



Professionalism - Inclusion - Pedagogy - Curriculum

SCHOOL IMPROVEMENT PLAN

2019-20



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Vision

Langdon Park School will be widely respected as a community school that offers students a life changing education. Our purpose is to inspire, ignite and unlock the creativity and imagination of every child and adult in our community. Pedagogy and professionalism are the driving forces in our School. Adults and Students value excellence, tolerance, understanding, collaboration and self-improvement. From a relentless focus on learning will emerge a sense of confidence, curiosity, resilience and determination to meet the challenges of the Modern World. Everyone will reflect upon and articulate their personal learning journey. We will have a shared purpose, a shared language and a relentless formative culture that challenges everyone to grow, improve, support and raise standards.

Outcomes

Every student will graduate with the best qualifications, purpose, self-confidence, self-belief and a readiness to play a positive role within their local and the global community.

Our Learning Culture is underpinned by four principles:

Professionalism: Our relentless pursuit of high standards and expectations.

Inclusion: Our commitment to ensure equality of opportunity and celebrate diversity.

Pedagogy: Our commitment to reflect and develop our craft so students succeed.

Curriculum: Our desire for students to acquire powerful knowledge so they become independent critical thinkers able to make informed choices and secure a bright future.



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WHOLE SCHOOL TARGETS 2020

KS4

- ALL: 9-4 English and maths 70%
- ALL: 9-5 English and maths 40%
- EBACC: 25% secure all subjects at 9-4 and 15% at 9-5
- ALL: 5 grades at 9-4 including English and maths 65%
- ALL: 2 science grades at 9-4 70%
- Positive P8 score

KS5

- A*- B 50%
- A*-D 100%
- VA +0.5
- Average Point Score 40+ (Grade B) (*currently on 31 (Grade C)*)

Priorities

- Attainment at KS4 (9-5) and KS5 (A*-C)
- Consistent routines and high expectations across the school
- Well-being programme including student voice and staff CPD
- 100-minute lessons
- Formative Assessment
- Leaders are clear on curriculum intent and this is understood by all students

Outcomes (Raising Attainment Plans): Every student will graduate with the best qualifications, purpose, self-confidence, self-belief and a readiness to play a positive role within their local and the global community.

KPI: Positive P8 score, KS5 VA and all students on track.

Evidence: Exam data. Raising Attainment Plans. Tracking data for key groups. Catch Up action plan and review. PP review and Achievement for All audits. Challenge and Support meetings (THEP). Whole-school tracking data – book looks – student voice – department meetings – line management – Peer reviews.

	Key actions	When	SLT Lead	Key resp
1	Analysis of external and progress data to create rigorous RAPs	August 2019	MOB	HODs
2.	Improve GCSE outcomes through challenge and support (Year 11 Raising Attainment Plan).	Ongoing	MOB	ALL
3.	Implement curriculum changes to improve progress for ALL (link to KS3 curriculum review)	Extended SLT	MF / EM	HODs and HOYs
4.	Provide exam training for staff/sample papers. Focus on A*-B grade post 16.	Sept	MF	HODs
5.	Review A level and GCSE subjects below 70% pass rate, implement support plan	September 2019	NL	HODs
6.	Revised Pupil Premium action plan (WBRI and boys strand)	On-going	SP	Governors
7.	CPD on tracking database for school leaders to create clear intervention actions	October 2019	MF	HODs and HOYs
8.	Reading recovery/numeracy Catch Up shows gap closing	Review: Jan/May/Jul	CF	Governors
9.	KS4 and KS5 raising attainment strategies using PiXL best practice written into department action plans	Sept 2019	MOB	HOY and HODs
10.	Year 9-11 more able action plan	October 2019	EM	HODs and HOYs

Professionalism: Our relentless pursuit of high standards and expectations.

KPI: 'Everyone upholds the expectations and works as a team. I would recommend LPS as a place to work'.

Evidence: Records of safeguarding training. Single Central Register log. Governing Body minutes. Attendance to enrichment activities. Audit of displays. Attendance (staff and students). SIP reviews. Student and parent voice.

	Key actions	When	Lead	Key resp
1	Reinforce revised staff code of conduct/expectations	September	NL	ALL
2.	Student code of conduct and learning routines revised and implemented	September	MOB	ALL
3.	Safeguarding audit including SCR and on-going training on KCSIE	On-going	CF	ALL
4.	Mobile phone policy	On-going	SP	ALL
5.	Increase Yr 7 and 8 participation in enrichment programme including Reading Recovery	On-going	CF	HOYs MK
6.	Staff appraisals and review appraisal documentation	October - June	NL	Line managers
7.	Attendance action plan 2019-20	October	CF	HOYs
8.	Evaluation of SIP through THEP and Peer Reviews	Termly	NL	Governors
9.	Audit of whole-school routines / readiness for learning / follow up actions for HODs	Termly	MOB	HODs
10.	Extend student leadership committees (Anti-Bullying, Environment and Year 10 volunteering)	October	SP	HOYs



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Inclusion: Our commitment to ensure equality of opportunity and celebrate diversity.

KPI: 'Students enjoy coming to school, learning, making progress and receiving rewards for their achievements and effort'.

Evidence: Records of safeguarding training. Single Central Register log. Governing Body minutes. Attendance to enrichment activities. Audit of displays. Attendance (staff and students). SIP reviews. Student and parent voice. Exclusion data.

	Key actions	When	Lead	Key resp
1	Termly activities for a staff and student well-being programme	On-going	NR / CF	Governors
2.	Inclusion review	TBC	External	Governors
3.	Increase opportunities for Parent Forums and community links	Termly	NL	Governors
4.	Rewards – curriculum and pastoral embed new system	Jan 2020	MOB	ALL
5.	School motto and community responsibilities – School Council	Dec 2020	NL	ALL
6.	SMSC (theme of the week) assemblies and cultural celebrations action plan for HOYs	On-going	CF	HOYs
7.	Revise Anti-Bullying policy, programme and displays link through committee	June 2020	SP / CF	SSOs
8.	Review exclusion procedures / MM reviews and revise systems	Jan 2020	NL/ CF	SLT and HOYs
9.	Student voice surveys	Termly	SP	Governors
10.	Audit whole-school displays celebrating achievement and diversity	Feb 2020	SP	HODs and HOYs

Pedagogy: Our commitment to reflect and develop our craft so students succeed.

KPI: 'Formative Assessment has improved the quality of learning across the school'.

Evidence: Staff feedback on CPD. Use of CPD library. Audit staff action plans. Lesson observations and peer reviews. Student feedback on classroom learning. NQT and 2nd year teacher feedback.

	Key actions	When	Lead	Key resp
1	Ensure NQT and 2 nd year CPD programmes are personalised	On-going	NL	NR and PB
2.	CPD: Formative Assessment including Teacher Learning Communities	On-going	AJ	HODs
3.	HODs use performance data / examiners report within Raising Attainment Plans (specific strategies for grade 5 plus, boys and PP)	September	Line managers	HODs
4.	SLT use Leadership Matters activities	On-going	NL	ALL
5.	Set up CPD library /resources / journals available for staff	Dec	AAHT(s)	ALL
6.	Implement revised format for lesson and peer observations, work sampling and learning walks	Term 1	NL and AJ	SLT and HODs
7.	Quality assurance no 6.	Term 2, 3 and 4	External	Governors
8.	Whole school audit(s) learning intentions / success criteria /starters / think pair share	Termly	AJ / PR	HODs
9.	CPD on post 16 teaching and creating more independent learners	On-going	MF / THEP	6th form team
10.	Embed consistent structure for 100 minute lessons (Enquiry question, LIs, success criteria, think pair share and assessment)	Sept - Feb	PR	AAHT(s)

Curriculum: Our desire for students to acquire powerful knowledge so they become independent critical thinkers able to make informed choices and secure a bright future.

KPI: 'Students understand the relevance of what they are learning'.

Evidence (how will we know): Curriculum details displayed on website. Parent feedback on curriculum. Student feedback on curriculum and cultural experience. External audit on IAG. Governors review and meetings.

	Key actions	When	Lead	Key Resp
1	KS3 Review: curriculum intent clearly defined and communicated to students and parents	By Dec	MF	HODs
2.	Curriculum statements on website	Sept	MF	Governors
3.	Student of the term curriculum awards	On-going	SP	HODs
4.	Schemes of work: structured with learning intention, success criteria, low stakes testing and unit assessment	On-going	PR	HODs
5.	KS3 leads CPD on KS2 curriculum and starting points	October - May	NL	KS3 leads
6.	KS4 and 5 cultural capital experience and IAG in GCSE and A level courses	On-going	MF	HODs / HOYs
7.	Pastoral curriculum: LPS guarantee / P4C / student well being activities	Feb 2020	SP	HOYs
8.	Gatsby careers audit and follow up action plan	Nov	MOB	M. Begum
9.	Student feedback committee on curriculum	Oct	MF	HODs
10.	Review PP participation in enrichment curriculum and cultural experiences	Termly	SP	HOYs

Operations

KPI: Efficient systems that support learning and achievement within a balanced budget

Evidence (how will we know): External audit. Governor feedback on training. Review of Governance. Budget monitoring. School roll / recruitment. Parent feedback on reports. Staff feedback on IT infrastructure. Audit of evacc and lock down procedures. External audit of website.

	Key actions	When	Lead	Key Resp
1	Invest in learning environment including review of Temp Classrooms and Tech Block	On going	NL	KM
2.	Financial planning including exploring fund raising opportunities	On going	NL	KM
3.	Marketing of the school	On going	NL	Governors
4.	Capital fund spend on IT infrastructure / new IT suite and CCTV	August	KM	Governors
5.	Pupil roll and 6 th form numbers	August to November	NL	Governors
6.	CPD for Governors on Ofsted framework and Safeguarding	Sept	NL	Governors
7.	Review emergency plans for evacuation and lock down	On-going	KM	Governors
8.	Data tracking system and reports to parents	Oct.	MF	HODs and HOYs
9.	Ofsted ready website review	Sept	NL	Governors
10.				