list-style-type: none"> Provide a specialist outdoor residential for Post 16 pupils | <ul style="list-style-type: none"> Deferred until 2016 due to closure of Bell Heath Activity Centre |
| <ul style="list-style-type: none"> Purchase new equipment for Upper School playground | <ul style="list-style-type: none"> New Table tennis equipment purchased. New small equipment replenished |
| <ul style="list-style-type: none"> Research and purchase new Food Technology equipment | <ul style="list-style-type: none"> Room refurbished and new small equipment purchased - Completed July 2015 |
| Projectability | |
| <ul style="list-style-type: none"> To promote disability sports across Worcestershire, developing 2 new sports clubs | <ul style="list-style-type: none"> Completed in conjunction with Bromsgrove District Council |
| <ul style="list-style-type: none"> Provide appropriate support to encourage pupils to ride bikes independently | <ul style="list-style-type: none"> New group developed July 2015 |
| <ul style="list-style-type: none"> Develop 2 new festivals to work towards the school games | <ul style="list-style-type: none"> Panathlon and trampoline festival developed March 2015 |
| <ul style="list-style-type: none"> To develop festivals for supporting pupils with Emotional and Behavioural Difficulties and for pupils with profound and Multiple Learning Difficulties | <ul style="list-style-type: none"> EBD Kielder Challenges completed with local High Schools July 2015 PMLD Festival completed June 2015 |
| <ul style="list-style-type: none"> Deliver 2 Sainsbury's inclusive courses for 20 mainstream teaching staff | <ul style="list-style-type: none"> Completed April 2015 |
| Outreach | |
| <ul style="list-style-type: none"> Induct new Teacher into Outreach role | <ul style="list-style-type: none"> New UQT has been inducted into outreach role (Lead Practitioner) mentored by Senior Assessment Teacher |
| <ul style="list-style-type: none"> To have an awareness of and assimilate changes in our working practice | <ul style="list-style-type: none"> Training and team development reviewing new CoP and EHCPs |
| <ul style="list-style-type: none"> To review ICT equipment | <ul style="list-style-type: none"> Reviewed existing equipment and ICT database created detailing resources. Old hardware and software disposed of |
| <ul style="list-style-type: none"> To review Outreach forms/reports in light of changes | <ul style="list-style-type: none"> Report formats changed to reflect new EHCPs, updated referral forms |
| <ul style="list-style-type: none"> Develop and extend school to school support | <ul style="list-style-type: none"> School to School support- liaison with school specialist teams e.g. ASD Leaflet produced re: service available Advice given to schools re: support- Alvechurch Middle |
| <ul style="list-style-type: none"> Complex Learning Needs Coordinator to set up partnership with specialist team at Crowne Care Specialist Autism Services | <ul style="list-style-type: none"> Partnership developed, training and support in place |
| <ul style="list-style-type: none"> Revise questionnaire to Outreach Schools to include other areas Outreach Schools would be interested in | <ul style="list-style-type: none"> Feedback Form altered in preparation for summer feedback |
| <ul style="list-style-type: none"> To develop a parental questionnaire to extend good working practice | <ul style="list-style-type: none"> Parental questionnaire- work in progress |
| <ul style="list-style-type: none"> To update knowledge of recent ICT initiatives and equipment | <ul style="list-style-type: none"> ICT Lead Practitioner updates team on new initiatives: Office 360 and iPad |
| <ul style="list-style-type: none"> To establish new forms/report in light of changes | <ul style="list-style-type: none"> To be considered next year as Babcock not in place until 1.10.15 |

| Key Areas for Development 2014–2015 | Evaluation |
|---|--|
| <ul style="list-style-type: none"> To work with new commissioner appointed by WCC to refine direction of the Outreach Service and review staff accordingly | <ul style="list-style-type: none"> Babcock appointed June 2015 – Meeting taken place 11.9.15, Outreach Service will run as it is currently for the foreseeable future |
| <ul style="list-style-type: none"> Respond to questionnaires and source staff and support where necessary | <ul style="list-style-type: none"> Feedback received from questionnaires- outcome more gross motor courses |
| <ul style="list-style-type: none"> To extend/share good practice with school | <ul style="list-style-type: none"> Working partnerships with PE specialist teams to implement inclusive PE in schools- first courses in 2015/16 academic year |
| <ul style="list-style-type: none"> To review training needs | <ul style="list-style-type: none"> Training needs assessed and service development plan reviewed for 2015/16 and 2016/17 |
| <ul style="list-style-type: none"> To improve practice through continued professional development | <ul style="list-style-type: none"> CPD attended- PD Net, ICT for inclusion, NAIDEX and Manual Handling courses. CPD discussed and planned for 2015/16 academic year |
| Families | |
| <ul style="list-style-type: none"> Establish family views on provision for 16-25 year olds | <ul style="list-style-type: none"> Views Collected and Collated |
| <ul style="list-style-type: none"> Produce Family specific training programme | <ul style="list-style-type: none"> Programme in place for 2015-2016 |
| <ul style="list-style-type: none"> Organise a calendar of events | <ul style="list-style-type: none"> Annual calendar in place |
| <ul style="list-style-type: none"> Audit Family training needs at Parents Evening | <ul style="list-style-type: none"> Training options letter gone out to all parents – September 2015 |
| <ul style="list-style-type: none"> Host family Yoga sessions | <ul style="list-style-type: none"> Deferred to September 2016 |
| <ul style="list-style-type: none"> Launch 'Family Swims' | <ul style="list-style-type: none"> Completed July 2015 |
| <ul style="list-style-type: none"> Hold a family event on transition and benefits | <ul style="list-style-type: none"> Deferred due to changes at WCC |
| <ul style="list-style-type: none"> Develop new Friday night activity club for 10 pupils | <ul style="list-style-type: none"> 2 Friday night cinema sessions developed |
| <ul style="list-style-type: none"> Develop a network of mums to develop a social forum | <ul style="list-style-type: none"> Completed – 6 mums involved, one parent to lead on this now |
| <ul style="list-style-type: none"> Engage/consult pupils and parents/carers in decision making and the development of policies and procedures such as anti bullying and safety | <ul style="list-style-type: none"> Policies where appropriate go to School Council and on the website |
| <ul style="list-style-type: none"> Family questionnaire to be given out and completed at Parents' Evening | <ul style="list-style-type: none"> Questionnaire given out – 65% return (October 2014) |
| <ul style="list-style-type: none"> Evaluate family training programme with a view to a regular programme running | <ul style="list-style-type: none"> 60 families successfully engaged |
| <ul style="list-style-type: none"> Host pamper evening for mums and family members | <ul style="list-style-type: none"> Completed 12 parents attended |
| Community | |
| <ul style="list-style-type: none"> Extend links with NBHS | <ul style="list-style-type: none"> 16-25 agenda explored |
| <ul style="list-style-type: none"> Host a 'Smiles' Quiz | <ul style="list-style-type: none"> To be arranged for Autumn 2015 |
| <ul style="list-style-type: none"> Host 'Hill Wheeler' event | <ul style="list-style-type: none"> Took place 24.03.15 |
| <ul style="list-style-type: none"> Source community activities available for 16-25 year olds where our staff could lead/co-ordinate | <ul style="list-style-type: none"> 3 Community activities developed and funding sourced |

[Back to Contents](#)

KEY PRIORITIES FOR DEVELOPMENT – TWO YEAR DEVELOPMENT PLAN 2015–2017 YEAR 1

2015 – 2016

CORE FOCUS: COMMUNICATION

(Communication targets in italics)

| YEAR 1 | AUTUMN | SPRING | SUMMER |
|------------------|---|--|--|
| 2015-2016 | Achievement and Standards <ul style="list-style-type: none"> Introduce and provide training on individual communication profiles, to be stored on the shared drive Provide training on sensory cues and TaSSeLs for all staff working in PMLD Develop the new role of the co-ordinator for Intensive Interaction to include mentoring 2 teachers Literacy leader to feedback at the end of this term on the impact of having Literacy as a curriculum focus for this term To compile and distribute a questionnaire to investigate how reading is taking place and what the current needs of the staff are to help those children who are identified as 'red' with reading Lesson observation focus: Communication Identify suitable resources/assessments for working with children with Specific Learning Difficulties Review implementation of the new curriculum Complete new Early Years baseline assessments Moderate Early Years baseline assessments Review the use of 'Reflection Time' across school Deliver Entry Level ICT and BTEC IT Users to a wider range of pupils Continue to track groups of pupils e.g. pupil premium interventions, and red pupils reviewing and refining procedures as necessary Continue CBSO Learning and Participation Project (Autumn 2015 and Spring 2016) To implement new Long Term and Medium Term Plans for RE across the school To begin to deliver the John Muir Discovery Award to pupils in 11 & 12 US who are not completing entry level Science Develop a system of centrally storing evidence for ASDAN Personal Progress | Achievement and Standards <ul style="list-style-type: none"> AAC co-ordinators to host drop in sessions (monthly) on communication aids, open to all staff To create a database that displays a reading level for every child at school so that tracking and progression can be easily monitored Purchase resources/assessments for children with Specific Learning Difficulties To apply to the Chris Westwood charity for funding for Clearview Speech – C technology Review tracking of groups of pupils e.g. pupil premium interventions Creative Arts leader to feedback at the end of this term on the impact of having Creative Arts as a curriculum focus for this term To update the RE policy in line with changes to the new curriculum To organise a multi cultural curriculum day including a visiting speaker for a whole school assembly Introduce new ASDAN Personal Progress Maths units Update PSHEE policy Deliver Sounds of Intent Framework training (to assess pupils in Music) to PMLD staff School Council to identify whole school values in conjunction with 'British values' Display whole school values and principles in photographs in the reception area of school All staff to begin completing Manual Handling record books Set up links with Rigby Hall School and South Bromsgrove to share art ideas and set up some collaborative working Liaise with South Bromsgrove High School to submit AQA Entry Level art work for the final time as the accreditation is discontinuing | Achievement and Standards <ul style="list-style-type: none"> To create targeted intervention plans to go on class timetables for Sept 2016 for extra reading support To complete a whole school audit on the reading books we currently have so that we can 'top up' where needed for September 2016 To introduce a record keeping system for Intensive Interaction Humanities Leader to feedback at the end of this term on the impact of having Humanities as a curriculum focus for this term Audit and record learning outcomes for Enterprise Skills To monitor RE planning and recording across the school To ensure that RE planning includes appropriate focus on a range of cultures and traditions and appropriate religious vocabulary to support MfL through the delivery of RE lessons Award the John Muir Award to those successful, celebrating achievements, sharing with other pupils in US/parents/governors/SLT To accredit all ASDAN units annually Enter 1 pupil for GCSE Maths, 13 for Cambridge Progression, 8 for OCR Entry Level and 8 for ASDAN Maths courses Evaluate amount of energy saved over the term Ensure that PSHEE planning incorporates wider safeguarding agenda issues Review off site curriculum activities for post 16 pupils Complete moderation timetable linked to LTP's Review LTP's Support the implementation of shared resources folder Introduce appropriate qualifications for drama for Post 16 Enable visits to art galleries and areas of artistic interest across the school |

| YEAR 1 | AUTUMN | SPRING | SUMMER |
|--------|---|--|---|
| | <p>Achievement and Standards (continued)</p> <ul style="list-style-type: none"> • Train staff to become competent in delivering ASDAN Personal Progress • Re-introduce Entry Level Humanities to appropriate pupils • Invite energy officer into school to monitor energy consumption • Introduce Specialist Dance teacher to run a weekly club and Dance session for individual classes • Introduce WJEC Entry Pathways Qualification in Creative, Media and Performance Arts. To include Solo Music Performance module • Have standard planning documents in place for Long Term Planning • Devise a plan for 'work scrutiny' across the year • Devise a template for 'learning walks' for staff and Governors • Complete and disseminate most up to date LTP's | | |
| | <p>Technology and Innovation</p> <ul style="list-style-type: none"> • Continue to review/update ICT profiles for all pupils that need them • Trial the use of an iMac by purchasing a second hand one • Complete a staff ICT audit • Review school website suppliers in preparation for Edulink4Schools ceasing to operate • Investigation into purchasing a new website ready for March 2016 • Install CASPA on school network • Distribute the roles of the ICT team to all staff • Further develop the teaching school section of the school website and the use of Twitter to promote events • Retrieve the surplus technology equipment from Blakebrook School and arrange install at Chads Grove • Offer training on the computing curriculum • Offer training in the use of specialist software • Review the data security plan and address any issues • Complete basic upgrade of school server and network in order to improve stability/functionality • Introduce new RM easi Maths • Review whole school use of Maths program Abacus | <p>Technology and Innovation</p> <ul style="list-style-type: none"> • <i>Roll out the use of grouped iPads for specific pupils e.g. SLD</i> • Establish the use of shared electronic diaries • Complete re-accreditation for the ICT Mark • Investigate how the school's MIS can enable appropriate access to school data for families • Purchase additional iPads as/when finances allow • Explore the viability of sharing information via YouTube • Purchase an iPad synch and charge unit • Explore iPad management software • Meet with the ICT governor • Offer training on the use of the learning platform • Explore alternatives to B Squared/CASPA for tracking progress • Purchase additional software for PMLD pupils • Reach an agreement with regard to the automatic registering of pupils • Purchase a signing in system (Inventory) • Produce a set of procedures with regard to backups • Launch of new website • Introduce maths program Numeracy Workout to a wider range of classes | <p>Technology and Innovation</p> <ul style="list-style-type: none"> • Ensure all staff are confident in the use of the learning platform • Complete the e-safety accreditation framework • Capture learners views on the quality of their ICT experiences and future developments in school • Develop e-portfolios for all staff linked to training opportunities • Update the Onelan box with a newer version capable of storing/processing more information • Facilitate an e-safety event for parents/carers • Develop e-portfolios for staff • Produce an Information Management Strategy that identifies priorities, resources, roles and responsibilities • Offer training in the use of 'join me' on lap tops and iPads • Deliver class based training on a range of software appropriate for VI pupils • Curriculum Newsletters and half termly newsletters to be available to parents electronically |

| YEAR 1 | AUTUMN | SPRING | SUMMER |
|--------|--|---|--|
| | Professional Development and Research | Professional Development and Research | Professional Development and Research |
| | Quality of Provision | Quality of Provision | Quality of Provision |
| | <ul style="list-style-type: none"> • Increase the use of Signalong by all staff across school and develop the vocabulary used by teaching key signs (linked to Chads Grove Values) during daily briefing time • Research use of Eye Gaze with boys with Muscular Dystrophy • Commence training 5 student teachers through the School Direct programme in specialist SEN route with the University of Birmingham • 1 teacher to begin year 2 of Masters course in PMLD at University of Birmingham • Specialist Leaders in Education in place at Chads Grove • Assistant Head to deliver courses on NPQML • Assistant Head to attend Early Help training • Deliver whole school safeguarding training • Clerk to Governors to complete Clerk's Training and report back to Governors • Head/Assistant head to attend training on dealing with allegations of abuse • Arrange Visit Leader training for all new staff • EVC to revalidate Education Visit Co-ordinator training - 3 year cycle • To train TA4 to deliver John Muir Award for Science (8.9.15/9.9.15) • Assistant Headteacher to be trained to deliver NPQML • Consider staff to apply to become SLEs • Begin work on Erasmus research project developing the CLDD briefing Sheets to include Early Years pupils • Begin research using 'Mental Wealth Journals' across all key stages in school • Deliver 2 UCSL modules in Teaching and Learning and Specialist Interaction in a school Setting • Assistant Headteacher to complete 'Managing Medical Interventions in Schools' Level 2 training | <ul style="list-style-type: none"> • Create a display and central point for Signalong resources and information that is accessible used by the whole school • Consider funding options at local universities for School Direct • Deliver 'New Entrants to SEN' course alongside School Direct course • Review format for the training brochure and amend accordingly • Host twilights on various disabilities • Ensure all safeguarding documents are available in staff library and staff share • SDP to inform SLT and governors of best practice in safeguarding • Consider organising Medical Intervention training on INSET days to facilitate efficient training • New teaching staff to complete 'New entrants to SEN' course • Deliver 2 UCSL modules in Autism Spectrum and Supporting Literacy and Numeracy • 1 teacher to complete research into provision for pupils post 16 • Staff to present at South West Association of Special Schools (SWALSS) on 'Inquiring Minds' project (March 2016) | <ul style="list-style-type: none"> • Ensure that one member of each class team is fully trained on the Eye Gaze • Review research of Eye Gaze use with boys with Muscular Dystrophy • Increase the amount of Signalong resources / manuals available in school by purchasing a selection of new material • Review Teaching School action plan and submit Annual Evaluation Report • To extend numbers on School Direct across Special Schools both within and outside of Worcestershire • Hold an induction day for new School Direct students • Review the 'New Entrants to SEN' course with a view to repeating this in 2016-2017 • Review UCSL numbers for next year • CLDD co-ordinator to coach TA4s on use of Engagement Profiles |
| | <ul style="list-style-type: none"> • Develop conservation area in school grounds • Continue to source funding for the MSR • Complete the safeguarding chronology records • Review Positive handling policy • Review Drugs Education Policy • Review educational visits policy • Review first aid policy | <ul style="list-style-type: none"> • Investigate funding to refurbish the library • Update all necessary classrooms across school • Building work out to tender and work to commence this term on the new classroom block • Re-locate Upper School playground • Review funding received for the refurbishment of the Multisensory Room and plan works • Refurbish Early Years bathroom | <ul style="list-style-type: none"> • Plan classrooms for September 2016 with a view to moving to new classrooms from November 2016 • Arrange an NSPCC Child Line assembly • Refurbish school hall – new curtains, repaint walls and wood • Fit new fire doors to Food Technology Room and Art Room • Create a calm place in 14US for 13US next year |

| YEAR 1 | AUTUMN | SPRING | SUMMER |
|--------|---|---|--|
| | Quality of Provision (continued) | Quality of Provision (continued) | |
| | <ul style="list-style-type: none"> Review written DBS checks for contractors and actions if DBS isn't available Produce plans for new classroom block, including storage for wheelchairs and BMA Host building consultation on 4.9.15 for the community and staff Ground and service surveys to be completed for the new build New curtains to be purchased for the hall Start work on Lower School playground Film windows around the Trampoline Room and to 4LS/5LS Refurbish MSR once funding obtained Governors of committees to produce a self evaluation of work achieved 2014-15 Refurbish 2 school boilers | <ul style="list-style-type: none"> Lower School playground to be completed Old internal doors to be replaced Open up all skylights across school to reduce energy costs Replace buddy stops Create permanent shaded area for US and LS Set up an annual audit of skills of the Governing Body Create a 6th Form common room area in the Art Room, soft chairs, music system, board for posters/ information of interest | |
| | Specialist Provision <ul style="list-style-type: none"> To continue the development of the 'All Active Academy' to include other special schools Implement new PE curriculum for pupils with PMLD To continue the development of the 'All Active Academy' to include 4 new Special Schools Development of new research gym in physio department Introduce 'Skills2Achieve for assessing P.E Investigate the new MOVE programme Appoint a Healthy Lifestyle coordinator To create drop in sessions for pupils to access a teacher for advice and support during lunchtime Set up a steering group for 16-25 provision Set up Charitable Investment Company for 16-25 Assistant Headteacher to liaise with NBHS to consolidate what suitable space is available for 16-25 Ascertain registration base of students for 16-25 Apply for funding streams for 16-25 provision Investigate funding options with Babcock for 16-25 provision (Alison Hurley) | Specialist Provision <ul style="list-style-type: none"> <i>Offer 'drawing and talking therapy' sessions to identified pupils</i> New Physio/community sports clubs extended to include additional age groups at the Ryland Centre Bromsgrove Launch 2 new Physio/community sports clubs Develop a new outdoor orienteering course Launch a Mental Health Project in 4 Middle Schools Implement new MOVE Programme To introduce a weekly chill out session for post 16 pupils, during a lunchtime Transition 15US to Art Room Market places for 16-25 Investigate funding formulas for 16-25 provision Design curriculum for 16-25 Purchase any necessary resources for 16-25 provision at NBHS and at Chadsgrove Students registered at FE provider Recruitment of staff for 16-25 provision | Specialist Provision <ul style="list-style-type: none"> Further purchase of new P.E equipment for the school hall Purchase new mats for the trampoline Purchase new P.E equipment for the school hall Purchase new mats for the trampoline Purchase new upper school playground equipment Evaluate Move Programme Write and implement new PE curriculum for pupils with PMLD Investigate funding options for new lights in the hall and blackout curtains Investigate funding options for a kiln to be installed close to the art room Induction days to take place for 16-25 provision Cross match timetables across school and 16-25 provision Induct staff for 16-25 provision and ensure necessary training has taken place |

[Back to Contents](#)

| YEAR 1 | AUTUMN | SPRING | SUMMER |
|--------|--|--|--|
| | Outreach <ul style="list-style-type: none"> To evaluate the Outreach Service in light of recent changes (commissioning) To continue to offer advice and support in the transfer of statements to EHC Plans in line with WCC timetable To deliver courses focusing on <i>Effective Use of ICT to Support Learning</i> and <i>Effective Support in the Classroom</i> To induct new member of the team (Physio Assistant) To fit new door to the outreach storage garage To begin new outreach link with Rigby Hall to deliver Music sessions To extend school to school support to include Autism Spectrum | Outreach <ul style="list-style-type: none"> To continue to update knowledge of recent ICT initiatives and equipment To develop training courses (based on feedback from Summer 2015 school evaluations) to be delivered in 2016-17 academic year To develop and refine gross motor skills programme utilising specialism from new member of the team | Outreach <ul style="list-style-type: none"> To fully evaluate the effectiveness of the service by gaining views from schools and early years settings To investigate options regarding secure online feedback To evaluate the success of the physio assistant based on initial role success criteria |
| | Families <ul style="list-style-type: none"> Facilitate a counselling group set up by siblings for siblings Develop a Toy Library in school Incorporate Outreach service families in Chadsgrove family activities Parent View to be available at Parents Evening for families to complete | Families <ul style="list-style-type: none"> Facilitate a family holiday weekend at Centre Parks for families Host a holiday information evening for the play scheme Further develop groups for families Consult families as part of the review of e-safety policy | Families <ul style="list-style-type: none"> Plan a family activity day at Blackwell activity centre To publish 'Holidays' leaflet for families with children with SEN |
| | Community <ul style="list-style-type: none"> Develop a new community activity group for Post 16 Create a community carriage driving group Investigate new funding streams for community activities Develop children`s activity bounce sessions Group of pupils to access 'Keep on Moving' and 'Greenscope' | Community <ul style="list-style-type: none"> Open new Gym in physio for the community To develop links with Onefamily Foundation To hold an open evening for the Rotary Club to share what we offer at Chadsgrove | Community <ul style="list-style-type: none"> Develop a community Art group developed in conjunction with Bromsgrove District Council |

[Back to Contents](#)

**KEY PRIORITIES FOR DEVELOPMENT – TWO YEAR DEVELOPMENT PLAN 2015–2017 YEAR 2
2016 – 2017**

CORE FOCUS: POSITIVE MENTAL HEALTH

| Year 2 | AUTUMN | SPRING | SUMMER |
|------------------|---|---|---|
| 2016-2017 | Achievement and Standards <ul style="list-style-type: none"> • <i>Feedback on 'Inquiring Minds' research to whole school</i> • <i>Review the use of the positive mental wealth journals across school</i> • <i>Record progress across all positive mental health standards</i> • Maths leader to feedback at the end of this term on the impact of having Literacy as a curriculum focus for this term • Audit of resources for delivery of RE throughout school • Begin second year of John Muir Award, look at Explore Award for those already completed Discover. Begin Discover Award, looking to extend into appropriate Upper School classes • To create a link with Professor Jose at Birmingham University to advise on phonics/reading skills • Review LTP format and suitability | Achievement and Standards <ul style="list-style-type: none"> • <i>Staff to use positive mental health journals for all pupils that will benefit from them</i> • <i>All staff to be aware of the positive mental health standards and understand their role in supporting every child to be emotional resilient</i> • Science leader to feedback at the end of this term on the impact of having Literacy as a curriculum focus for this term • Organise multi-cultural curriculum day, including visiting speaker for assembly and elements of MfL • Monitor planning for RE, including visits to places of worship | Achievement and Standards <ul style="list-style-type: none"> • <i>Key staff to record against standards for positive mental health</i> • Humanities and RE leaders to feedback at the end of this term on the impact of having Literacy as a curriculum focus for this term • Review the Baseline assessment being used with Year R pupils • Monitor recording of work for RE and MfL • Organise trips to appropriate art galleries and places of artistic interest • Monitor the use of art sketch books to show progress across the school |
| | Technology and Innovation <ul style="list-style-type: none"> • Audit learning that takes place out of school • Review the vision of the school in the light of the changing curriculum and developments in technology • Use the learning platform to provide parents and carers with the opportunity to communicate outside of school • To investigate using electronic registers | Technology and Innovation <ul style="list-style-type: none"> • <i>To devise electronic version of positive mental health standards and train staff on how to record against the standards</i> • Complete a technology audit to inform future planning • Review ICT/Computing policy • Review Data Security and Freedom of Information policies • Research computerised inventory management • Ensure that 'join me' is being used consistently in lessons where appropriate • Investigate moving from paper to digital based system for Off-site Visit documentation | Technology and Innovation <ul style="list-style-type: none"> • Review long term plan for ICT/Computing • Consider purchase of a new server • All teaching staff trained on the Eye Gaze • Develop a database to store teaching resources for all to access • Review VI learners work to ensure that appropriate adaptations are being made |
| | Professional Development and Research <ul style="list-style-type: none"> • 1 TA to begin year 3 of Open University course in 'Primary Teaching' • Continue with Erasmus Project • New cohort of UCSL to commence subject to attainment of recruitment target (minimum 10) • Third cohort of School Direct to commence training | Professional Development and Research <ul style="list-style-type: none"> • Prepare for 5 year review of partnership agreement with University of Worcester | Professional Development and Research <ul style="list-style-type: none"> • <i>Staff INSET day to focus on positive mental health</i> • Review Teaching School action plan and submit Annual Evaluation Report • Hold an induction day for new School Direct students |

| Year 2 | AUTUMN | SPRING | SUMMER |
|--------|---|---|---|
| | Quality of Provision <ul style="list-style-type: none"> Old internal doors to be replaced Re-plant and refurbish the Sensory Garden | Quality of Provision <ul style="list-style-type: none"> Redecorate offices at the front of school Review safeguarding, safety and associated policies Redecorate the ladies toilets | Quality of Provision <ul style="list-style-type: none"> Investigate costs for ceiling hosts in all classes for children with PMLD Reconsider replacement of windows in the wheelchair bay Refurbish the kitchen area of the staff room |
| | Specialist Provision <ul style="list-style-type: none"> To investigate and develop new Wildlife area in the school grounds To Train 2 more forest school leaders 16-25 provision established at Chadsgrove and NBHS Developing personalised programmes for all young people in 16-25 provision Investigation community opportunities for 16-25 young people Projectability <ul style="list-style-type: none"> Develop a new inclusive activity course To develop a PMLD activity plan | Specialist Provision <ul style="list-style-type: none"> To develop new cycle path off the school grounds To Purchase new equipment for soft play Projectability <ul style="list-style-type: none"> Develop a new centre of excellence for Physical exercise | Specialist Provision <ul style="list-style-type: none"> To investigate new funding streams to develop the AAA Reviewing curriculum and provision of 16-25 provision Projectability <ul style="list-style-type: none"> To develop new PMLD course for delivery in the Autumn Term 2017 |
| | Outreach <ul style="list-style-type: none"> To continue to offer advice and support in the transfer of statements to EHC Plans in line with the WCC timetable To market courses developed during Spring 2016 and continue to monitor feedback To offer assessments, in partnership with schools, for examination access arrangements and psychometric testing | Outreach <ul style="list-style-type: none"> To review student transition documentation based on outcomes of potential changes to school tier system To review alternative ICT equipment to replace older laptops | Outreach <ul style="list-style-type: none"> To implement new transition documentation To review success of examination access arrangements and psychometric testing |
| | Families <ul style="list-style-type: none"> Launch new Family activity programme | Families <ul style="list-style-type: none"> Offer family cooking sessions in Food technology Room | Families <ul style="list-style-type: none"> Adventure playground to be opened to families |
| | Community <ul style="list-style-type: none"> Launch an Athletics club at Chadsgrove | Community <ul style="list-style-type: none"> Pupils to participate in swim sessions at Abbey Pool, Redditch | Community <ul style="list-style-type: none"> Hold an open evening in school for the community to share what facilities we have and what our vision is as a school |

1. End of Key Stage Attainment – Three Year Summary Comparison

This table shows a comparison between the three year summaries of pupil attainment in Key Stages 2, 3 and 4 for 2014 and 2015. It identifies the progress that pupils have made and compares this to data taken from the Progression Guidance

| ENGLISH | | | |
|--------------------------|----------------|--------|----------------|
| | Lower Quartile | Median | Upper Quartile |
| English 2012-2014 | 31.6% | 27.8% | 40.6% |
| English 2013-2015 | 42% | 32% | 26% |
| | | | |
| Nationally | 25% | 50% | 25% |

| SCIENCE | | | |
|--------------------------|----------------|--------|----------------|
| | Lower Quartile | Median | Upper Quartile |
| Science 2012-2014 | 29.5% | 37.0% | 33.5% |
| Science 2013-2015 | 25.2% | 45.7% | 29.1% |
| | | | |
| Nationally | 25% | 50% | 25% |

| MATHS | | | |
|------------------------|----------------|--------|----------------|
| | Lower Quartile | Median | Upper Quartile |
| Maths 2012-2014 | 44.7% | 21.2% | 34.1% |
| Maths 2013-2015 | 26.8% | 41% | 32.2% |
| | | | |
| Nationally | 25% | 50% | 25% |

| OVERALL AVERAGE | | | |
|-------------------|----------------|--------|----------------|
| | Lower Quartile | Median | Upper Quartile |
| 2012-2014 | 35.3% | 28.7% | 36.0% |
| 2013-2015 | 31.7% | 39.4% | 28.9% |
| | | | |
| Nationally | 25% | 50% | 25% |

School Judgement:

Although a higher percentage of pupils, generally as a result of progressive, degenerative medical conditions, perform at the lower quartile, a higher percentage of pupils perform at the upper quartile than other pupils nationally

[Back to Contents](#)

REVIEW OF WHOLE SCHOOL PERFORMANCE TARGETS 2014-2015

| Target | Evaluation |
|--|---|
| Target 1 75% of pupils at the end of Key Stages 2, 3 and 4 whose prior attainment was a P Level, will achieve in the median or upper quartiles | 76.2% of pupils achieved in the median and upper quartiles, so this target has been achieved |
| Target 2 90% of all pupils will meet or exceed the target predicted for them by CASPA in English, Maths and Science | 98.8% of pupils met or exceeded the target predicted for them by CASPA in English, Maths and Science so this target has been achieved |

WHOLE SCHOOL PERFORMANCE TARGETS 2015-2016

| Target | Evaluation |
|---|------------|
| Target 1 78% of pupils at the end of Key Stages 2, 3 and 4, whose prior attainment was a P level will achieve in the median or upper quartile | |
| Target 2 22% of all pupils will exceed the target predicted for them by CASPA | |
| Target 3 The average points score for leavers with moderate learning difficulties will be greater than 173.6 | |

[Back to Contents](#)