

DEVELOPMENT ACTION PLAN									
	Who Initiates	Success Criteria	Resources	Cost	Target Dates				Review Date
AVONDALE SCHOOL					2015	2016	2017	2018	
<b>1 Marketing</b>									
(a) Look at timings and creation of sporting festivals involving local state schools	SW	Increasing school numbers and participation from local schools	Staff	Time	✓				
(b) Involvement in state- run sporting events to get the Avondale Name out there	SW	Increasing school numbers and participation from local schools	Staff	Nil	✓				
(c) Establishment of Avondale Preparatory School signs at the northwest and southwest corners of the building	SW	Increased publicity and knowledge of the school	Staff						Declined by council
(d) Update/ modernisation of Avondale School Website- update termly	SW/ SC	Increasing school numbers and the amount of parents using information source	Time	£1,500	✓				
(e) Purchase of larger photographs in frames for hallways, documenting 'Avondale in Action'	SW	Promotion of school culture and reference made during 'show rounds'	Time	£300		✓			
(f) Further writing of editorials in local publications, including Salisbury Journal and Valley News	SW	Increase in school numbers and further publicity of the school	Time		✓				On- going
(g) Purchase of a new school minibus that reflects the image of the school- modern	SW	Increase in school numbers and further publicity of the school		£6,500	✓				

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<b>1 Marketing (continued)</b>									
(h) Minibus signwriting with Avondale Preparatory School's details	SW	Increase in school numbers and further publicity of the school	Time	£145	✓				
(i) Update of school prospectus and made available to download on the web	SW	Increase in school numbers and further publicity of the school		£2,000	✓				
(j) Continue to involve 'The Haig' Nursery in Easter Competitions, Sports and Nativity dress rehearsals					✓				
(l) Update of Welcome Pack to parents at all age groups	SW/ Whole Staff	More informed parents and greater communication	Time	None	✓				
<b>2 Building programme and On- going Maintenance</b>									
(a) Repainting the west and east faces of the main school building exterior	SW/ outside contractor	Curb appeal	Contractor sort	£5,000		✓			
(b) Creation of medical room in Reception room, adjacent to Head's office	SW	Ofsted requirement/ increased provision for ill children	Building materials	£1,000				✓	
(c) Construction of a climbing frame using design ideas coming out of student council meetings	SW/ outside contractor	Engagement in play based learning and increased selling point for the school	Contractor sort	£15,000	✓				

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<b>2 Building Programme and On- going Maintenance (continued)</b>									
(d) Consideration to be made to the construction of a 3 classroom block with flexible teaching space in the top right corner of the section- lean-to and decking out front with astrorufed play area out the back.								✓	
(e) Installation of a concrete path leading to the new EYFS area at the top right corner of the section								✓	
(f) Expansion into the garage of 25 High St to accommodate growing numbers and a sleeping area in our Tots					✓				
(g) Installation of a further storage shed on field	SW	Ease of access for sporting equipment. Hazardous material to be stored in separate storage facility	Shed purchase	£1,000	✓				
(h) Installation of purpose built cupboard space along the length of the hall	SW/ PH	Ease of access for sporting equipment. Improved appearance and selling point	Building materials	£2,000		✓			
(i) Creation of a maintenance- free garden at the entrances to the school.					✓				
(j) Recarpeting of Head's office and Reception						✓			
(k) Recarpeting of classrooms across the main school building							✓		

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<b>2 Building Programme and On- going Maintenance (continued)</b>									
(l) Installation of purpose built lockers in the girls changing room (similar to set- up in the boys changing facility)							✓		
(m) Erection of a covered area to protect the school minibus from the elements and the removal of the fence at the front of the section to allow easier entry to the site.								✓	
(n) Refurbishing of public areas- repaint of hallways and classrooms, mending plaster- work where necessary							✓		
(o) Modernisation of flooring in nursery cloakroom	SW	Less accidents whilst pupils washing hands and toileting.	Contractor sort	£1,000		✓			
<b>3 Supporting Performance</b>									
(a)Continuation of appraisal system across the school where targets are set at the end of a year and reviewed mid year. Formal documentation and meetings	SW	Growth in staff/ accountability for performance	Time	Nil			✓		
(b) Increase in provision for professional development	SW/ SC	Growth in staff/ accountability for performance	Time	Approx £2000	✓				
(c) New contracts to support growing initiatives in the school	SW/ SC	Growth in staff/ accountability for performance	Time	Nil	✓				
(d) Introduction of Performance Based Pay without limiting performance to tick box documentation	SW/ SC	Growth in staff/ accountability for performance	Time	Built in bonus scheme				✓	

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<b>3 Supporting Performance continued</b>									
(e) Restructuring of SMT to go back to three parts- EYFS, KS1 and KS2- this is necessary with the changing face of the school with the increased numbers in the EYFS area	SW	Greater Opportunity for Leadership within the school and more thorough monitoring of learning programmes	Time	Reallocation of allowance	✓				
(f) Introduction of partner moderation of teaching- observations and opportunities for team teaching	SW/ All staff	Raising teaching standards across the school	Time	Nil		✓			
(g) Moderation of children's work across Key Stages	SW/ All staff	Continuity across key stages	Time	Nil	✓				
(h) Specialist/ Lead teachers sort to advise and support with future curriculum initiatives.	SW/ All staff	Inspiration and reassurance for all teaching staff	Time	Variable		✓			
(i) More team teaching opportunities						✓			
<b>4 Structure, Support for Learning</b>									
(a) Review curriculum allocation over 40 period week	SW/ SMT	Adequate time for syllabus continuity and progression	Nil	Time		✓			
(b) EYFS Programme to allow opportunities for Year 6 children to teach younger children in a paired effort- PE initially and then other curriculum areas						✓			
(c) Consideration given to KS2 pupils having an extra period (double period) for music- at what curriculum area expense?						✓			
(d) Review the length of the school day from 8.30-3.30?	SW	Encapsulation of 40 period week with adequate breaks	Time	Nil		✓			

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<b>4 Structure, Support for Learning (continued)</b>									
(e) Monitoring of marking, targeting and differentiation to continue	SW	Improved quality of marketing, targeting and differentiation	Time	Time	✓				on- going
(f) Review of the rewards and sanctions	All staff	Greater consistency between colleagues; pupils aware of 'fairness'	Time	Time	✓				
(g) Update of school tracksuit	SW	School and house identity/ warmer children in winter months	Time	Shifted to parents			✓		
(h) Long socks for boys in the summer term/ first half of Autumn Term	SW	School identity and uniformity	Time	Shifted to parents			✓		
(i) Purchase of school minibus	SW	Access to learning and sporting fixtures/ improved marketing	Parents Association Support	£2,500	✓				
<b>5 Extra Curricular</b>									
(a) Greater commitment to sporting clubs after school across both genders	SW	Improved sporting performances and team cohesion	As required	Nil	✓				
(b) Development of Gifted and Talented opportunities	SW/ FC	Implementation and recognition of specific talents across the school	Time	Nil		✓			
(c) Establishment of a charity link with Romania- Generation Impact. Possibility of children (accompanied by parents and Head) to support an orphanage over a week in the summer holidays?)	SW/ HS				✓				

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<b>AVONDALE SCHOOL</b>									
<b>6 Curriculum</b>									
(a) Review use of Jolly Grammar for Year 1	CW	Improved levels of achievement	Budget			✓			
(b) Revision of maths schemes of work	All staff	Schemes of work in line with National Curriculum	Time	Nil	✓				
(c) Review science across KS1 and KS2 and resource appropriately	All staff	All areas of the NC are covered and level of achievement is improved	Budget	£400	✓				
(d) Development of a uniform planning format across the school addressing Learning Intentions and Differentiation in lessons	All staff	Improved provision for learning and greater ownership from children	Time	Nil		✓			
(e) Introduction of Maths Day		Children enjoying Maths Day and improvement in confidence and understanding	Puzzle Company	Trips budget		✓			
(f) Hold special workshop days for parental support e.g phonics/ maths support at home	All staff	Children enjoying an extended and improved curriculum with confidence and understanding	Science workshop	Trips budget	✓				
(g) Review of the continuity and progression across core subjects throughout the school	SW/ All staff	Improved results across the school	INSET	Time		✓			
(h) Development of the core reading scheme books and variety in non-fiction/ Age related topic/ reference books	SW/ All staff	Keener readers across the school	Time within Key Stage Meetings	Book Fair Funding	✓				
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<b>7 INSET and Professional Development</b>									
(a) Inset on First Aid for all staff	SW	Legal requirement and trained staff available to assist in given situations	Staff time	£300		✓			
(b) Inset on Fire Extinguisher use and fire prevention	SW	Confident in the event of an emergency	INSET	£90	✓				
(c) Apple Mac Courses	SW/ Staff	Increase in confidence levels and output from children	INSET	£300		✓			
(d) Core curriculum courses for staff to keep up to date with changes in educational practice.	SW	Development of pedagogical knowledge and delivery in the classroom- improved standards	INSET/ 1 Day courses	£ variable + supply	✓	✓	✓	✓	
(e) Child Protection Training for all staff	SW	Improved school awareness and knowledge on how to act	INSET	£300		✓			
(f) INSET on 'hands- on' science related activities	SW/ outside service provider	Improved teaching methods and learning within the classroom	INSET	£500			✓		
(g) Monitoring of marking, teaching, progression and target setting	SW	Improved performance	Time	Time	Ongoing				
<b>8 Modern Technology</b>									
(h) Purchase of Apple Macbook laptops for every staff member	SW	To enhance ICT skills across all staff in view of passing this onto children	Outside purchase	£1,600	✓				
(i) Upgrade of ICT Suite with Apple Macs	SW	To enhance ICT skills across the school	Outside purchase	£1,600	✓				
(j) Purchase of 8 digital cameras for class use (1 between 2)	SW	To enhance ICT skills across the school	Outside purchase	£800	✓				
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<b>8 Modern Technology (continued)</b>									
(k) Purchase of 2 staff digital cameras/ video	SW	Enhancement of ICT skills across the school and greater communication of recent events- development of school ethos and marketing opportunities	Outside purchase	£150		✓			
(l) Formation of class pages on the school website, in view of entending and communicating home learning etc	SW	Enhancement of ICT skills across the school and greater communication of recent events- development of school ethos and marketing opportunities	Time	Nil		✓			
(m) Incorporation of home learning links and website links to support learning within the curriculum	SW	Improved standards and ease of access to information/ learning	Time	Nil		✓			
(n) Move to electronic newsletters/ letters sent via e-mail instead of the expense of paper	SW	Greater communication between home and school		Nil	✓				
(o) Interactive whiteboards to be incorporated in all lesson plans	All staff	Interactive whiteboards included in lesson plans	Interactive whiteboards	Given elsewhere			✓		
(p) Increase in cyber safety on all computers/ establishment of a firewall	SW	Protection for children/ greater internet surfing independence	Paul Spyker	Nil		✓			
(q) Update wooden chairs in the upper Junior classes with plastic modern ones	SW						✓		
(r) Purchase of age appropriate software	SW	Greater learning opportunities leading to increased attainment	outside purchase	£500			✓		

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9 Library and Resources for Learning									
(a) Update reading material in the library and discard all dated reading material	CR/ PS	Increased interest in reading across the school	Outside purchase	£1,000	✓				
(b) Purchase of bilingual texts and story books for French. Purchase of LCP French resource files	BP	Increased interest and ability in French. Extension of most able	Texts	Budget (£800)		✓			
(c) Purchase a range of simple non fiction reference books for science and humanities in Pre Prep	CW	Pupils able to do simple research	Texts	Library budget (£500)		✓			
(f) Purchase of maths equipment	SW	Better understanding of basic skills and opportunities for kinaesthetic learning	Equipment	Budget (£500)		✓			
(d) Purchase of resources to differentiate more fully in the maths curriculum and develop problem solving strategies	SW	Most able stretched, less able grasping basic concepts more easily. To help pupils with problem solving maths	Resources	Budget (£1100)		✓			
(e) Purchase of greater range of artefacts for RS	All staff	Improved kinaesthetic learning	Artefacts	Budget (£300)		✓			
(f) Purchase of Key Stage 1 and Foundation Stage reference material	SW/ CW	Ease of access for all children leading to improved attainment	Scholastic vouchers and book fair funding	Scholastic vouchers and book fair funding		✓			
(g) Purchase of child friendly furniture	SW/ CW	Accessibility and safety across all areas of the school	Outside purchase	£600		✓			

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<b>10 Learning Support</b>									
(c) Purchase of visual aids (and kinesthetic) to support work from learning zone in classrooms- esp Key Satag 1. e.g. magnetic 100 squares/ phonemes/ graphemes	SW/ FC	Continuity of support between SENCO and teacher	Outside purchase	£400		✓	✓		
<b>11 School Ethos</b>									
(a) Consideration and release of Tots and Nursery Leader for home visits for children under 3 who will be entering nursery	CW	Parents feel informed and included	Time	Nil			✓		
(b) Purchase of house badges for all children across the school from Rec- Yr 6	SW	Development in house pride and determination	Outside purchase	£90	✓				