



<p>Montalbo Vision is: To Endeavour, To Collaborate and be Inspired</p> <p>Our children will experience an exciting, innovative and enjoyable learning environment. An engaging and varied curriculum which includes collaboration with local employers, academia, ambassadors and community groups will aid our children in becoming motivated members of society Children will develop their skills and confidence working on their own, in pairs and groups using peer to peer feedback, self-marking and questioning. Respecting others' views, articulating their own and building resilience. Mental health and resilience are well supported. Staff will take part in continuing CPD to best support pupils. Children continue to feel safe and happy in school. School council support through whole school initiatives. A strong curriculum linked to universities, secondary schools, STEM / science ambassadors and the local economy will help build aspirations for all pupils. This is backed up by inspirational visits and visitors. Montalbo has excellent facilities and aims to improve its digital workspaces to inspire pupils and reduce the burden of marking for staff. The curriculum is expanded through opportunities to take part in art, drama and music workshops. Subject leaders undergo continuing CPD and set out a strong curriculum plan for each school year. Links to the local area are threaded through the curriculum to support visits and visitors which are sustainable and affordable</p>	<p>We will achieve this by: Sharing our vision throughout the school.</p> <ul style="list-style-type: none"> <li>Promoting Endeavour, Collaborate and Inspire in all we do</li> <li>Having a 'no passenegrs' approach</li> <li>Effective curriculum planning backed up by staff development.</li> <li>Developing leaders through continuing CPD.</li> <li>Development of middle leaders and succession planning.</li> <li>Specialist training will lead staff to roll out strong supporting programmes through whole school initiatives.</li> <li>Everyone working together with a shared vision, implementation of robust schemes which improve pupil outcomes.</li> <li>Use of robust data to target areas and pupils requiring extra support.</li> <li>The resilience of pupils and staff will be supported. School will continue to develop programmes to support mental health and reduce teacher workload.</li> <li>Inspiring pupils and raising aspirations through collaborative work.</li> <li>Celebration of achievements and feedback with praise.</li> </ul>
<p>In an environment which is:</p> <ul style="list-style-type: none"> <li>Welcoming, inspiring, smart and well maintained.</li> <li>A place children feel safe and happy in school. School maintains a family feel in a growing school.</li> <li>Rich in ways to develop knowledge and skills, with a love of reading evident in all,we do.</li> <li>The school is well led and financially strong.</li> <li>The school is inclusive, accessible to the wider community and develops strong community links.</li> </ul>	

**Montalbo Nursery and Primary School Strategic Plan 2019-2022**

GOAL	Priorities for 2019/2020	Priorities for 2020/2021	Priorities for 2021/2022
<b>OUTSTANDING LEADERSHIP AND MANAGEMENT</b>	<ul style="list-style-type: none"> <li>Introduce 3yr strategic plan and revisit</li> <li>Further develop Governors' monitoring schedule in line with SIP</li> <li>Ensure governor skills are up to date with targeted training</li> <li>Improved induction and retention of governors</li> <li>Support staff in middle and senior leadership qualifications and CPD</li> <li>Ensure sequential, well planned and bespoke curriculum plans for each subject are in place and can be explained by Subject Leaders</li> </ul>	<ul style="list-style-type: none"> <li>Check priorities from 2019</li> <li>Realign governor monitoring to new SIP priorities/OFSTED recommendations</li> <li>Further middle leadership training for staff who are ready</li> <li>Review curriculum – intent, implementation and impact</li> <li>Succession planning</li> <li>Continue to plan CPD in line with SIP</li> <li>Explore more fully diversifying or extending provision eg. 2 year olds/larger nursery</li> <li>Consider other approaches to current leadership model</li> </ul>	<ul style="list-style-type: none"> <li>Check priorities from 2020</li> <li>Further Senior Leadership training for staff who are reading</li> <li>Consider succession planning for different eventualities</li> <li>CPD in line with SIP</li> <li>Investigate leadership opportunities</li> <li>Continue and rewrite next 3 year strategic plan</li> <li>Review impact of M(Ed)</li> </ul>



	<ul style="list-style-type: none"> <li>• Ensure governors are confident discussing curriculum intent, implementation and impact of curriculum</li> <li>• Ensure plans in place to cover DHT's maternity leave</li> <li>• Governors to seek ways to reduce Teacher workload</li> <li>• Ensure CPD of staff reflects the SIP and OFSTED expectations</li> <li>• Consider succession planning for different eventualities</li> </ul>	<ul style="list-style-type: none"> <li>• Endeavour to allow more teachers to be involved in High Force Education to develop practice and leadership skills</li> <li>• Review impact of NPQML/NPQSL</li> <li>• Increased collaboration with external organisations/businesses</li> <li>• Consider succession planning for different eventualities</li> <li>• Increase collaboration with external organisations and businesses</li> </ul>	<ul style="list-style-type: none"> <li>• Look at further research opportunities or ways to share best practice</li> <li>• Look again at holiday provision</li> </ul>
<b>OUTSTANDING OUTCOMES FOR PUPILS</b>	<ul style="list-style-type: none"> <li>• Deliver cohort specific adaptations that aim to reduce barriers to learning</li> <li>• All children achieving well from their starting points and progress measures are above 0.</li> <li>• Governors to look closely at books with Subject Leaders to gain a fuller understanding of progress</li> <li>• Maths mastery making positive difference to children's understanding in fluency, reasoning and problem solving</li> <li>• Complete governor monitoring visits for all areas highlighted for improvement by OFSTED and EDP visits</li> <li>• Children are learning more and remembering more</li> <li>• Embed a love of reading through library development, monitoring teaching and learning of reading and use of quality texts</li> </ul>	<ul style="list-style-type: none"> <li>• Children are learning more and remembering more</li> <li>• Develop the curriculum further to address additional needs the children arrive with e.g sensory area.</li> <li>• Subject Leaders drive curriculum standards through continuous monitoring to ensure children are achieving well in each foundation subject.</li> <li>• Develop other ways to showcase learning building on success of Bake Off, Dance Off, Local History Books and School Plays</li> <li>• Continue to focus on a love of reading through author visits and increased work with the library</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure leaders have sufficient time to research innovative programmes which support the development of their curriculum area.</li> <li>• School finances are secure and provide suitable resources and infrastructure to improve outcomes for all children.</li> <li>• Further develop enrichment activities with universities, businesses and other organisations to all skills and knowledge to grow further.</li> </ul>
<b>OUTSTANDING QUALITY OF TEACHING LEARNING, AND ASSESSMENT</b>	<ul style="list-style-type: none"> <li>• The school's curriculum intent and implementation are embedded securely and consistently across the school. Teachers have a firm and common understanding of the school's curriculum</li> <li>• Pupils' work across the curriculum is consistently of a high quality. Disadvantaged pupils achieve highly. Pupils with SEND achieve exceptionally well from their starting points</li> <li>• Continue to provide staff development through coaching and mentoring in school and through</li> </ul>	<ul style="list-style-type: none"> <li>• Review successes and areas to improve form 2019/20 curriculum. Continue to use research to inform future curriculum developments</li> <li>• Develop in school and community events to showcase learning and invite more staff to present developments to governors</li> <li>• Pupils develop a high quality of work across the curriculum, including the most disadvantaged. Pupils with SEND achieving exceptionally well from their starting points.</li> <li>• Allow subject leaders time to implement change and support others in the roll out.</li> </ul>	<ul style="list-style-type: none"> <li>• Further develop marking and feedback processes looking again at research and best practice</li> <li>• Ensure staff continue to receive relevant and up to date CPD to help them ensure children learn more and remember more.</li> <li>• All pupils continue to make strong progress from their starting points</li> <li>•</li> </ul>



	<p>CPD. Continue to support teachers new to subject leadership to ensure that children know more and remember more.</p> <ul style="list-style-type: none"> <li>Continue to develop rigorous and sequential approach to reading. Assess and address gaps quickly for all pupils.</li> </ul>	<p>Ensure change is well embedded, has a positive impact on pupil's knowledge and skills and is checked through monitoring visits.</p>	
<p><b>OUTSTANDING PERSONAL DEVELOPMENT, BEHAVIOUR AND WELFARE INCLUDING SAFEGUARDING</b></p>	<ul style="list-style-type: none"> <li>PHSE/SMSC, diversity and equalities developed and clearly mapped into the curriculum and assemblies rota. Difference is valued and nurtured.</li> <li>Safeguarding procedures are effective and up to date.</li> <li>Bullying, harassment and violence are not tolerated.</li> <li>Continue to support and develop pupil's voice through school council/eco council etc.</li> <li>Pupils consistently have a positive attitude and behaviours demonstrate resilience. Pupils are respectful and supportive of each other.</li> <li>Attendance, punctuality and persistent absenteeism are all better than National Average.</li> <li>Continue to have zero exclusions</li> <li>Develop mental health work through support of the Anna Freud programme.</li> </ul>	<ul style="list-style-type: none"> <li>Review safeguarding procedures in light of updated legislation and guidance</li> <li>Further develop PHSE curriculum after curriculum review</li> <li>Continue to work closely with School Nurse, NHS and other agencies to support pupils and parents.</li> <li>Continue to develop mental health work through dedicated sessions involved in teaching and support mental health strategies</li> <li>Look at further ways to support staff's EHWP</li> <li>Safeguarding governor to continue to work and review practices with HT in light of growing school</li> <li>Pupils make a highly positive, tangible contribution to the life of the school and/or the wider community</li> </ul>	<ul style="list-style-type: none"> <li>Review safeguarding procedures in light of updated legislation and guidance</li> <li>Develop PHSE curriculum to support others in the community</li> <li>Develop community links eg. Voluntary work, making a difference</li> <li>Develop a sensory area within the school garden</li> <li>Revisit learning behaviours and What Makes a Monty Learner</li> </ul>
<p><b>BUILDING AND PROPERTY MAINTENANCE</b></p>	<ul style="list-style-type: none"> <li>Develop the corner copse of trees to enhance teaching and learning, and as a place to play</li> <li>Develop library so that it is attractive, inviting and fit for purpose</li> <li>Install bike shelters to encourage cycling/scootering to school</li> <li>Snags from building work properly addressed</li> <li>Review SLAs for buildings and facilities maintenance and ensure best value</li> <li>Provide shaded areas in the school grounds</li> </ul>	<ul style="list-style-type: none"> <li>Investigate the possibilities of solar panels</li> <li>Strategic system in place for renewal of ICT stock</li> <li>Outdoor store for wood, spare chairs, tools for caretaker etc</li> <li>Budget for some playground markings/resources</li> <li>Check guttering, drainage and other key parts of the school/grounds as part of maintenance schedule</li> <li>Look at replacing areas of tarmac near back gate which are uneven</li> <li>Investigate outside lighting/stage lighting</li> <li>Investigate funding opportunities for a MUGA</li> </ul>	<ul style="list-style-type: none"> <li>Strategic system in place for renewal of ICT stock</li> <li>Improve nursery outdoor space, new structures and resources</li> <li>Playground activities eg. Climbing frame</li> </ul>

