



SCHOOL IMPROVEMENT PLAN

(Oct 2018 – SEPT 2019)



I have a dream

For every Lakeside Pupil:

Maximised personal, social and academic achievement.

To have a quest for learning in every context, in and outside of school.

To access the best quality of teaching.

To maintain the best safeguarding, health, safety and well-being.

To maximise enjoyment for learning/behaviour for learning.

To strive for pride and ambition at all levels.

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MAIN AIMS OF LAKESIDE SIP

- **To improve leadership and management.**

Maximise SLT/MLT capacity.

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

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.

Further widen pupil experiences.

- **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 and maximise 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.

STRATEGIC SCHOOL IMPROVEMENT TARGETS

	TARGETS YEAR 1 SEPT 16-SEPT 17	TARGETS YEAR 2 SEPT 17 - SEPT 18	TARGETS YEAR 3 SEPT 18 – SEPT 19
ACHIEVEMENT OF PUPILS NO. Double rate of literacy acceleration %pupils 5+A*-C %pupils 5+A*-G %pupils 7+A*-G %pupils 9+A*-G %pupils 10+A*-G Best 8 GCSE VA Score Average GCSE point score all subjects At Least 1x GCSE or equivalent Qual.	14 Leavers 80% (85%) 5% (6%)TBC 80% (79%) (64%) (43%) (29%) 100% (100%)	85% 5% 80% 65% 45% 30% 100%	
QUALITY OF TEACHING % Outstanding lessons % Good or Outstanding lessons observed	40% (35%) 100% (100%)	40% 100%	
BEHAVIOUR AND SAFETY Overall pupil attendance levels Overall attendance – medical/LA dispute % pupils attending >90% Fixed term exclusions/no. pupils/days lost pa. Holds For Safety	87% 87% 91% 60% 60% 40/17/25 48/18/30 <25 18	89% 92% 65% 45/16/27 <20	
LEADERSHIP AND MANAGEMENT % Y12 pupils in EdEmTr % Y13 pupils in 2 nd year EET Average % teacher/TA attendance	95% 100% 97%	100% 100% 98%	

SIP OVERVIEW (2016-2019)

OFSTED CATEGORY	SEPT 2016 – SEPT 2017	SEPT 2017 – SEPT 2018	SEPT 2018 – SEPT 2019
<p>1. Effectiveness of L&M</p>	<p>Successful Residential Ofsted Capacity for max 3 current older vulnerable/services residential pupils. Additional ASD teaching base for Horizons pupils in ex-HT house Permanent DHT in place. Permanent AHT in place. Rationalise SEF/SIP monitoring and review practices.</p>	<p>Successful Residential Ofsted Successful School Ofsted. Successful management of Y6 pupil placement, curriculum entitlement and academic outcomes/SATs.</p>	<p>Successful Residential Ofsted Permanent recruitment of DHT Train a Practice Educator.</p>
<p>2. Personal Development, Behaviour and Welfare</p>	<p>Pupil support strategies/mental health/anxiety issues Family support/signposting Capacity for max 3 current older vulnerable/services residential pupils. H&S audit Safeguarding Audit Fully Embed KCSIE Sept16 Part I</p>	<p>H&S audit Safeguarding Audit Feasibility for extension to main residential block dependent on need, capacity and funding. Maximised social educational outcomes, well-being and SMSC including for Y6.</p>	<p>H&S audit 2018 Safeguarding Audit 2018 Fully Embed KCSIE Sept18 Part I Refurbish residential bathrooms Explore Sports Leader Award, Saints Foundation, Life and Social Skills packages, Marwell experience days, mainstream lessons. Maximise OT and SALT interventions and strategies. Prioritise EP. ASD pupils - social skills training and raise ASD awareness for other pupils.</p>
<p>3. Quality of Teaching, Learning and Assessment</p>	<p>Fully incorporate Numeracy support strategy into the timetable. Tracker update. Check exam syllabus for each subject. Personalised learning strategies for ASD and harder to engage.</p>	<p>Further develop quality of teaching to that of the best. Deliver an effective primary Y6 curricular provision entitlement from November 2017. Meet Y6 SATs requirements.</p>	<p>Explore qualification routes/courses, MFL at GCSE, 8 or 10 GCSEs, choice of History or Geography.</p>
<p>4. Outcomes for Pupils</p>	<p>Realigned accreditation, syllabus changes. 'Life Beyond Levels' assessment to expand across the whole school.</p>	<p>Maximise the best possible academic outcomes for all pupils including Y6 with SPAG development.</p>	<p>Maximise EET for 2017, 2018 and 2019 Leavers. PP interventions – can more be done? 30% non PP pupils?</p>

Priority 1: To develop EFFECTIVE LEADERSHIP AND MANAGEMENT

Priority	Strategies and Actions	Costs	Key Dates/ Milestones	Lead	Desired Success Criteria	Monitoring/ Evaluation	Impact Evidence
1.1 To enhance capacity and further develop teacher/manager /Leadership expertise and capacity/CPD.	1. Recruit new DHT for Jan19.	£3000	Oct18	HT/GB Outreach Coord	Accelerated learning and enhanced pupil outcomes.	GB mtgs Training feedback. CPD portfolios. PM target setting and Review.	Case studies showing evidence of accelerated progress. Improved diversity of teaching staff and teaching expertise.
	2. Further develop the model of good practice through 1:1 and small group coaching.						
	3. Develop resilience and critical self-reflection skills.	£3000	Feb19	SLT/ Winchester Uni	Improved leadership capacity and staffing expertise.		
	4. Further professional training for subject conversion /management/leadership on NVQ5, NPQML/SL/H/Practice Supervisor.		July19				
1.1 EVALUATION							
1.2 To maximise GCSE output, EET progression and placement sustainability.	1. Parental engagement to be further encouraged for college placements including at school Open Evenings.	£250	July19	SLT Careers Coord	Pupil accreditation and ambition maximised.	SLT	Pupils return from interviews motivated for success at GCSE. GCSE output. Progress 8 comparison. Independent and mobile learners.
	2. Career pathway planning to continue from Y9.		Jan19		Parental involvement enhanced.		
	3. Further enhance Independent skills including travel on public transport.		Jan19		Job and career pathway awareness.		
			Jan19		All pupils will have travelled by bus/train by Y11.		
1.2 EVALUATION							
1.4 Further develop Outreach Support and Networks for Hants and IOW schools.	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.	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.	Impact reports from each school/PRU. Feedback from SEN Officers/EPs/parents. GB presentation February 2017.	Pupils case studies evidence progress. CPD Portfolio PM Reviews Presentation to GB.

	Continue to provide 'assessment placements' for mainstream pupils to develop them as learners ready to be fully re-engaged in their mainstream school.				Lakeside staff enhance expertise and pupils enrich their learning experiences. Re-engagement of LS Pupils in their learning.	Enhanced pupil work output	
1.4 EVALUATION							
1.5 Recruitment of 1-2 parent and 1 community Governor	Follow up on previous recruitment drives to encourage at least one new parent governor and one more community governors to apply.		Jan19 July19	WGB	Maximise GB expertise and capacity to fulfil its function.		Pupils get quality strategic leadership.
1.5 EVALUATION							

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

Priority	Strategies and Actions	Costs	Key Dates/ Milestones	Lead	Desired Success Criteria	Monitoring/ Evaluation	Impact measurement/ Pupil outcomes
2.1 Fewer incidents of bullying	<ol style="list-style-type: none"> Annual Anti Bullying INSET training planned for Nov18. All staff and all pupils to be surveyed in the Spring term 2019 by school student social worker Mobile technology VR anti bullying workshops booked for Nov18. Enhance safer ICT within IT curriculum. Update safer internet use for parents. Bullying and internet use - Standing items on School Council agenda. 	HT DHT HofC SSW	Nov18 April 18 Nov17 Jan18 Dec18 Open Eve Nov18 onwards.	AHT/HoC/ SSW IT Coord. ITC SC Lead.	Reduced incidents and reports of bullying. Staff are better tuned into antecedents/signs and technological threats/safer ICT.	INSET day EP involvement and support.	Behaviour codes/pupil & parent Questionnaires Jan 18/ July 18 AB Survey findings.
2.1 EVALUATION							
2.2 Increase attendance, reduce exclusions and physical interventions.	<ol style="list-style-type: none"> Continue to analyse attendance data in all relevant sub- groups, apply sanctions and reward improvements regarding each pupil's detailed attendance profile. Minimise the number of exclusions and 'days lost 'from education. Regular Team Teach training and refresher training to reemphasise de-escalation techniques. 	Rewards £500pa	GB meetings	SSW/SLT	>92% Decreased exclusions. And PIs.	SSW/SLT/GB	Comparative data: Exclusions, PIs and attendance. Accelerated progress in pupils' books.

2.2 EVALUATION							
2.3 Widen Pupil Experiences	<ol style="list-style-type: none"> 1. Explore Sports Leader Award, 2. Saints Foundation, 3. Life and Social Skills packages, 4. Marwell experience days, 5. Mainstream lessons. 	£300	Feb19 July19	SLT	Maximised participation subject to affordability.	HT	Increase pupil motivation and aspiration.
2.4 Further develop ASD strategies.	<ol style="list-style-type: none"> 1. Develop improved social skills training for break times for ASD pupils. 2. Raise ASD awareness and tolerance for non ASD pupils 	£100	Feb19 July19	ASD coord	Improved coping mechanisms/skills evident and recorded	HT – and county ASD lead/consultant.	Case study data and observations.
2.5 Further enhance CLA support.	<ol style="list-style-type: none"> 1. Raise Teacher/LSA awareness of agreed PEP targets with regular sessions for contact staff built in to 'vulnerable group' agenda time slots in staff meetings. 	£100	Feb19 July19	DT	CLA pupils better supported.	HT	PEP case reviews
2.6 Maximise external therapeutic involvement to maximise pupil benefit.	<ol style="list-style-type: none"> 1. Maximise allocated referral time with EP to discuss strategies for more challenging pupils. 2. Book INSET training sessions with our attached OT and SALT to better understand our more vulnerable pupils and their conditions/impairments. 3. Cascade strategies and monitor impact on learning and social development. 	£100	Feb19 July19	SSW/SLT	Pupil engagement lessons and in learning improved.	HT	Staff INSET training feedback forms.

2.7 Refurbish residential bathrooms	1. Explore quotes for HCC refurbishment with/without school Capital contribution.	£19k	Feb19 July19	SLT	New bathrooms fitted.	HT	Pupil satisfaction. Ofsted compliance.
2.3-2.7 EVALUATION							

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
3.1 Full professional induction of all new teachers.	<ol style="list-style-type: none"> 1. Full induction training on safeguarding, mental health, ASD, etc. 2. INSET/coaching on planning, marking, assessment and reporting. 3. SMART PM targets set. 4. Quality check progress with Winchester Uni formal observations Spring/Summer term. 	£600	Oct18 July19	SSW/DSL DHT/OC	New teachers fully up to speed.	HT	SMART PM targets. Winchester Uni feedback reports. Pupil progress data. Subject reports.
3.1 Develop Lakeside INREACH to further support harder to reach and vulnerable pupils (ASD/CLA)	<ol style="list-style-type: none"> 1. Develop learning networks with partner schools including visits. 2. Access HIAS support and relevant training. 	Travel ~ £200 LA supplied/ HIAS budget.	Feb19 July19	OC	Learning through enjoyment, creativity and imaginative skills enhanced. Networking opportunities further enhanced.	HT/SLT	Pupils who were out of education fully re-engage. Work sampling

3.2 Sustain excellence in all subjects post Ofsted.	<ol style="list-style-type: none"> 1. Further develop the quality of teaching to that of the best in the department through robust teaching improvement plans. 2. Quality check progress with Winchester Uni formal observations Spring/Summer term. 	£1000	Feb19 July19	DHT	Pupils access the best quality of teaching.	HT	Lesson observations show pupils fully engaged. Work sampling evidences progress in lessons and over time. Winchester Uni feedback reports
Evaluation							

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
4.1 Maximise progress for vulnerable groups (CLA, ASD, FSM, AD,MLD)	<ol style="list-style-type: none"> 1. Develop personalised learning interventions to fully engage all vulnerable groups and maximise progress including for career planning. 2. Access and facilitate therapy interventions and refine school based strategies as required. 3. Train staff fully (with updates) on ASD and Attachment Disorder impairments and maximise learning outcomes. 4. Fully justify and publish (website) Pupil Premium expenditure and maximised outcomes. 5. Fully enhance the educational opportunities/outcomes for CLA pupils 	- LA funded. £1k	Feb 19 July 19	Outreach Coord ASDCoord OT SALT ASDC LLP PAATHS PPCoord DHT DT1 DT2 SSW HT SLT	Learning is relevant and accessible to every child. Pupils needs are more individually met and progress is maximised. Progress/outcome gap narrows between FSM and non-FSM pupils CLA pupil chances and outcomes are further enhanced Enhanced literacy accesses full curriculum and entitlement.	ASD lead presentation to GB Therapy reports and recommendations Training feedback and enhanced skillset. Pupil premium 'lead' governor, BW. LLP inspection of PEP processes annually DT PM targets Termly Reports to SLT/GB	Vulnerable groups data analysis shows accelerated progress in all subjects. Exam accreditation Pupils' workbooks evidence sustained progress over time. DfE and GB compliant Accelerated progress tracked and reported. RA data published

	<p>6. Enhanced literacy acceleration for all literacy impaired pupils. Target 85% to double RA per year. Use peer mentoring/reading.</p> <p>7. Fully baseline assess all new pupils on entry including CAT tests to confirm START POINTS.</p> <p>8. Offer full GCSE Access arrangements as required.</p>	<p>£500</p> <p>£1500</p>		<p>Lit Coord</p> <p>AHT</p> <p>Lit/Num Coords</p> <p>Lit Coord</p>	<p>Informed differentiation.</p> <p>Maximised GCSE output.</p>	<p>Published on Tracker</p> <p>Lit Coord/SLT</p>	<p>Aspirational GCSE success rate.</p>
4.4 EVALUATION							