**School Improvement Plan** 

(2023 - 2024)



# Vision At Knights Enham Junior School we provide...

'Inclusive and ambitious learning experiences where our school community feels safe and motivated to achieve their best.'

# **'Together We Achieve'**

# **Latest Ofsted Inspection**

Summary from Ofsted Inspection (Dec 2018)

#### **Overall effectiveness Good**

•	Effectiveness of leadership and management	Good
•	Quality of teaching, learning and assessment	Good
•	Personal development, behaviour and welfare	Good
•	Outcomes for pupils	Good

#### Ofsted Guidance for What the School should do to Improve Further

- Continue to improve the quality of teaching, learning and assessment to ensure that more pupils make strong progress from their starting points.
- Ensure that all teaching provides robust challenges for pupils, particularly those who have the potential to achieve higher standards in reading, writing and mathematics.
- Ensure that all teaching supports pupils with SEND effectively so that they make stronger progress in reading, writing and mathematics.

## Key school Improvements Priorities – linked to School Vision and latest Ofsted report:

1. Teaching and Learning Improving all pupils' attainment and rates of progress from starting points.	<ol> <li>To continue to raise the standards of writing across the school, aiming to improve progress of all children.</li> <li>To continue to develop assessment for learning within the planning process, to allow more opportunity for challenge.</li> <li>To continue embedding early reading and phonics across the school through the school's culture for rigorous reading interventions.</li> </ol>
2. Curriculum Creating our own curriculum which is rich, creative, and to be proud of.	<ol> <li>To continue to embed the school values within the school curriculum to support pupil well-being.</li> <li>To continue developing rich experiences through cultural capital by developing pupil curriculum passports.</li> <li>To continue to evolve the school curriculum by adapting planning and skills based on last year's outcomes.</li> </ol>
3. SEND Meeting the needs of all children to ensure good progress.	<ol> <li>To continue to develop assessment for learning by identifying gaps for pupils working below the age- related expectations.</li> <li>To continue working on quality first teaching and task design to meet the needs with SEND.</li> <li>To continue to embed the online systems to triangulate all the information we record on the progress made by pupils in areas of their learning.</li> </ol>

#### No Yet achieved Ongoing Achieved

	1. Teaching and	Learning			
	Improving all pupils' attainment and rate	s of progress fro	om starting	points.	
Intent	Implementation	Lead Person	Timescale	Budget	Impact
1. To continue to raise	Developing training opportunities for writing moderation	English Lead/ HT	Aut 1	-	
the standards of writing	across each year group.				
across the school, aiming to improve progress of	Developing pupil writing profiles for expected standard in each year group.	HT	Aut 1	-	
all children.	Strengthening modelling, develop teaching approach across all year groups (I do, we do, you do).	SLT	Aut 1	-	
	Introduce new spelling displays in each classroom to support weekly spelling rules.	HT	Aut 1	£300	
	Introduce new handwriting approach.	English	Aut 1	-	
	Introduce new handwriting policy.	English Lead	Aut 1	-	
	Develop more poetry opportunities.	English Lead	Aut 1	-	
2. To continue to develop assessment for	Refine planning to support better effective AFL.	SLT	Aut 1	-	
learning within the	Pupil progress meetings will focus on GDS children.	SLT	Aut 1	-	
planning process, to allow more opportunity for challenge.	Improve assessment for learning policy focusing on AFL in lessons.	DHT	Aut 1	-	
for chancinge.	Develop training opportunities around AFL.	HT/ DHT	Aut 1	-	
	Link AFL to performance management.	HT	Aut 1	-	
	Introduce pupil self-assessment to foundation subjects.	HT	Aut 1	-	
	Teacher assess each end of term unit write with INSIGHTs. Link to AFL policy.	DHT	Aut 1	-	
	Continue developing effective feedback for marking.	HT	Aut 1	-	
3. To continue embedding early reading	Introducing reading parent workshops with the pupils.	English Lead	Aut 1	-	
and phonics across the	Restock new phonics and early reading books.	DHT	Aut 1	-	
school through the	Introduce phonics interventions across the whole school.	DHT	Aut 1	-	
school's culture for rigorous reading	Employ new librarian.	HT	Aut 1	-	
interventions.	Hampshire to restock library.	Hampshire	Aut 1	-	

Library to be renovated.	HT/ Site	£1000	-	
	Manager			
Introduce reading area outside using bell te	nt. HT/ Site	Aut 1	-	
	Manager			

	<b>2. Curric</b> Creating our own curriculum which is		ve, and to	be proud of.	
Intent	Implementation	Lead Person	Timescale	Budget	Impact
1. To continue to embed the school values within	Evaluate and refine positive behaviour policy to link with promoting the school values.	HT	Aut 1	-	
the school curriculum to support pupil well-being.	Introduce school values trophies which will go home at the end of each week.	HT	Aut 1	£250	
	Re-design Knights' Way display to hold the trophies.	HT	Aut 1	-	
	Introduce Funky Fridays to the winning house.	HT	Aut 1	-	
	Introduce common language to the behaviour policy.	HT	Aut 1	-	
	Develop a clear structure (flow chart) when dealing with inappropriate behaviour.	HT	Aut 1	-	
	Subject leaders to evaluate current planning and link learning intentions with the school values.	Subject Leaders	Aut 2	-	
	Developing well-being sessions linked to school values and used at the beginning of PE lessons and mini break	Subject Leaders	Aut 2	-	
2. To continue developing rich experiences through	Link experiences to current medium planning.	Subject Leaders	Across the year	-	
cultural capital by developing pupil	Create passports.	HT	Aut 1	-	
curriculum passports.	Year groups to evaluate and develop more opportunities for cultural capital.	SLT	Aut 1	-	
	Introduce new bike track to support well being at break and lunch.	HT	Aut 1	-	
	To develop bike ability sessions within the curriculum.	SLT	Spring	-	

3. To continue to evolve the school curriculum by	Introduce values to school foundation planning.	Subject leaders	Aut 1	-	
adapting planning and skills based on last year's outcomes.	Introduce a new front cover to all foundation units.	HT	Aut 1	-	
	INSIGHTs is used to assess all foundation subjects.	DHT	On-going	-	
	An exercise book for each subject to promote progress across each year.	HT	Aut 1	-	
	To develop Forest Schools within PPA.	HT	Spring	-	
	Subjects leaders to review all LTP, MTP and progression of skills.	Subject Leaders	On-going	-	

	<b>3. SE</b> Meeting the needs of all childr		good prog	ress.	
Intent	Implementation	Lead Person	Timescale	Budget	Impact
1. To continue to develop assessment for learning by	Staff training on how to use INSIGHTs to track current progress based on previous teacher assessment.	DHT	Aut 1	-	
identifying gaps for pupils working below the age- related expectations.	Staff to identify gaps based on INSIGHTS data using previous years objectives.	DHT	On-going	-	
	Staff to ensure SEND pupils secure in an objective before progressing to the next linked to the class focus – may need to go back several years to find current level of attainment.	DHT/ SENCO	On-going	-	
	Staff to assess pupil's current level of attainment on INSIGHTS to show GAP is being closed.	DHT / SENCO	On-going	-	
	Objective to be reflected in planning.	SLT	On-going	-	
	Pupils assessed as behind in reading to participate in either Rapid Phonics or Rapid Reading in order to close the GAP in progress.	DHT	Aut 1 onwards		
2. To continue working on quality first teaching and task design to meet the needs with SEND.	Staff training on adaptation to planning to ensure teaching meets the needs of SEN pupils and their current level of progress.	DHT / SENCO	Aut 1		
ficcus with SEND.	Tracking of progress using HIT targets within pupil progress meetings.	DHT / SENCO	On-going		

	Planning and book scrutiny for SEND pupils to ensure planning and teaching reflect current levels of learning.	SLT / SENCO	On-going	
	Whole School Pupil conferencing.	SENCO	On-going	
3. To continue to embed the online systems to triangulate all the information we record on	Phonics progress / reading age and reading book bands to be tracked on INSIGHTS alongside main reading assessment to cross reference reading ability.	DHT / English lead	On-going	
the progress made by pupils in areas of their	Spelling age to be tracked on INSIGHTs alongside teacher assessment for spelling.	DHT / English lead	On-going	
learning.	Use of bespoke tables to cross reference progress and spot anomalies in learning which can be addressed by TA or diagnostic tests by SENCO.	DHT	On-going	

#### Safeguarding Improvement Plan

Development Area	Action Required (please also indicate timescale)	How will you evidence the impact?	Impact
Staff training	Ensure new phase leader and SENCO trained as DSL	Certification to show completion of training.	
	<ul> <li>Ensure DSLs receive refresher training.</li> <li>Ensure relevant staff have completed safer recruitment training.</li> <li>Ensure all new governors receive safeguarding induction training.</li> <li>Mental Health First Aiders to be trained.</li> <li>Continuous safeguarding for all staff through weekly staff meetings and briefings.</li> <li>Volunteer Safeguarding induction in place.</li> <li>All staff aware of EHH procedure / how referrals are made / how police referrals are made.</li> </ul>	Safeguarding procedures and responsibilities upheld by all staff. Children are safe.	
Curriculum	Ensure further safety advice with regards to online safety. Continue to deliver lessons on how to stay safe. Ensure pupils feel safe and have a way to communicate with staff if they feel unsafe.	Pupil awareness of how to stay safe increases.	
Policy Review	<ul> <li>Ensure Whistleblower policy directly refers to LADO</li> <li>Further check missing in education guidance for staff – flowchart of procedure in place.</li> <li>Complaint / concern / allegation definition clear in Complaints policy</li> </ul>	All policies are up to date and reflect key changes required.	
Open safeguarding culture	Continue to develop open policy with parents through work completed by Welfare Officer and staff	School works with all stakeholders but especially parents to keep pupils safe.	

		Autumn 202	
Date	Wednesday staff meetings Subject	Monitoring/ assessment	Key Dates
Fri 1 <sup>st</sup>	n/a	n/a	Fri 1 <sup>st</sup> - INSET
Week 1 w/c 4 <sup>th</sup> Sept	No staff meeting	Positive learning environment	Mon 4 <sup>th</sup> - INSET Day Mon 4 <sup>th</sup> – 1:30pm Shepherds Nursey visit Tue 5 <sup>th</sup> – first school day Tue 5 <sup>th</sup> – KS3 Students starting Wed 6 <sup>th</sup> - Select School Council in class Thur 7 <sup>th</sup> - Homework handed out
Week 2 w/c 11 <sup>th</sup> Sept	SEN – Interventions IPPs etc Phonics/ spelling	Baseline data drop Reading colour bands Teachers Learning Walks (SEN) Feedback for marking	Baseline Week Reception – start baseline Nursery – Fill in action plan (Baseline) Tue 12 <sup>th</sup> - Welcome meeting (Reception) Tue 12 <sup>th</sup> - Homework handed in Tue 12 <sup>th</sup> Individual photos Thur 14 <sup>th</sup> - Fire Alarm Test Thur 14 <sup>th</sup> – Year 3 Early Man Workshop Fri 16 <sup>th</sup> - Fire Service Workshop Fri 15 <sup>th</sup> - Aut 1 Curriculum Overview to be sent out
Week 3 w/c 18 <sup>th</sup> Sept	SEN – IBP	Data Drop - Baseline (entry) Pupil Progress Meetings Monitoring books	Pupil Progress Meeting Week Wed 20 <sup>th</sup> – Year 5 Grittleton Thur 21 <sup>st</sup> – SEN clinic Thur 21 <sup>st</sup> – Infant's parent/ child reading time
Week 4 w/c 25 <sup>th</sup> Sept	Subject Leaders Action Plans Website Progression of skills Curriculum Passports	Assessment folders	Performance Management Week Mon 25 <sup>th</sup> – Year 2 Open Day (am & pm) Fri 22 <sup>nd</sup> – Junior parent/ child reading time Fri 22 <sup>nd</sup> - Whole school pupil conferencing
Week 5 w/c 2 <sup>nd</sup> Oct	Writing Moderation Reading Workshop presentation/ expectations	Handwriting Progress	After school clubs start LSA Performance Management Week Tues 3 <sup>rd</sup> – Year 3/4 author visit Thur 5 <sup>th</sup> – National Poetry Day Fri 6 <sup>th</sup> - Basketball House Competition
Week 6 w/c 9 <sup>th</sup> Oct	No staff meeting Open evenings	Spelling Progress	Tue – Library Service in (Infants) Wed 11 <sup>th</sup> – lower school 3:15-4:00 Open Day Thur 12 <sup>th</sup> - upper school 3:15-4:00 Open Day
Week 7 w/c 15 <sup>th</sup> Oct	English and Maths – developing challenge	Phonics interventions	Harvest Week Thur 19 <sup>th</sup> – Halloween Disco 4:30 - 5:30 Infants 5:4 - 6:45 Junior



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Week 8	Science –	Teachers learning	Mon 30 <sup>th</sup> – INSET Day			
w/c 30 <sup>th</sup> Oct	developing	walks (writing)	Fri 3 <sup>rd</sup> – Aut 2 Curriculum Overview to be sent out			
	scientific enquiry					
Week 9	No staff Meeting	Teachers learning	Mon 6 <sup>th</sup> – early parents evening 3:15 - 6:00			
w/c 6 <sup>th</sup> Nov	Parents Evening	walks (writing)	Wed 8 <sup>th</sup> – late parents evening 5:00 - 7:45			
			Fri 10 <sup>th</sup> – Remembrance Day			
			Fri 10 <sup>th</sup> – Census			
Week 10	Art/ DT –	Reading workshop	Anti-bullying week			
w/c 13 <sup>th</sup> Nov	developing		Thur 16 <sup>th</sup> – House Challenge			
	opportunities for		Fri 17 <sup>th</sup> – Children in Need & PJ Day			
	School Values –		,			
	well being					
Week 11	Year 6 writing	Governors	After school clubs finish			
w/c 20 <sup>th</sup> Nov	moderation	monitoring books	Mon 20 <sup>th</sup> – Year 2 Open Day (am & pm)			
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Week 12	No staff meeting	Testing	Prep MOCK SATs			
w/c 27 <sup>th</sup> Nov	Christmas Market	-	Thur 30 <sup>th</sup> – Be Bright Be Seen			
			Fri 1 <sup>st</sup> – Christmas Market After School 4:30-6:30pm			
Week 13	History/ Geography	Testing	Test Week			
w/c 4 <sup>th</sup> Dec	– more	Data drop – Aut	Wed 6 <sup>th</sup> – Year 2/3 Xmas Dress Rehearsal			
	opportunities for	entry	Thur 7 <sup>th</sup> – Year 2/3 Xmas Performance			
	writing		Fri 8 <sup>th</sup> – Xmas Jumper Day			
	5		Fri 8 <sup>th</sup> – Staff Christmas Quiz/ Bingo Night			
Week 14	Spring MTP	Data drop – Aut	Test Week			
w/c 11 <sup>th</sup> Dec	updates	entry	Mon 11 <sup>th</sup> – Reading Reward Cinema			
		-	Wed 13 <sup>th</sup> – Xmas disco			
			Thur 14 <sup>th</sup> – Xmas dinner			
			Fri 15 <sup>th</sup> – Secret Santa/ meal			
			Fri 15 <sup>th</sup> – Raffle prize rewards			
			Fri 15 <sup>th -</sup> Attendance certificates go out			
	и — — — — — — — — — — — — — — — — — — —	Christmas Holi				
	Mon 18 <sup>th</sup> Dec – Fri 29 <sup>th</sup> Dec					

		Spring 2024	
Date	Wednesday staff meetings Subject	Monitoring/ assessment	Key Dates
Week 1	No staff meeting	Positive learning	Mon 1 <sup>st</sup> – Bank Holiday
w/c 1 <sup>st</sup> Jan	INSET Day	environment	Tues 2 <sup>nd</sup> – INSET day
			Fri – Spring 1 Curriculum Overview to be sent out
		Feedback for	
		marking	
Week 2	SEN task design	PP meetings	CPD - Subject leader meetings throughout week
w/c 8 <sup>th</sup> Jan	Review IPPs	Assessment	Thur 11 <sup>th</sup> - Infant's parent/ child reading time
	Provision maps	folder	
Week 3	Mental Health and	Subject Leaders –	Thur 18 <sup>th</sup> – Junior parent/ child reading time
w/c 15 <sup>th</sup> Jan	Wellbeing	Book monitoring	
	ICT – progression of		
	new program		



	Music – progression of				
	Charanga				
Week 4	No staff meeting	Subject Leaders –	After school clubs start		
w/c 22 <sup>nd</sup> Jan	Open evenings	Book monitoring	Wed 24th – lower school 3:15-4:00 Open Day		
		_	Thur 25th - upper school 3:15-4:00 Open Day		
Week 5	PSHE/ RE – progress/	Learning Walk	Fri 2 <sup>nd</sup> - whole school pupil conferencing		
w/c 29 <sup>th</sup> Jan	expectations	(Challenge)			
	Feedback from subject				
	leaders on books				
Week 6	Writing expectations	Phonics progress	Mental Health Week		
w/c 5 <sup>th</sup> Feb	School Values –		Fri 9 <sup>th</sup> – Break the Rule Day		
	wellbeing		Fri 9 <sup>th</sup> – Internet Safety Day		
	•	Spring Half Term	•		
	Mon 12 <sup>th</sup> Feb – Fri 16 <sup>th</sup> Feb				
Week 8	PE – progress	Reading	Fri 23 <sup>rd</sup> – Spring 2 Curriculum Overview to be sent		
w/c 19 <sup>th</sup> Feb		Workshops	out		
		progress			
Week 9	SEN	LSA learning	Thur 29 <sup>th</sup> – World Book Day		
w/c 26 <sup>th</sup> Feb	Task design	walks			
Week 10	Teaching of Spelling	LSA learning	All staff - Performance Management Reviews		
w/c 4 <sup>th</sup> March		walks	Thur 7 <sup>th</sup> – House Competition (Hockey)		
			Thur 7 <sup>th</sup> – Eat Them To Defeat Them		
Week 11	Writing moderation	Behaviour	After school clubs finish		
w/c 11 <sup>th</sup> March		expectations	Prep for MOCK SATs		
		across school	Science Week		
			Mon 11 <sup>th</sup> – SATs administration published		
			Fri 15 <sup>th</sup> – Red Nose Day		
Week 12	Year group summer	English and	MOCK SATs week		
w/c 18 <sup>th</sup> March	MTP updates	Maths book	Mon 18 <sup>th</sup> - Year 4 access MTC		
		moderation	Fri 22 <sup>nd</sup> - Whole school pupil conferencing		
Week 13	Data drop	Data drop	Mon 25 <sup>th</sup> – Reading Reward Pick n Mix		
w/c 25 <sup>th</sup> March		Spring entry	Thur 28 <sup>th</sup> – Raffle prize rewards		
			Thur 28 <sup>th</sup> - Attendance certificates go out		
			Fri 29 <sup>th</sup> – Bank Holiday		
		Easter Holidays			
	N	1on 1 <sup>st</sup> April – Fri 12 <sup>th</sup>	<sup>°</sup> April		

Summer 2024				
Date	Wednesday staff meetings Subject	Monitoring/ assessment	Key Dates	
Week 1 w/c 15 <sup>th</sup> April	Learning environment Display Updates	Classroom displays/ learning environment	SATs Test Received Fri 19 <sup>th</sup> – Summer 1 Curriculum Overview to be sent out	
Week 2 w/c 22 <sup>nd</sup> April	ILP reviews/ provision maps	Lower School Learning Walk Coaching target focus	Wed 24 <sup>th</sup> – Infants School Movie Night 3-5pm Thur 25 <sup>th</sup> – Junior School Movie Night 3-5pm	



Inclusive and ambitious learning experiences where our school community feels safe and motivated to achi 'Together We Achieve'



Week 3	SATs expectations	Upper School	Mon 29 <sup>th</sup> – Bank Holiday
w/c 29 <sup>th</sup> April	School Values –	Learning Walk	Fri 3 <sup>rd</sup> – Whole School Pupil Conferencing
	wellbeing	Coaching target	
		focus	
Week 4	End of Year reports	SEN – planning	Mon 6 <sup>th</sup> - Bank Holiday
w/c 6 <sup>th</sup> May		and books	Thur 9 <sup>th</sup> - ILP reviews
· · ·			Thur 9 <sup>th</sup> - House Competition –Bingo
Week 5	No Staff Meeting	Challenge –	Walk to school Week
w/c 13 <sup>th</sup> May	Summer Festival	planning and	SATs Week & SATs breakfast Club
· · ·		books	Mon 13 <sup>th</sup> - SPAG SATs papers 1 and 2
			Tue 14 <sup>th</sup> - Reading SATs paper
			Wed 15 <sup>th</sup> - Maths SATs papers 1 and 2
			Thur 16 <sup>th</sup> - Maths SATs paper 3
			Fri 17 <sup>th</sup> Year 6 Party Afternoon
Week 6	Standards in books	Pupil Premium	Thur 23 <sup>rd</sup> – Year 4 Sleep Over (hall)
w/c 20 <sup>th</sup> May	Writing moderation	Progress	Fri 24 <sup>th</sup> – Year 4 half day
nye zer may		11081000	Sat 25 <sup>th</sup> – Summer Festival (2pm-5pm)
		Summer Half Tern	
	Μ	lon 27 <sup>th</sup> May – Fri 31 <sup>s</sup>	
Week 7	No staff meeting	n/a	Mon 3 <sup>rd</sup> – INSET Day
w/c 3 <sup>rd</sup> June	INSET Day		Mon 3 <sup>rd</sup> – Year 4 MTC (2 weeks)
	New Staff Structure		Wed $5^{\text{th}}$ – Yr 2/3 teachers meet up with infants
	Shared		Fri 7 <sup>th</sup> – Summer 2 Curriculum Overview to be
	Sharea		sent out
Week 8	Sports Week	Class and Subject	Clean AIR Day Scooter Challenge Week
w/c 10 <sup>th</sup> June	Bump Up Day	pages on website	TPA meetings with parents KENIS & KEJS
W/CIO June	Build Ob Day	pages on website	Thur 13 <sup>th</sup> - House Challenge – Scooter Race
Week 9	Review Subject Action	n/a	Sports Week
w/c 17 <sup>th</sup> June	Plans	ny a	Wed 19 <sup>th</sup> - Yr 2/3 30 minutes sporting activity
W/CI/ June	Flatis		together & teacher to do 'getting to now task'.
Week 10	No Staff Monting	Foundation books	Reserve Sports Week
w/c 24 <sup>th</sup> June	No Staff Meeting Finalise reports		Test Week (Yr 3 – 5)
W/C 24° Julie	-	and planning	
	Deadline		Wed 26 <sup>th</sup> – Bump up day/ transition day
			Wed 26 <sup>th</sup> – Deadline Yr 6 writing data
		CATA	Fri 27 <sup>th</sup> - ALL reports finished and on the network.
Week 11	Writing Moderation	SATs data	Test Week (Yr $3-5$ )
w/c 1 <sup>st</sup> July			Tue 2 <sup>nd</sup> – SATs results available
			Tue 2 <sup>nd</sup> – Year 6 rehearsals
			Thur 4 <sup>th</sup> – Year 6 Performance to parents 2:30pm
		<b>.</b>	Fri 5 <sup>th</sup> - whole school pupil conferencing
Week 12	No staff meeting	Data Drop	Year 6 Fun Week
w/c 8 <sup>th</sup> July	Meeting new teachers	Summer entry	Meeting new teachers
			Sun 14 <sup>th</sup> July – Andover Carnival
Week 13	SEN	Data Drop	Whole school pupil conferencing
w/c 15 <sup>th</sup> July	Review IPPs	summer entry	Year 3 Stubbington (Mon-Wed)
	Provision maps		Mon 15 <sup>th</sup> – Reports Go Out
		1	Thurs 40 <sup>th</sup> Athene Cales al Materia Dautes
			Thur 18 <sup>th</sup> – Whole School Water Party Fri 19 <sup>th</sup> – Reading Reward Ice Cream



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Week 14 w/c 22 <sup>nd</sup> July	n/a	n/a	Mon 22 <sup>nd</sup> – Raffle price rewards Tues 23 <sup>rd</sup> – half day (finish at 1:30pm)		
Summer Holidays - Wed 24 <sup>th</sup> July – Fri 30 <sup>th</sup> Aug					