



Trust Vision: Promoting Professional Excellence

School Vision: **Persevere**, **Believe**, **Learn**, **Achieve**

Local Governing Body ACTION PLAN				
Name: Springfield Junior School Ipswich Date: September 2020 to July 2021				
To ensure the Local Governing Body fulfil the 3 core functions of Governance from the Governance handbook, DfE March 2019. This plan to be review at LGB meeting termly for Impact and Next Steps.				
Priority 1: Ensuring clarity of vision, ethos and strategic direction				
What outcome are you seeking? How will this impact on your school or trust's effectiveness?	What needs to be done to achieve this and how? List tasks and mechanism for achieving them	By whom? One name	By when? Date	How will you know when it has been achieved? List the changes you will see
1)To monitor the effectiveness of the School Vision to promote high quality Learning and Teaching. School Vision: Persevere, Believe, Learn, Achieve	Staff and pupils to revisit the vision for the school and look at what these words mean to then and the school. These displayed in every classroom and linked to learning.	Artsmark Governor Lead teacher for Artsmark	Termly	Headteacher to reports back that this has been achieved and is present in the classrooms, around the school and website. Governors discuss school vision at Standards meetings. <u>Autumn Term 2020</u> The vision is displayed in each classroom and referred to by teachers and staff <u>Spring Term 2021</u> After training with Kate Thomas, on the school vision, the

<p>2)To share the school and trust vision with the parents.</p> <p>3)To achieve Platinum Artsmark award</p>	<p>Ensure these are displayed on letters, newsletters etc to parents.</p> <p>Provide consistent and high quality visual and performing arts lessons in all year groups and use Arts and Culture as a vehicle for learning across the curriculum.</p>	<p>in school.</p>	<p>Governors would like the school to have a School Vision day, in the summer Term, when all pupils return to school. This will give the staff, pupils and parents time to discuss and assess the impact of the school vision on learning.</p> <p><u>Summer Term 2021</u> School vision to be revisited in September on pupils return to school.</p> <p>The school office to include school and trust vision on all correspondence with parents.</p> <p><u>Autumn Term 2020</u> The school vision is on all letters going out to parents</p> <p>All targets have been achieved up to date. Reporting to Governors at Standards committee by Lead teacher. Completing of project and award achieved.</p> <p><u>Autumn Term 2020</u> Silver awarded for Artsmark. An application has been made for the next 2 years. Plans are to allow pupils to perform remotely and in the school playground for parents.</p> <p><u>Spring Term 2021</u> In January with the support of a Governor, the school joined the Artsmark project again for the next 2 years. It is hoped the school can work towards achieving gold or platinum award.</p> <p><u>Summer Term 2021</u> This project is coming and will gain momentum when pupils return in September and will be priority 4 in SDP 2021/2022.</p>
---	--	-------------------	---

4)To encourage all pupils to show acceptance, respect and kindness to others	Activities to celebrate diversity of different cultures and backgrounds.			<p>To see diverse representation in the curriculum through books/black history unit/immigration work/themes</p> <p>Autumn Term 2020</p> <p>Class assemblies are focusing on these areas starting with kindness.</p> <p>Creative Lead building on learning for all groups on diversity.</p> <p>Spring Term 2021</p> <p>The school has promoted Wellbeing through a remote learning day during mental health week. A Wellbeing action plan has been developed for the school and will be monitored by the Wellbeing Governor.</p> <p>Summer Term 2021</p> <p>This will continue to develop across the curriculum and will be priority 6 in SDP 2021/2022</p>
Priority 2: Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff				
What outcome are you seeking? How will this impact on your school or trust's effectiveness?	What needs to be done to achieve this and how? List tasks and mechanism for achieving them	By whom? One name	By when? Date	How will you know when it has been achieved? List the changes you will see
1)To further develop teaching pedagogy to ensure that all groups of pupils can maximise progress.	Assessment data presented to Standards committee meetings looking at progress of different identified groups. Ensure interventions are timely and		Termly	<p>Reporting to Standards committee on progress across the school linked to National Standards. Evidence in Standards Committee minutes. Governors to have input into the SDP objectives.</p> <p>Autumn Term 2020</p>

<p>2)Governors monitoring driven by School Development Plan. Focused zoom meetings with leaders.</p>	<p>appropriate.</p> <p>The zoom meetings can look at different areas identified by school leaders.</p>	<p>Governors</p>	<p>Termly</p>	<p>To address the Gaps in Learning, due to COVID 19, an interim curriculum was in place to support pupils learning at the beginning of term. This has now moved to the usual curriculum coverage.</p> <p>New Assessment Policy and new assessment scheme for analysing data through FFT Aspire. Key objectives for each pupil. Grading 0,1,2,3 which is manageable for staff. Data gives key areas for individual pupils to work on.</p> <p>A grant of £10,000 from DfE will support remote learning. This needs to be used from January 2021 to July 2021. A TA has been employed to ensure all pupils, that need to self- isolate due to COVID, can access learning.</p> <p><u>SEN</u></p> <p>The school is in transition with reference to the SEN co-ordinator. At present this is being overseen by the HT with support from an Instructor.</p> <p>SEN paperwork has been streamlined. All information on CPOMS which is part of safeguarding. SEN expert from another Trust is supporting and guiding school.</p> <p><u>Spring Term 2021</u></p> <p>Remote learning is in place for all pupils as well as in school learning.</p> <p><u>Summer Term 2021</u></p> <p>This will continue to be key development and will be priority 1 in the SDP for 2021/2020.</p> <p>Governor zoom monitoring report with school leader to be recorded on Governor Zoom Meeting Document. These to be linked with SDP.</p> <p><u>Autumn Term 2020</u></p> <p>All Governors meeting are via Zoom. The HT/Chair monthly</p>
--	--	------------------	---------------	---

				<p>meeting takes place in school in line with COVID restrictions. Governors will link with school leaders in the Spring Term following COVID advice.</p> <p><u>Spring Term 2021</u> Zoom meetings have taken place for ICT, Pupil Premium and Safeguarding. There are separate reports for these.</p> <p><u>Summer Term 2021</u> School Governor monitoring will be taking place in school for September. The Trust Standards group has asked Springfield to have a monitoring morning for the Trust school and this will take place in November 2021. All Trust Governors will be welcome.</p>
<p>3)Report to LGB termly on outcomes and next steps of Governor Action Plan.</p>	<p>Action Plan updated</p>	<p>Vanessa Kingsley</p>	<p>Termly</p>	<p>Action Plan presented and minuted at each LGB meeting.</p> <p><u>Autumn Term 2020</u> Report 19th November 2020. This report is posted on the school website.</p> <p><u>Spring Term 2021</u> Discussed and updated at Finance and LGB meeting.</p> <p><u>Summer Term 2021</u> The Action plan has been discussed and on the agenda for each Governor meetings. The Action Plan will be updated and put on the school website.</p>
<p>4)Generic Performance Management targets for staff to be resented to Governors linked to School Improvement Plan</p>	<p>LGB meeting Performance Management generic targets to be presented to LGB.</p>	<p>Headteacher</p>	<p>Termly</p>	<p>To receive Performance Management update each term at LGB meeting.</p> <p><u>Autumn Term 2020</u> PMs for staff to be completed by end of November. HT PM completed with Governor, CEO and Advisor. HT presented generic targets for staff at LGB.</p>

				<p>These targets are:</p> <ol style="list-style-type: none"> 1. Teaching Pedagogy 2. SDP 3. Your Aspirations. <p>Spring Term 2021 All targets are set. Reviews will take place March/ April</p> <p>Summer Term 2021 All PM's have been completed for staff</p>
Priority 3: Overseeing the financial performance of the organisation and making sure its money is well spent.				
What outcome are you seeking? How will this impact on your school or trust's effectiveness?	What needs to be done to achieve this and how? List tasks and mechanism for achieving them	By whom? One name	By when? Date	How will you know when it has been achieved? List the changes you will see
1) Good or outstanding outcomes for Pupil Premium progress. Ensure that the Pupil Premium money is used effectively. The pupil premium strategy statement is followed and acted on.	Pupils will be proactive, organised and enthusiastic learners. All disadvantaged pupils will meet national expectations for attendance and punctuality.	Deputy Headteacher Governor to look at attendance	Termly Termly	Report by Deputy Headteacher at Standards and Finance committees on impact of PPG targets and spending. Data report from assessment co-ordinator on progress and attainment for PPG. Autumn Term 2020 The Deputy Lead has taken over the PP. A meeting has taken place with the CEO and Deputy for hand over. The PP costs were presented at the Finance meeting. The plan will be completed by the beginning of December and put on school website. Spring Term 2021 PP pupils have laptops available for remote learning. Also art packs given out for PP pupils for home learning. PP update report and document was presented to the LGB by DHT. Summer Term 2021

<p>2) To continue to support the school in developing ICT equipment so pupils can increase their ICT skills and knowledge.</p>	<p>Audit current hardware with the ICT lead. Look to update provision where needed to support ICT curriculum.</p>	<p>Deputy Head and ICT Governor</p>	<p>A comprehensive report on PP was presented to Governors at the LGB in July 2021.</p> <p><u>Autumn Term 2020</u> The Sports Premium costs were presented to the Finance meeting. The plan will be completed by the beginning of December and put on school website. It is proposed that the swimming money will be spent on an Action Wall for pupils. This is due to COVID.</p> <p><u>Spring Term 2021</u> Active wall installed in school instead of swimming due to Covid19.</p> <p><u>Summer Term 2021</u> It is hoped swimming instruction will be up and running in September.</p> <p>Report to Finance committees on ICT provision needed and cost.</p> <p><u>Autumn Term 2020</u> The Deputy head is leading this and the school is using Goggle Classroom. The school is looking into which laptops to buy and update. The school will need the budget to support updating ICT equipment each year. The ICT Governor will support the school in developing a 3 year plan for ICT equipment. This plan and progress will be presented to Governors at the Finance meeting in February 2021.</p> <p><u>Spring Term 2021</u> Three quotes received for updating wifi coverage in school.</p>
--	---	---	---

3)CIF Bids to DFE.	To complete any applications for CIF funding where appropriate.	CEO	<p>Local company appointed to carry out work at Half Term. This will support new hardware, when purchased, for ICT provision in school. 52 laptops are available for remote learning where needed. These laptops will come back into school when the pupils return to school. The ICT budget was discussed for this year and it was agreed by Governors that the amount in the budget for ICT would be matched from reserves. The ICT Governor is working with the DHT on this project.</p> <p><u>Summer Term 2021</u></p> <p>This continues to be a key development area for 2021/2022 and is priority 3 in the new SDP.</p> <p>Report to Finance committee when outcome of application are received.</p> <p><u>Autumn Term 2020</u></p> <p>The windows Bid was not successful. It was felt that if the school offered to up their contribution to the costs the bid might be successful. Therefore another bid will be submitted with support of CEO and Finance Manager. The windows are a priority with reference to COVID19 as there is poor ventilation in classrooms due to windows not opening and in bad repair.</p> <p>LED lighting in school. Visits from Electrical Companies took place during half term. Quotes to come. This will then go for a CIF Bid.</p> <p><u>Spring Term 2021</u></p> <p>New window bid has been submitted with maximum amount from school, from reserves, towards windows.</p> <p><u>Summer Term 2021</u></p> <p>The school was very disappointed that the CIF bid for new windows was unsuffesful. There are great concerns regarding</p>
--------------------	---	-----	--

<p>4)Financial Budgeting. To ensure that school's financial performance does support the School Development Plan</p>	<p>Effective budgeting of staffing Commitment of funding Accurate budgeting predictions Targets and key improvement strategies delivered. Educational outcomes met</p>	<p>Business Manager and Headteacher</p>	<p>ventilation in classrooms due to windows not being able to open. This is especially difficult at this time due to COVID19 and the recommendation for Government is the importance of good ventilation. A new CIF bid will be presented and other ways of funding the windows will be looked at.</p> <p>Report to Finance committee meeting with updates and impact. To ensure the staffing levels are approximately 80% of the school budget going into year 2 and 3.</p> <p><u>Autumn Term 2020</u> Staffing costs have been reduced due to new Leadership. A percentage staff costs report will come to Governors at the Finance meeting in February.</p> <p><u>Spring Term 2021</u> The budget is on track for expenditure this year. It was agreed to develop a 3 year plan for building projects and maintenance. Also to continue to monitor staff costs so that this is inline with 80% of the school budget cost each year. It was agreed from reserves the ICT budget would be doubled for this year and also the CIF bid contribution would be increased for the new windows.</p> <p><u>Summer Term 2021</u> The Governors were pleased that the staffing budget for 2021/2022 is at 80% costs in line with CET advice.</p>
--	--	---	---

Completed March 2021