

## **Lakeside School - School Leadership Team Report to Governors 04.07.18**

### **Leadership and Management**

#### **STAFFING**

##### **Staffing update:**

DHT retirement 31 December 2018

Recruitment and selection process involving whole GB.

No teacher vacancies.

Currently advertising for LSA position(s).

#### **PUPILS**

##### **Behaviour and Safety**

Pupils on roll = 80 + 8x Y6 (funded) temporary Outreach pupils also in attendance.

17 boarders.

Current number Children Looked After = **5 (+1 in Y6)**

- Attendance Review – Summer Half-Term 2018**

Whole School Attendance: **90%**

Whole School Attendance excluding those pupils with the most profound social care and health difficulties (-40%): **92%**

Percentage of pupils with over 96% attendance: **48%**

Percentage of pupils with attendance over 90%: **73%**

Average attendance for those pupils over 90%: **97%**

Average attendance for residential pupils: **97%**

##### **Children Looked After:**

Average CLA School Attendance: **92%\***

**\*(7 out of 8 have average of 97%)**

##### **Summary of actions taken this year so far:**

- Attendance Awareness Week in September with tutor groups undertaking activities in extended tutor sessions
- Successful Year 7 transition programme – positive impact with all Year 7s settling well with the vast majority achieving excellent attendance
- Successful transition of new Year 6 class – Average attendance for Year 6s is 99%.

- All pupils reviewed each Half Term and letters sent
- 100% attenders rewarded with £5 voucher and certificate in assembly - displayed on attendance display board
- Certificates will be presented to all pupils who achieve 95% and above attendance, who are also rewarded with raffle tickets for a chance to win a JD Voucher or Tablet
- Certificates presented to pupils who have improved their attendance and letters sent home
- Well done letters sent to all Year 7 and new starter parent/carers at Half-Term
- Every pupil reviewed at end of half term and term with letters sent to all with unauthorised absences
- Team Around the Family meetings held, where appropriate, to support pupil's with low attendance
- 2 x pupils subject to court proceedings for poor attendance
- 2 x referrals to Attendance Legal Panel for poor attendance
- 2 x Penalty Warning Notices sent for poor attendance
- Six pupils have significantly improved their attendance in comparison to last year
- This year we are starting to collect attendance baseline data for all new entrants

Whole School Attendance for 2016/17 – **87%**

Whole School Attendance for 2015/16 – **84%**

**Exclusions:-**

	FTE	No. of boys	Days lost
16.4.18 - 6.7.18	18	12	23
One Y9 boy excluded for a single 14.5 day exclusion (anxiety/mental health/ASD linked to repeated climbing at height/on roof).			
26.4.17 - 7.7.17	7	6	5.5
3.9.17 - 6.7.18	47	22	39
1.9.16 - 23.7.17	48	18	30

Exclusion figures for 2016/2017:

48 fixed term exclusions/18 boys/30 days lost

Exclusion figures for 2015/16 academic year:

43 ftes/19 boys/27 days lost

**FT exclusions - Sept17 - Easter18: 29ftes/21 boys/16 days lost**

Comparison 2016/2017: 34fte/22 boys/19 days lost

**See latest Dashboard of Pupil Progress.**

## **SIP UPDATE OF SECTION 1 AND 2:**

### **MAIN AIMS OF LAKESIDE 2017/18 SIP:**

- **Leadership and management.**

Develop further and sustain the highest quality of teaching and maximised teacher CPD to meet the expanding needs of the school and our pupils including Year 6.

Maximise EET for our Leavers.

- **To further improve personal development, behaviour, well-being and welfare of pupils.**

Maximise increased attendance, decreased exclusions and physical interventions.

Further enhance the safeguarding procedures/practice with reference to social media/mobile technology.

### **Priority 1: To develop EFFECTIVE LEADERSHIP AND MANAGEMENT**

Priority	Strategies and Actions	Costs	Key Dates/ Milestones	Lead	Desired Success Criteria	Monitoring/ Evaluation	Impact Evidence
<b>1.1 To enhance capacity and further develop teacher/manager /Leadership expertise and capacity/CPD.</b>	<ol style="list-style-type: none"> <li>1. Further develop the model of good practice through 1:1 and small group coaching.</li> <li>2. Develop resilience and critical self-reflection skills.</li> <li>3. Further professional training for primary/subject conversion/management/leadership on NVQ5, NPQML/SL/H.</li> </ol>	Time/ Resources.  £3000	Sept17  Sept17	SLT/ Outreach Coord	Accelerated learning and enhanced pupil outcomes.  Improved staff wellbeing and self-esteem.	Training feedback. CPD portfolios. PM target setting and Review.	Case studies showing evidence of accelerated progress.  Improved diversity of teaching staff and expertise for pupils.
<b>1.1 EVALUATION</b>	<b>Case studies evidencing pupil accelerated progress assessed by school Ofsted inspectors with outstanding outcomes verified.</b> <b>Quality, range and depth of teaching outstanding.</b> <b>Feedback from staff on Ofsted questionnaires (school and residential) excellent – ‘staff highly professional and well trained...totally committed to putting pupils first with clarity of purpose’.</b>						
<b>1.2 To maximise GCSE output, EET progression and placement sustainability.</b>	<ol style="list-style-type: none"> <li>1. HT to email college Principals prior to college interviews to maximise ambition, drive and GCSE outcomes.</li> <li>2. Parental engagement to be further encouraged for college placements including at school Open Evenings.</li> <li>3. Career pathway planning to</li> </ol>		Nov17  Dec17  Nov17	HT  SLT/SSW  SLT	Pupil accreditation and ambition maximised.  Parental involvement enhanced.  Job and career pathway	GB  GB  DHT	Pupils return from interviews motivated for success at GCSE. GCSE output. Progress 8 comparison.

	start by Y9. 4. Enhanced Independent skills including travel on public transport.	£250	Dec17	Careers Coord	awareness. All pupils will have travelled by bus/train by Y11.		Independent and mobile learners.
<b>1.2 EVALUATION</b>	<b>100% 2017 Leavers in EET as confirmed by Ofsted.</b> Colleges informed prior to interview with an improved situation this year. Minor hiccup with one or two apprenticeships that had been set up with Corillion(!). GCSE output and Best 8 comparative figures evidence that LS is in first place compared to similar schools – all confirmed by Ofsted. <b>Variety of strategies being further enhanced to develop independence (public transport skills included) and resilience eg. mock exams and memory, revision/exam techniques with EP support and twilight training.</b>						
<b>1.4 Further develop Outreach Support and Networks for Hants and IOW schools.</b>	Expand the model of good practice through coaching to further develop behaviour for learning strategies in a range of mainstream schools and education centres.  Consolidate HT exclusion perspectives and help shape the role of the Education centre/PRU.  Continue to provide 'assessment placements' for mainstream pupils to develop them as learners ready to be fully re-engaged in their mainstream school.	Hants SEN funded with school 'top-up'.	On-going with a number of mainstream/special schools and PRUs	HT/DHT/Outreach Lead	Pupils make required progress in the right school provision.  Mainstream pupil exclusion rates reduced.  Education Centres expedite pupil return to mainstream.  Lakeside staff enhance expertise and pupils enrich their learning experiences.  Re-engagement of LS Pupils in their learning.	Impact reports from each school/PRU.  Feedback from SEN Officers/EPs/parents.  GB presentation February 2017.   Enhanced pupil work output	Pupils case studies evidence progress. CPD Portfolio PM Reviews Presentation to GB.
<b>1.4 EVALUATION</b>	<b>Outreach feedback and pupil portfolios excellent including from all Primary school HTs for Y6 pupils where parents are stating greater family cohesion and happiness.</b> <b>IOW taking more time and needing more work.</b>						
<b>1.5 Recruitment of 1-2 parent and 1-2 community Governors</b>	Follow up on previous recruitment drives to encourage at least one new parent governor and two more community governors to apply.		By January 17	WGB	Maximise GB expertise and capacity to fulfil its function.		Pupils get quality strategic leadership.
<b>1.5 EVALUATION</b>	<b>Governor Leadership highly praised in both Ofsted inspections</b> <b>Parent governors still being considered.</b> <b>At least one community governor has expressed an interest and has visited the school.</b>						

## **Priority 2: To improve the PERSONAL DEVELOPMENT, BEHAVIOUR AND WELL-BEING for all pupils.**

	Attendance breakdowns for each GB meeting in SLT report.
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## **SIP UPDATE OF SECTION 3 AND 4:**

### **MAIN AIMS OF LAKESIDE 2017/18 SIP sections 3 and 4:**

- **To improve the quality of teaching, learning and assessment.**

Further organise and implement a diverse, flexible and innovative delivery of the curriculum to engage every child.

Develop the Key Stage 2 curriculum (new Year 6 class Nov 17) to ensure curricular entitlement, SATs entries and SPAG (paper) support whilst maximising enjoyment for learning.

- **To maximise pupil outcomes.**

Maximised GCSE Point Scores and Leaver EET/destinations.

Maximise pupil progress and outcomes to the end of KS4 for all pupils including FSM/CLA/ASD/harder to engage.

### **Priority 3: To maximise the quality of TEACHING, LEARNING AND ASSESSMENT**

Priority	Strategies and Actions	Costs	Key Dates/ Milestones	Lead	Desired Success Criteria	Monitoring/ Evaluation	Measured Impact/ Pupil Outcomes
<b>3.1 Y6 SatS/spag Primary curriculum/entitlement</b>	<ol style="list-style-type: none"> <li>1. Liaise with primary schools to register y6.</li> <li>2. Network with y6 mainstream teachers.</li> </ol>			Year 6 teacher			SATs entries and performance
<b>3.2 Develop Lakeside INREACH to further support harder to reach and vulnerable pupils (ASD/CLA/Y6)</b>	<ol style="list-style-type: none"> <li>1. Create an early years (Y6) engaging and innovative curriculum.</li> <li>2. Develop learning networks with partner schools including visits.</li> <li>3. Access HIAS support and relevant training.</li> <li>4. Effective use of Y7 Catch-up funding.</li> </ol>	Time/ resources  Travel ~ £200 LA supplied/ HIAS budget.	Dec17  Nov17  Nov17	DHT Outreach Coord Y6 Coord	Learning through enjoyment, creativity and imaginative skills enhanced. Networking opportunities further enhanced.		Pupils who were out of education fully re-engage. Work sampling
<b>3.3 Sustain excellence in Maths, English and Science</b>	1. Fully audit the quality of T&L in English, Maths and Science by the university of Winchester teacher training department.	£2000	October 2017	SLT	Pupils access the best quality of teaching.	SLT	Lesson obs show pupils fully engaged.

	2. Further develop the quality of teaching to that of the best in the department through a robust teaching improvement plan.			MLT			<b>Work sampling evidences progress in lessons and over time.</b>
<b>Evaluation (May 20180:</b>							
<p><b>3.1:</b> Four Y6 pupils registered for SATs, the rest dis-applied. Test script delivery/security/invigilation confirmed.</p> <p><b>3.2:</b> A challenging/.exciting KS2 programme has been prepared and is being delivered to good effect including Mfl lessons (French). All primary schools supporting their pupil as required and HTs/SENCOs absolutely amazed at the transformation of their pupil at Lakeside – 100% attendance/zero exclusions or detentions/excellent work output/progress. Potential for future Outreach support. Range of educational visits for Y6 and Y7 with good outcomes.</p> <p><b>3.3:</b> With formal additional ‘conversion’ teacher training from Winchester University – 3 current teachers have benefitted professionally and putting into practice to good effect – one training session was run/hosted by our teachers - lesson planning/observations/work output signifying strong GOOD with elements of OUTSTANDING teaching.</p>							

#### Priority 4: To maximise OUTCOMES for all pupils

Priority	Strategies and Actions + CPD	Costs	Key Dates/ Milestones	Lead	Desired Success Criteria	Monitoring/ Evaluation	Measured impact/outcomes
<b>4.1 Maximise progress for vulnerable groups (CLA, ASD, FSM, AD,MLD, Y6)</b>	<ul style="list-style-type: none"> <li>1. Develop personalised learning interventions to fully engage all vulnerable groups and maximise progress including for career planning.</li> <li>2. Access and facilitate therapy interventions and refine school based strategies as required.</li> <li>3. Train staff fully (with updates) on ASD and Attachment Disorder impairments and maximise learning outcomes.</li> <li>4. Make the site more pupil friendly with a new Y8 classroom, a new ASD/sensory room, enhanced images/quotations, improved signage and selective planting of climbers, etc.</li> </ul>	<ul style="list-style-type: none"> <li>-</li> <li>LA funded.</li> <li>£1k</li> <li>£10k</li> </ul>	<ul style="list-style-type: none"> <li>Review Feb 18 Then June 18</li> </ul>	<ul style="list-style-type: none"> <li>Outreach Coord ASDCoord</li> <li>OT SALT ASDC</li> <li>LLP PAATHS</li> <li>DHT/AHT ASDC</li> </ul>	<ul style="list-style-type: none"> <li>Learning is relevant and accessible to every child.</li> <li>Pupils needs are more individually met and progress is maximised.</li> <li>Break up the block work and security fencing and encourage British/Historica/cultural values.</li> </ul>	<ul style="list-style-type: none"> <li>ASD lead presentation to GB</li> <li>Therapy reports and recommendations</li> <li>Training feedback and enhanced skillset.</li> <li>GB site walks.</li> </ul>	<ul style="list-style-type: none"> <li>Vulnerable groups data analysis shows accelerated progress in all subjects.</li> <li>Exam accreditation</li> <li>Pupils' workbooks evidence sustained progress over time.</li> <li>Aesthetic improvements</li> </ul>

	<p>5. Fully justify and publish (website) Pupil Premium expenditure and maximised outcomes.</p> <p>6. Fully enhance the educational opportunities/outcomes for CLA pupils and train a second teacher as a DT (Designated Teacher).</p> <p>7. Enhanced literacy acceleration for all literacy impaired pupils. Target 85% to double RA per year. Use peer mentoring/reading.</p> <p>8. Fully baseline assess all new pupils on entry including CAT tests to confirm START POINTS.</p> <p>9. Offer full GCSE Access arrangements as required.</p>	<p>-</p> <p>£1500 TLR3</p> <p>£1500</p> <p>£500</p> <p>£1500</p>		<p>PPCoord DHT</p> <p>DT1 DT2 SSW HT SLT Lit Coord</p> <p>AHT</p> <p>Lit/Num Coords</p> <p>Lit Coord</p>	<p>Progress/outcome gap narrows between FSM and non-FSM pupils</p> <p>CLA pupil chances and outcomes are further enhanced</p> <p>Enhanced literacy accesses full curriculum and entitlement.</p> <p>Informed differentiation.</p> <p>Maximised GCSE output.</p>	<p>Pupil premium 'lead' governor, BW.</p> <p>LLP inspection of PEP processes annually</p> <p>DT PM targets</p> <p>Termly Reports to SLT/GB</p> <p>Published on Tracker</p> <p>Lit Coord/SLT</p>	<p>DfE and GB compliant</p> <p>Accelerated progress tracked and reported.</p> <p>RA data published</p> <p>Aspirational GCSE success rate.</p>
4.1 EVALUATION May 2018.	<p>1. Our ASD Lead teacher (AW) is now fully ASD qualified (PAATHS), she has liaised with OC and consolidated individual programmes of study for Horizons pupils including dissemination to all teachers for essential planning/delivery in all classes. This included a recent twilight training session for all teachers and some LSAs delivered by Aimee.</p> <p>2. Good OT and SALT led interventions evidenced by summary reports and cascaded to key staff.</p> <p>3. Staff training and update/refresher training on ASD and AD on-going.</p> <p>4. All successfully in place.</p> <p>5. Discussed with Lead Governor and published on website - GT/GS.</p> <p>6. AW now Deputy DT and destined for DT for next year. MW ( with ST+AW) continuing to coordinate best possible outcomes via PEPs and PEP Review meetings.</p> <p>7. Literacy acceleration on track to meet target by end of June 2018.</p> <p>8. All new entrants diagnostically baseline assessed and all new Y7 and Y8 pupils CAT tested.</p> <p>9. Full GCSE Access arrangements (and for SATs) in place – all staff – mainly LSAs - suitably trained</p>						

**10. All Y11 pupils securing post 16 placements – all achieved by our Careers Coordinator (WH).**

**Physical Holds For Safety Record Book:** See latest dashboard.

To be tabled and checked by chair of GB. Frequency remains relatively low and no patterns emerging.

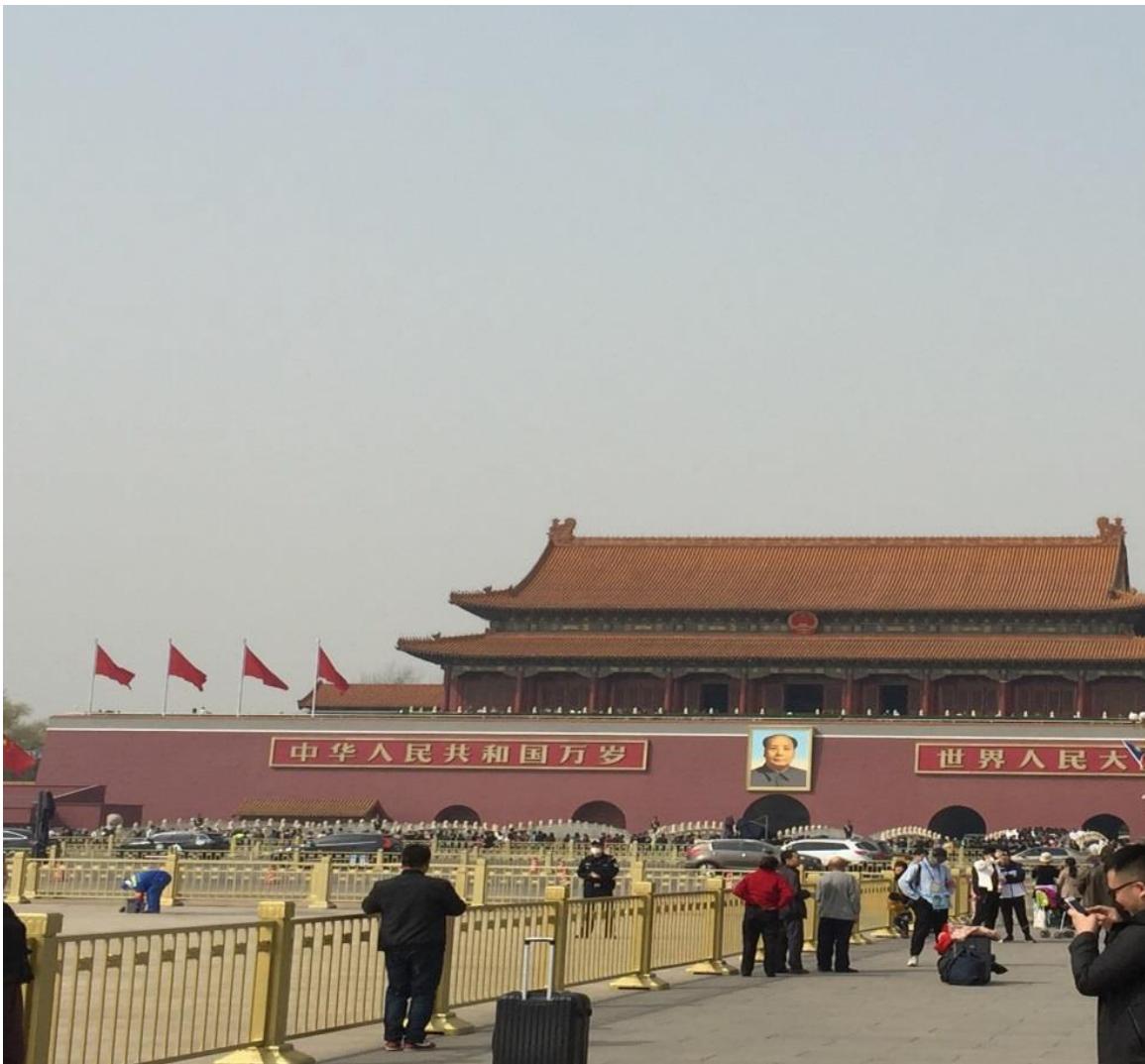
**EVOLVE trip sanctioning**

Details to be tabled for Chair to read/acknowledge.

**SMSC/School Environment**

Please collect a copy of latest best ever Summer 2018 Lakeside School Newsletter/Magazine.





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04.05.18