



New Haw Community School School Development Plan 2024-2026



Desired outcome	Action	Led by	Timescale	Resources/Finance (in addition to normal staff time)	Evaluation
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Quality of Education

<p>Curriculum Robust systems for monitoring the quality of education across the school are fully in embedded.</p>	<p>Continual refining of systems and processes for monitoring the New Haw curriculum, to include:</p> <ul style="list-style-type: none"> Retaining a curriculum focus for staff meetings, to include sharing research, sharing successes across the school, reviewing teaching strategies, resourcing etc. Coordinators to lead staff in planning high-quality new units of work, where necessary. Implement a new programme to monitor the curriculum Termly meetings with Curriculum Ambassadors to ensure pupil voice is used to help develop the curriculum. Staff meeting time learning walk focus on environment 	SLT, curriculum leaders and subject ambassadors	Ongoing	<ul style="list-style-type: none"> Subject-specific national association membership fees Curriculum networks for coordinators CPD costs 	<p>2023 Termly work sampling and subject ambassador meetings have taken place and feedback shared with staff. RE planning has been reviewed. 2024 Autumn term planning monitoring taken place</p> <p>Subject ambassador meetings held</p>
<p>Training and development For all teachers to be highly skilled in planning, delivering and assessing an outstanding New Haw curriculum.</p>	<ul style="list-style-type: none"> To use Teach First ECF resources for whole staff CPD to ensure first class pedagogy is evident in all lessons. Focus on modelling, retrieval practice and vocabulary. To further develop the school's assessment system for the foundation subjects. To train staff on the use of Sonar (Nov '24) To review planning to ensure that research led pedagogical devices e.g. hinge questions, visual representations, examples and non-examples are evident in all lessons. 	MC, LL, HG	Integrated into staff meeting programme	<ul style="list-style-type: none"> Possible CPD costs 	<p>2023-24 Termly assessments happening in all foundation subjects and recorded on Target Tracker in line with organization booklet. 2024-25 Sonar training taken place Nov '24 Autumn term monitoring of planning held</p>
<p>Enrichment For all pupils to have</p>	<ul style="list-style-type: none"> To continue to consult and survey pupils in order to ascertain the 	MC, LL, HG	2023-25	Transport costs for concert visit to be	2023-2025 Extra-curricular clubs and opportunities

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access to an extended curriculum offering a wide range of enrichment opportunities.	breadth of their cultural experiences. <ul style="list-style-type: none"> To review our enrichment offer in order to expand the range of cultural opportunities available to pupils, especially those who are disadvantaged both within and outside of the school day. To ensure our extra-curricular offer is sufficiently broad in scope. To ensure that disadvantaged pupils have priority booking opportunities. 			met.	offer a variety of experiences and pupil voice requests. 2024 Cultural capital questionnaire completed Oct '24 Yehudi Menuin concert Dec '24
Targeted intervention For identified pupils to make accelerated progress so that they achieve in line with their peers, where cognitively able to do so.	<ul style="list-style-type: none"> To ensure the school's assessment systems robustly identify children who have fallen behind. To provide targeted tuition through 1:1 reading, focus groups, adult support in class, booster groups etc., To ensure that all intervention is monitored for impact. To train additional staff to deliver Phonics program; Little Wandle To manage impact on pupil outcomes To monitor fidelity and consistency of phonics delivery Greater support in place for vulnerable pupils identified in each year group 	MC, LL, HG, RD	Ongoing (reviewed regularly through the school's data cycle)	<ul style="list-style-type: none"> Continue to resource as necessary e.g. books/training 	2023-2025 Targeted support for readers through Little Wandle SSP 1:1 reading with adults in school. SSAs are monitored thoroughly by SENDco half termly and communicated with parents. Reading leads monitoring Little Wandle impact Termly data meetings Text Detectives support groups y3 to y6
Vocabulary For all children to develop and increase their vocabulary to: <ul style="list-style-type: none"> Recognise the fact that vocabulary size is a proxy for a 	<ul style="list-style-type: none"> All teachers to receive and regularly revisit Word Aware training. Text Detective sessions with a focus on vocabulary development taking place weekly. Vocabulary development is evident in all lessons across the curriculum. 	SC, LL, RD	Ongoing	<ul style="list-style-type: none"> Word pots Resources to support TD sessions e.g. additional reading materials 	Staff training delivered and new word pots and posters in each classroom. Focus for drop ins. Additional CPD for all staff on Active Reading techniques Dec 2023.

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<p>whole range of achievements</p> <ul style="list-style-type: none"> Secure understanding of concepts and their ability to apply it to their own subject specific learning. 					
<p>Reading For all children to become fluent and confident readers.</p> <p>For all teachers to be experts in the teaching of reading (including phonics).</p>	<ul style="list-style-type: none"> To evaluate school wide-systems to ensure that reading remains a high priority across the school. To continue to provide staff with CPD on the teaching of phonics (Little Wandle) To introduce Literacy for All to support those children for whom phonics is not successful To identify those pupils in need of additional support e.g. weekly Text Detectives text, Literacy for all or Rapid Catch-up (Little Wandle) To promote access to SORA (online reading platform) designed to encourage reading for pleasure. To create a book of the New Haw Reading Spine to support pupils in making a choice To promote the New Haw reading spine within the school community (staff, parents and pupils) to be familiar with New Haw Reading Spine and pupils encouraged to select books from it. To explore techniques to help develop reading fluency including Reading Theatre opportunities across the curriculum 	LL, RD	2023-25	<ul style="list-style-type: none"> Possible costs for purchase of additional texts – to be determined 	<p>Little Wandle phonics sessions established 22-23.</p> <p>2023-24 Staff training has happened and systems are in place in each room to make sure children are being heard read regularly.</p> <p>Reading spreadsheet completed ½ termly by staff and discussed at data meetings.</p> <p>Staff becoming familiar with NH reading spine.</p> <p>New Haw 'Book of Books' compiled and ready to publish.</p>

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	<ul style="list-style-type: none"> To review the progression of VIPERs strands across the Text Detectives planning 																																		
<p>Homework For homework to be purposeful with a focus on retrieval of previous concepts especially in Maths and SPaG.</p> <p>For all pupils to be supported to benefit from homework.</p>	<ul style="list-style-type: none"> To embed the school's approach to the teaching of spelling To develop internal data for spellings using Doodle Spell To incorporate dictionary skills in to early morning work and reference to skills throughout the curriculum To streamline homework to ensure that it is predominately retrieval practice of concepts already covered. To provide support for vulnerable children to complete their homework. 	LL	24-25	<ul style="list-style-type: none"> Staff meeting time to model spelling strategies lesson 	<p>Spring 2024 Weekly spelling tests stopped</p> <p>Teaching of spelling happening each week in every year group Spring 1</p> <p>TD intervention for Y6 LL and by year team ATs in Y3, 4 and 5</p> <p>Homework expectations streamlined in all year groups</p> <p>2024 Doodle Spell added to the homework offer</p>																														
For children to fluently recall x tables up to 12 x 12	<ul style="list-style-type: none"> To introduce 'Times Tables Rock Stars' to Y3 in Autumn term '24 To regularly review impact To target pupils not yet secure with x tables in UKS2 from September '24 		Spring and Summer term '24 Sept '24	<ul style="list-style-type: none"> Annual subscription to TT Rock Stars 	<p>Embedded within year 4 with year 4 teachers and Maths leader monitoring data.</p> <table border="1"> <thead> <tr> <th colspan="3">2024</th> </tr> </thead> <tbody> <tr> <td>Below 10</td> <td>1/18</td> <td>10.00</td> </tr> <tr> <td>Below 20</td> <td>21/90</td> <td>23.33333</td> </tr> <tr> <td>20 or above</td> <td>69/90</td> <td>76.66667</td> </tr> <tr> <td>25/25</td> <td>31/90</td> <td>34.44444</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">2023</th> </tr> </thead> <tbody> <tr> <td>Below 10</td> <td>1/45</td> <td>2.22%</td> </tr> <tr> <td>Below 20</td> <td>3/10</td> <td>30.00%</td> </tr> <tr> <td>20 or above</td> <td>7/10</td> <td>70.00%</td> </tr> <tr> <td>25/25</td> <td>5/18</td> <td>27.78%</td> </tr> </tbody> </table>	2024			Below 10	1/18	10.00	Below 20	21/90	23.33333	20 or above	69/90	76.66667	25/25	31/90	34.44444	2023			Below 10	1/45	2.22%	Below 20	3/10	30.00%	20 or above	7/10	70.00%	25/25	5/18	27.78%
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Behaviour and Attitudes

For all children to have the necessary skills to keep safe online.	<ul style="list-style-type: none"> To keep abreast of negative influences on children and ensure all staff are skilled in responding effectively to them. To review online safety curriculum to ensure it is relevant for our children (Rising Stars) To develop how to engage parental community in online safety to safeguard their children at home 	<p>LL,KV</p> <p>MC, LL, KV</p> <p>MC, LL</p>	<p>2023-25</p> <p>Ongoing</p>	<ul style="list-style-type: none"> Possible additional resources EDUSAFE conference 	<p>23-24 Safer Internet Day took place within a Safer Internet Week with focus on positives and 'disruptive tech'</p> <p>Sharon Girling held workshops and training in June 6th 2024</p>
For behaviour to be exemplary at all times and in all places around the school.	<ul style="list-style-type: none"> For all staff to: <ul style="list-style-type: none"> receive high quality training on supporting positive behaviour be confident at using school systems to record behaviour incidents respond effectively to intelligence regarding behaviour from across the school To continue to participate in local and national initiatives to help support behaviour 	<p>MC, HG, EM, LL</p> <p>ECM, LL, MC</p>	2023-25		<p>Eikon friendship Y5 group held Summer '24</p> <p>2 online Eikon School talk sessions on anxiety and resilience, 1 coffee morning on supporting challenging behavior Summer '24</p> <p>Antibullying workshops Nov '24</p> <p>Anti-racism Arise assembly booked March '25</p>
Filtering and monitoring For robust filtering and monitoring	<ul style="list-style-type: none"> Staff and governor training regarding changes to KCSIE To ensure filtering and monitoring systems are established across the 	MC,LL	2023-25		This is monitored weekly SENSO and termly for governor report by DHT

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systems established across IT provision	school and tested half termly.				
Prevent	<ul style="list-style-type: none"> Prevent risk assessment to be updated to reflect Counter Terrorism Local Profile. Staff training around Prevent to be updated as appropriate 	MC,LL, EM EM, MC	December 2023		2024 MC and EM completed risk assessment

Personal Development

RSE and PSHE For the RSE and PSHE to be entirely relevant for all children within the school.	<ul style="list-style-type: none"> To continue to monitor the PSHE curriculum to ensure it responds quickly to current intelligence relating to behaviour patterns in school and beyond. 	SR, MC, LL, HG,	Ongoing		Self-defense workshops Y6 Autumn 24
Physical fitness For New Haw pupils to have greater opportunities to develop their physical fitness.	<ul style="list-style-type: none"> To ensure extra curriculum provision offers a wider range of sporting opportunities. To provide children with additional sporting opportunities at lunch time with power half hour To offer a range of inter-school competitive sports 	NC/KR, LL NC/KR NC	2023-25		Extra-curricular clubs reviewed to ensure range of sports are included. Inspirational sports assemblies Autumn '24 former Professional footballer and female Rugby

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					Olympian Appointment of new playleader (Sports and PE)
Careers For our year 6 pupils to have exposure to a wide range of possible careers in order to raise their aspirations.	<ul style="list-style-type: none"> To further develop the <i>Golden Futures</i> programme for our year 6 pupils – a wide variety of professionals to come into school to share their successful career paths. 	HG, HS	2023-25		This continues to take place on a half termly basis.

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Leadership and Management

<p>Developing leaders For all leaders across the school to have the opportunity to develop their leadership capacity through both coaching and mentoring from senior staff and external opportunities.</p>	<ul style="list-style-type: none"> Regular coaching for team leaders to develop their understanding of their role in maintaining the quality of education across their year group. Support to access all leadership network opportunities. Regular CPD for subject leaders on leading their subject area. 	MC, LL	2023-25	External network costs	<p>2023-2025 All senior staff delivered face to face seminars on ECT programme.</p> <p>Art, DT and English subject leaders took part in Ofsted curriculum research interviews Summer '24</p>
<p>Staff development For all staff to benefit from consistent and cohesive opportunities to develop their leadership.</p>	<ul style="list-style-type: none"> To utilize the revised NPQs for identified staff in order to provide high quality CPD opportunities. To use school's role as facilitator for The Teach First ECT programme to provide high quality CPD for all staff. 	MC, LL HC	2023-25		<p>All year leaders are completing NPQLT /NPQSL or have completed.</p> <p>ASH and DHT completing NPQH.</p> <p>Whole staff sessions delivered using materials from ECF programme.</p>
<p>Online safety For children, parents, staff and governors to have a deep awareness of current online dangers and know how to keep safe.</p>	<ul style="list-style-type: none"> To provide regular training and updates for parents, staff and governors. To develop pupil voice around online habits and ways to stay safe. To review the school's e-safety curriculum. 	EM KV KV, LL	2023-25		<p>Sharon Girling June '24</p> <p>E-safety curriculum review Autumn '24</p>
<p>Governance For governors to fully understand their strategic role and have the requisite</p>	<ul style="list-style-type: none"> To consider the future role of New Haw in the planned academy expansion programme. To review governor training. To ensure all governors are fully 	MC, EM	2023-25		<p>Governors updated on key changes to spelling and times tables Spring 2024.</p> <p>3 governors</p>

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knowledge and skills to enable them to meet their statutory duties and hold the school to account.	appraised in the changes to KCSIE 24				completed Ofsted research curriculum interviews April 2024
Parental engagement For school to use new and imaginative ways to engage parents in working with us to maximize pupils' learning and well-being.	<ul style="list-style-type: none"> To maximize the use of technology as a means of engaging with parents, e.g. parents' evenings, SEND meetings, School Talk, videos. To explore more ways to engage volunteers To ensure that all volunteers receive training e.g. reading 1:1 	MC, LL, HG	Ongoing		<p>Eikon sessions on resilience, anxiety and challenging behavior at home May 2024.</p> <p>Sharon Girling booked June '24 - training to children, staff and parents.</p>
Well-being and workload For all staff to feel valued and supported by the school in relation to their well-being and workload.	<ul style="list-style-type: none"> To continue to review working practices and the impact of new initiatives on staff workload and well-being. To ascertain staff views on workload and well-being through informal conversations, staff meeting discussions, Performance Management and, where relevant, exit interviews. 	MC, HG, LL, EM, SR	Ongoing		<p>Well Being Award achieved '23</p> <p>Well-being check-ins at start of staff meetings.</p>
Collaborative working To work collaboratively to make an effective contribution to the wider school community.	<ul style="list-style-type: none"> Work as an ECF Lead school in partnership with the Xavier Trust teaching school. Continue with school-to-school support, including leadership coaching. To continue to lead on local arts group, 'Cultural Collaborative' as part of the strategic programme for the Arts in Surrey. 	MC, HC, LL	Ongoing	(Income stream)	<p>Ottershaw potter lead on Y6 clay Art unit Summer 2024.</p> <p>The Grange Infant School support Spring '24 2024-25 Continuing to deliver year 1 and year 2 face to face seminars for ECT programme.</p>

